

Recruit and Retain Talent Using AgLearn!

AgLearn provides courses that teach you how to recruit and retain talent! And, as always, you can **add to your knowledge at no cost to you, 24/7!**

One of the main functions of an HR Professional is to recruit and retain talent in the organization. AgLearn provides a variety of courses that can help improve your recruitment and retention skills.

+ [Recruiting Talent](#) (2 hours)

One of the most significant challenges to the growth and survival of any organization is finding and retaining qualified employees. Those responsible for staffing organizations are not only challenged with finding adequate potential employees, but finding the right people for the positions they need to fill. This course explores how to consider the needs of the organization balanced against the expectations and needs of the potential employees who comprise the talent market. This course also focuses on how to appeal to recruits by tapping into what is important to them in a job.

+ [Retaining Your Talent Pool](#) (2 hours)

Employee retention remains a critical issue that no organization is immune to. This course provides you with an overview of employee retention strategies. This course also covers employee engagement, including identifying and enhancing engagement drivers, measuring engagement, and executing an engagement strategy.

+ [Aligning Recruitment to Job Requirements](#) (10 minutes)

Recruiting effectively means aligning recruitment practice to job requirements. This course discusses why composing comprehensive and accurate job descriptions is such an important part of the recruiting process.

+ [Surviving the Talent Crunch](#) (20 minutes)

Attracting new talent and reserving knowledge capital are crucial to the survival of any organization. This course explores avenues for getting ahead of a talent crunch.

+ [Addressing Attrition in High Performance Teams](#) (20 minutes)

Recruiting competent employees is the concern of every human resources department. This course explores methods for screening potential job candidates.

+ [Preventing High Turnover Rates: How to Keep The Best](#) (10 minutes)

While some turnover is unavoidable, organizations must take proactive steps minimize its effect. This course explores retention strategies for holding on to top performers.

+ [Creating a High-Retention Organizational Culture Simulation](#) (30 minutes)

One of the most significant challenges to the growth and survival of any organization is finding and retaining qualified employees. To be successful, organizations should consider recruitment and retention not as two separate efforts, but instead as a combined strategy for creating a high-retention organization. This simulation provides the opportunity to practice the skills required to integrate employee engagement and retention strategies with recruitment efforts.

As with all AgLearn resources, these are available to all USDA employees at no cost to you!