



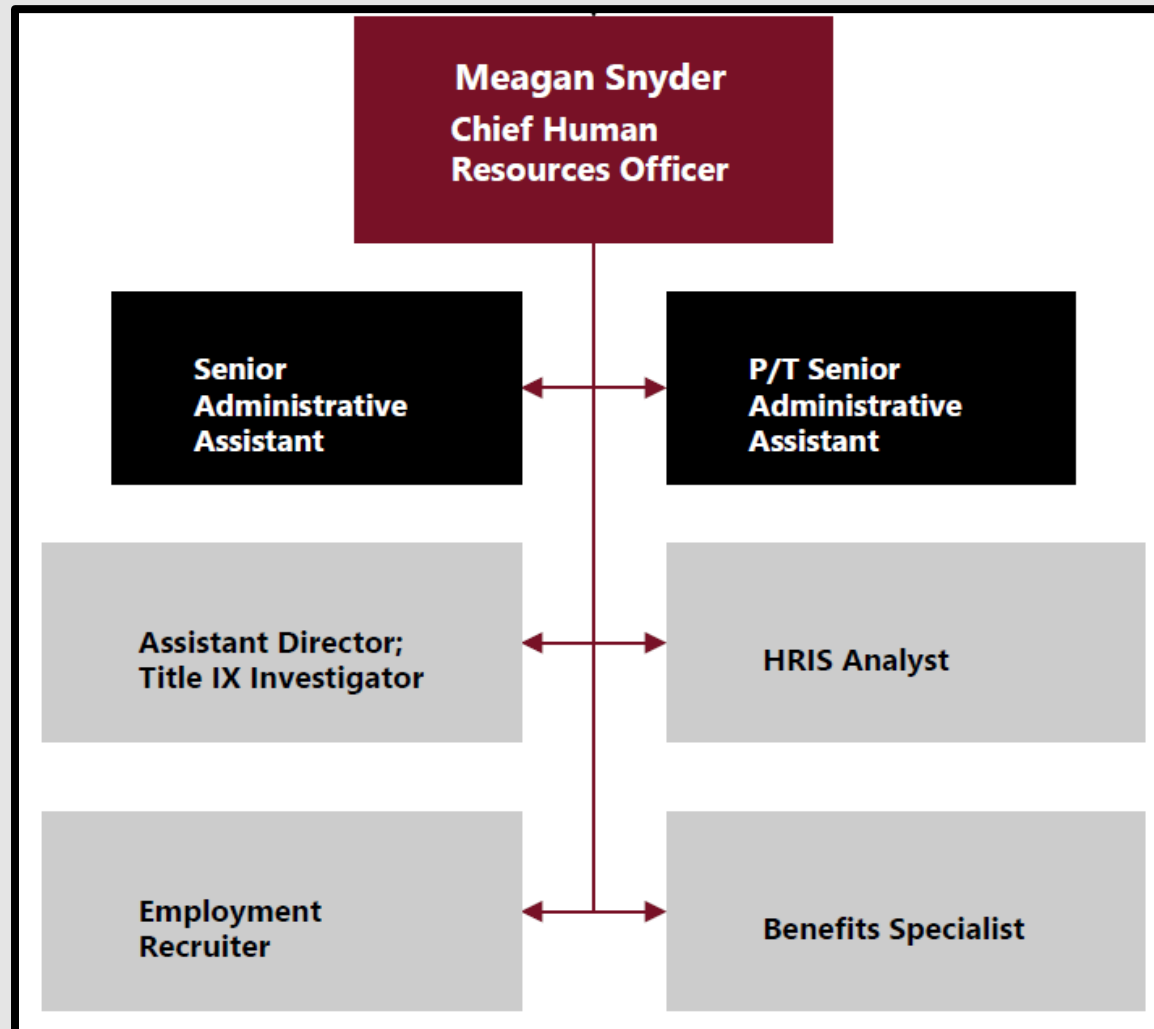
Human Resources

Employee Retention

North Idaho College

► ***nic.edu***

HR Team

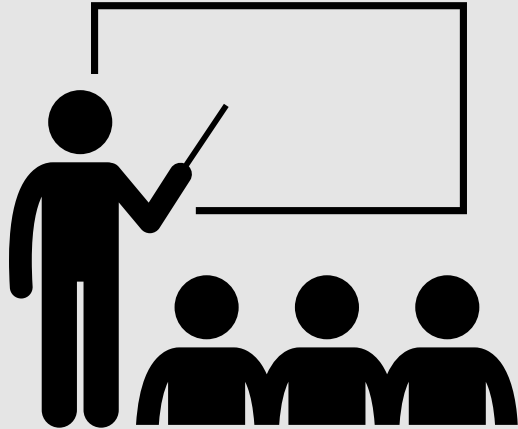


HR provides professional assistance to recruit, retain, and engage our most valuable asset - our employees. We are dedicated to clear communication, progressive thinking, and resourceful solutions in support of the mission of NIC.

