

Some Best Practices and websites for Concierge/Welcome Programs
in Wisconsin, U.S., and Internationally

In Wisconsin:

Green Bay Concierge Program- <https://www.greatergbc.org/talent-education/talent-attraction/concierge-program>

- Customized community tour
- New Employee Integration Assistance
- Accompanying Partner Career Support
- Welcome Basket
- New Employee Retention Package

LaCrosse First Friends Program (Newcomer Connection)- <https://www.lacrossechamber.com/firstfriend/>

- Look and See Tour
- Family Look and See Tour
- Accompanying Partner Career Service
- Welcome Basket from Your Company
- Settle-In Service
- Initial Engagement Service (after 3 months)
- First Year Integration Service

Eau Claire Concierge Service, “Explore Eau Claire”-

<https://www.eauclairechamber.org/explore-eau-claire-concierge-program.html>

- Individual Attention to Job Candidate
- Personal Acclimation of your New Hires
- Focus on Accompanying Partner

(Their link to a more detailed description didn't work when I tried it.)

Fond du Lac County Concierge Program-

<https://www.envisiongreaterfdl.com/fond-du-lac-county-concierge-program/>

- Recruitment Phase Menu options- Welcome Basket, Community Tour, Community Family Tour, Direct Engagement
- Onboarding Phase Engagement Menu options- Fond du Lac County Concierge Series (include social event), Putting Down Roots (includes meeting with someone with similar interests, make relationship, periodic check ins, Welcome Basket, Direct Engagement (meeting with leaders)

In U.S.:

Some useful websites about welcoming:

For schools from Dept. Of Education- <https://www2.ed.gov/about/offices/list/oela/newcomers-toolkit/ncomertoolkit.pdf>

Welcoming Immigrants, with link for various cities: <https://www.newamericaneconomy.org/wp-content/uploads/2018/09/nae-cities-index-best-practices-guide.pdf>

An organization that works with, then certifies cities as “Welcoming” for a fee:

<https://welcomingamerica.org/initiatives/certified-welcoming/>

(There is a map on the website, and here is the list of cities that have been through the process: Baltimore, Chula Vista, Dayton, Lancaster, Pittsburg, Montgomery Co, Boise, Erie, Dallas, Louisville, Lucas Co, Oh, Salt Lake City.)

Tips for recruiting and retaining diverse talent:

<https://www.bizjournals.com/triangle/news/2019/08/29/attracting-and-retaining-top-talent-5-ways-to-make.html>

<https://www.talentlyft.com/en/blog/article/211/8-recruitment-strategies-to-attract-the-best-talent>

<https://www.techrepublic.com/article/10-ways-companies-can-attract-a-diverse-pool-of-job-candidates/>

<https://www.forbes.com/sites/forbescoachescouncil/2018/08/24/10-ways-to-attract-more-diverse-talent/?sh=693451a14248>

<https://www.rakuna.co/blog/posts/diversity-recruiting-strategy-best-practices/>

Internationally:

(I was unsuccessful so far in finding specific welcoming actions done by specific countries/cities in foreign countries.)

Countries that are best at attracting and retaining skilled workers-

<https://www.weforum.org/agenda/2019/03/which-countries-are-set-to-attract-the-highest-skilled-workers-from-abroad>

Tips for attracting and retaining diverse employees-

<https://www.aperianglobal.com/leaders-diversity-inclusion-5-lessons-top-global-companies/>

3 Essentials, according to Gallup- employees are treated with respect, employees are valued for their strengths, leaders do what is right (employee needs to feel safe to express feelings, concerns, and ideas).

<https://www.gallup.com/workplace/242138/requirements-diverse-inclusive-culture.aspx>

Gallup notes 55% percent agree their company has diversity and inclusion policies, 45 % have experienced discrimination or harassment in the last year, 90% of those who say they are not treated with respect, also experienced discrimination in the past year.