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Contact: Christopher Schwarzen

Office: 425-388-3883

Email: Christopher.Schwarzen@snoco.org

Human Resources expands Web site with grant award *Employment information goes 24/7 with new on-boarding program*

A \$25,000 grant has allowed the Snohomish County Human Resources Department to create an innovative Web-based program for bringing new employees on board.

Since January, the county's Human Resources Department has used the grant award from the International Public Management Association for Human Resources (IPMA-HR) and CPS Human Resource Services to produce an engaging new Web site for prospective hires and current employees. New sections focus on information employees need before their first day on the job as well as on tools for retaining employees.

“We want the site to give prospective employees a realistic preview of county culture and values,” said Snohomish County Executive Aaron Reardon. “The project is another example of how we have enhanced efficiency, especially during these difficult times.”

The county's new employee Web site provides:

- 24/7 online access to accurate benefits information before an employment offer, allowing new employees to complete benefits enrollment sooner;
- Links to the county's Diversity Council Web page;
- Improved productivity through access to more work resources on the start date;
- Better community engagement through enhanced transparency of government.

The county took a comprehensive approach to building their on-boarding program, utilizing a Web-based checklist that will help managers initiate benefits and provisions for their new employees as soon as an employment offer is made. The vision is to set the national standard for a transparent Web-based on-boarding program.

“This program will help us attract, engage and retain a talented and diverse workforce, as well as strengthen our connection with the community,” Bridget Clawson, Snohomish County's Human Resources director, said. “The employees of Snohomish County are our number one asset for delivering services daily to our customers.”

To view the new site, go to

http://www1.co.snohomish.wa.us/Departments/Human_Resources/New_Employees.

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