NIC Workforce

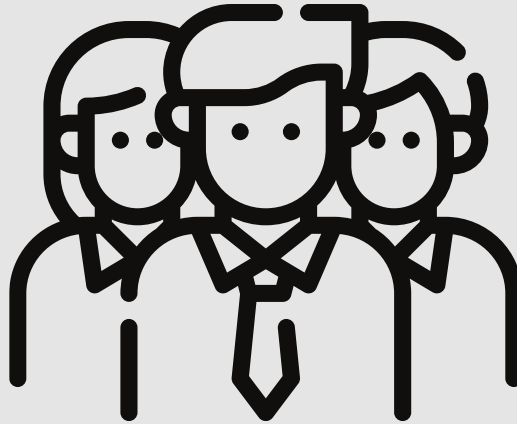
Faculty

125 Full Time
153 Adjunct



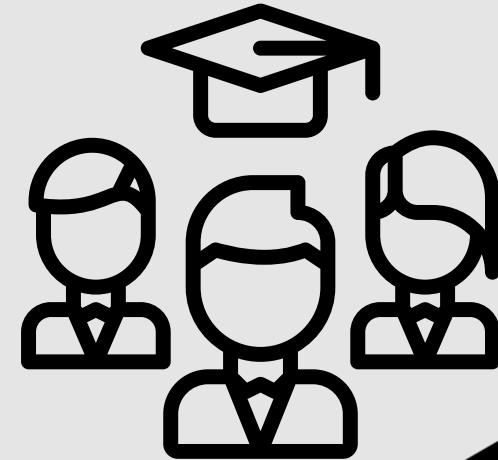
Staff

356 Full Time
285 Part Time

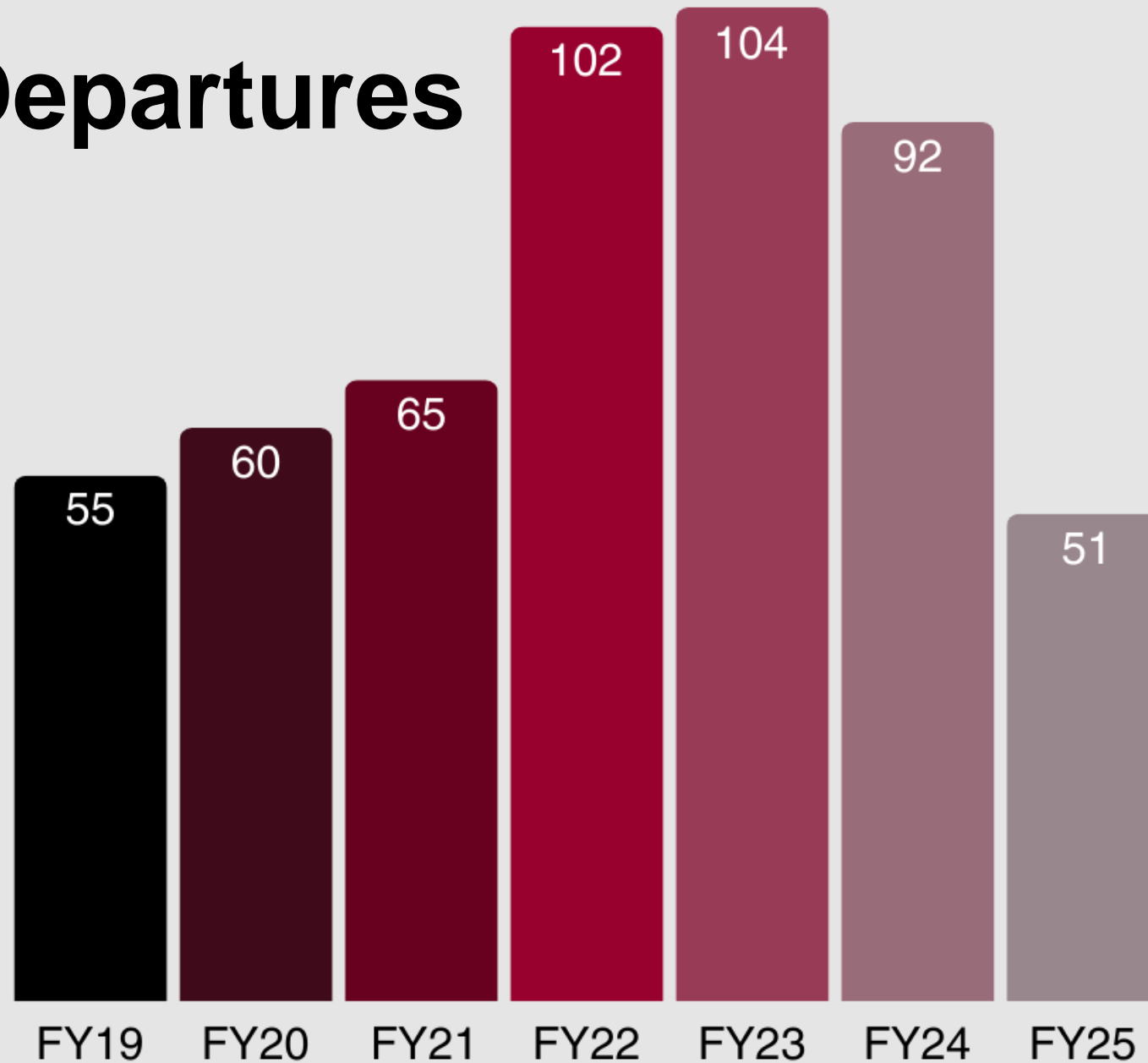


Student/ Work Study

147 Part Time



Departures



57 Departures
Projected for
FY25

92 Reach
Retirement age
Next 4 Years

30+ Budgeted
Positions
Unfilled

Gather Feedback

Stay/Exit Interviews

