



# Strategic HR policy changes

<b>Policy</b>	<b>Description</b>
<b>Case management/ Emergent support services for FLWs</b>	Providing FLWs with access to a case manager that can help them with access to resources, such as childcare, transportation, or healthcare.
<b>Competency-based pay raise</b>	Pay raises upon documentation of having learned a competency or set of competencies.
<b>Competency-based promotion</b>	Promotion upon documentation of having learned a competency or set of competencies.
<b>Educational release time</b>	Providing paid time-off for workers to attend classes, participate in WBL activities, or study.
<b>Formalized mentoring positions</b>	Designating mentoring as a job responsibility and formally including it in a job description; sometimes includes additional compensation for increased responsibility.



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**In-house credentialing**

On-site training that leads to additional credentials for participants.

**Promotion from within**

Hiring current employees for jobs that advance their careers; often includes specific policies regarding how long a job will be posted within the organization before it is posted outside the organization.

**Replacement staff for educational release time**

Providing either a 1) pool of workers or 2) additional funds to hire temporary or agency workers to cover scheduling gaps that result from educational release time.

**Skills assessment for new FLWs**

Administering tests of basic skills to all FLWs to determine their training and remediation needs.



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### Tuition advancement

Providing FLWs with funds for tuition at the beginning of a course (rather than the end) so that FLWs do not have to pay tuition costs up-front.

### Tuition reimbursement on a sliding scale

Providing additional funds for FLWs for higher education as compared to other job categories with higher wages.

### Expanded Tuition coverage

Providing FLWs with expanded tuition support to include non-degree, continuing education and/or remediation needs