



ICS PERTINENT POSITIVE POINTS

HUMAN RESOURCES RECRUITMENT & RETENTION

ICS Mission Statement –

ICS enriches and strengthens children, families, and communities for future success.

- Offers a safe environment for children to succeed in early learning and development.
- Safe, healthy employee environment with Universal Precaution techniques used. Training provided.
- Smoke/tobacco free. Smoke and carbon monoxide detectors at all centers.
- Monthly fire/disaster evacuation drills. Intruder safety training provided.
- Excellent work placement and work hours for parents of young children. Job opportunities and volunteer experiences for job training available to our parents, both mothers and fathers. CDA (Child Development Associate) training available.
- Diversity employment – EEO employer. Those with English as a second language welcome. Retirees welcome too.
- Excellent Benefit Package – Tops in the State!
 - a. Health Insurance with ICS currently paying 90% of the cost; employee only pays 10%. Family policies available.
 - b. Vision, Dental & Cancer policies available and prescription coverage, life insurance options, tele-health resource, & more.
 - c. Retirement Plan with ICS match currently at 6% automatic up to 10%; much higher than most companies nationally.
 - d. Holiday pay, vacation pay, sick leave. EAP (Employee Assistance Program) & Mental Wellness resources and supports.
- Stability: Secure, large employer. Existence since 1965 going from a two-county program to a 14-county program.
- Work-Life Balance: Understanding, caring employer on the importance of parent/teacher conferences, and health treatment & prevention steps. Employee input highly valued. Focus on continuous improvement and employee morale.
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 - c. Flexibility for many positions. Four-day work week possible during the summer months.
- Job Perks:
 - a. Training opportunities on work-time provided yearly that may be conferences, online learning, on-hands workshops.
 - b. Free lunch during most training sessions. When teaching at centers, staff provided USDA approved lunches.
 - c. MORE: Space to relax for mental wellness breaks. Incentive Pay opportunities. Yearly Cost of living (COLA) raises based on federal rates. With approval, travel cost reimbursement for work duties.