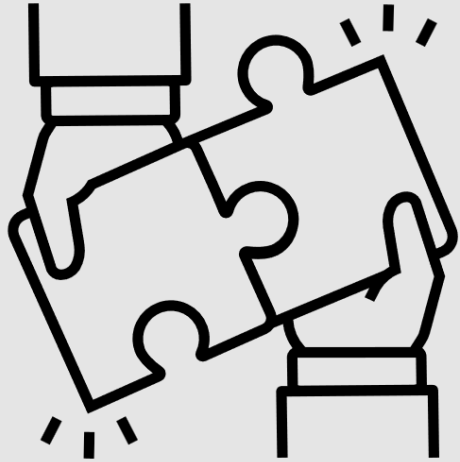


Engagement Survey



Retention Plan

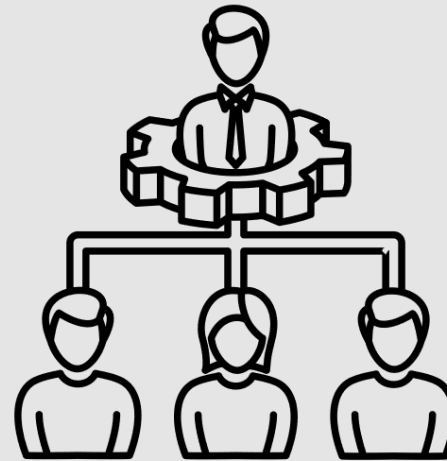
Recruitment



Recognition

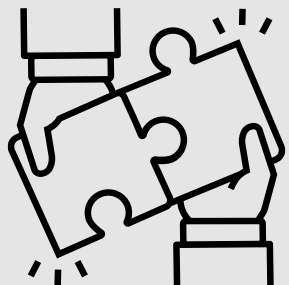


Leadership



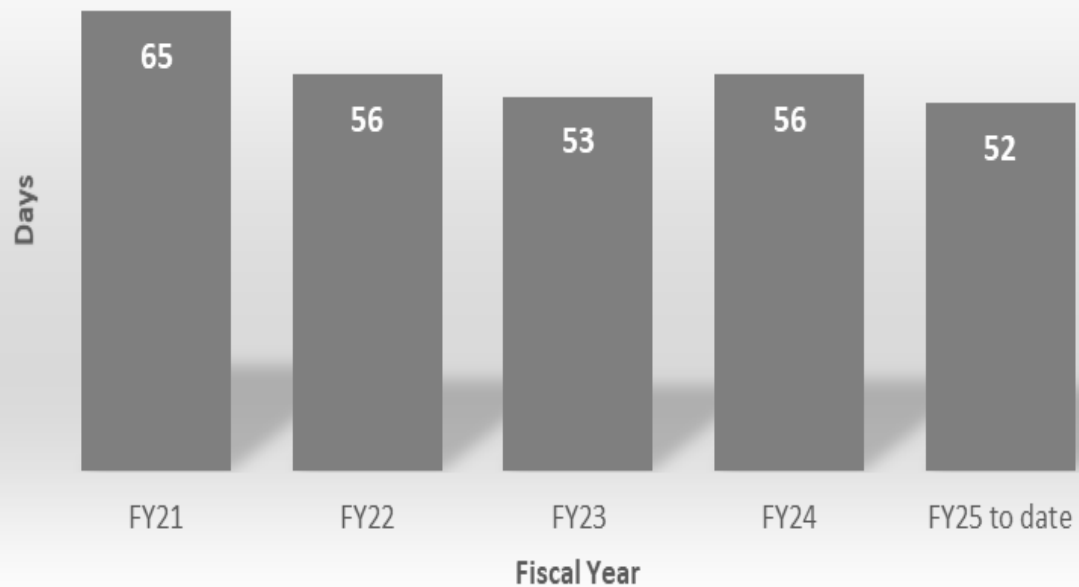
Compensation



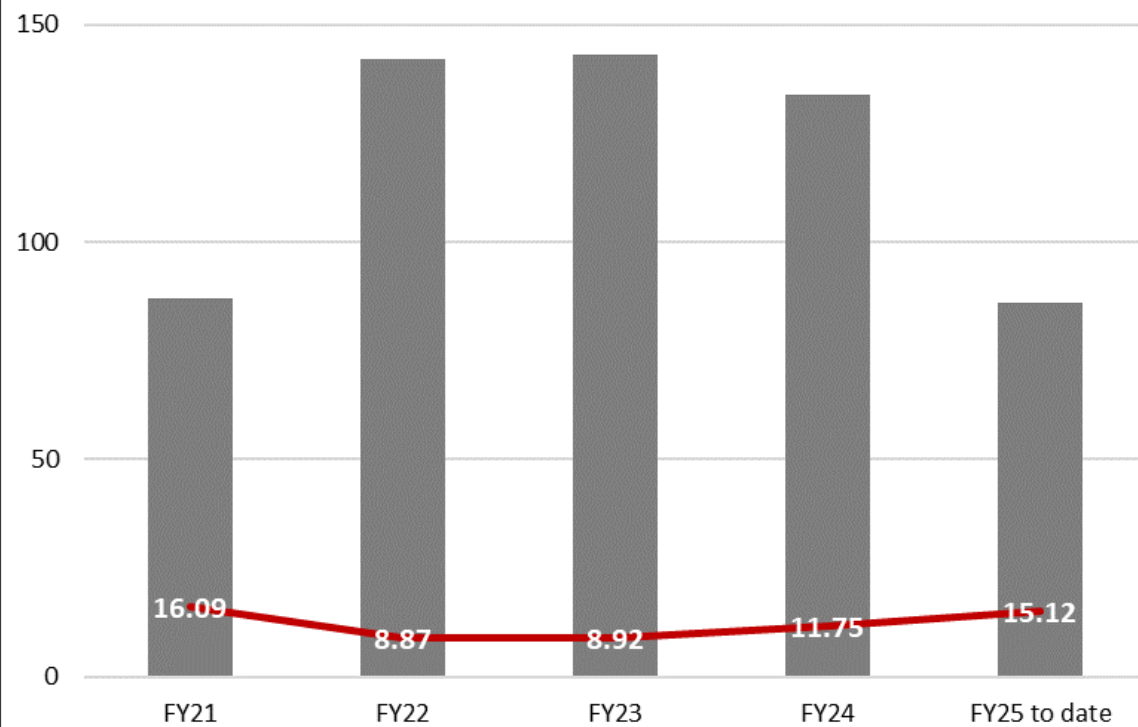


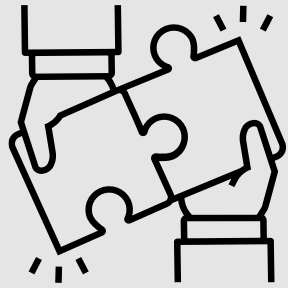
Recruitment

Avg Time to Fill

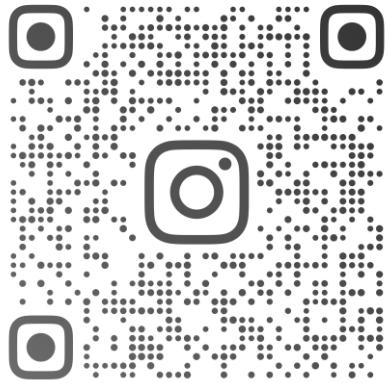


Application Metrics





Social Media Platform



WORKATNORTHIDAHOCOLLEGE



“
I can trust that everyone I interact with at NIC is here for the right reasons - to help our students and each other succeed.”

Andy Ruppel
DIRECTOR OF DUAL CREDIT

CONGRATULATIONS MALLORY!

STERLING SILVER AWARD



Mallory Shipley
Enrollment Services Center Manager

North Idaho College
Career
OPPORTUNITIES

Join
OUR TEAM

Find out more:
www.nic.edu/hr



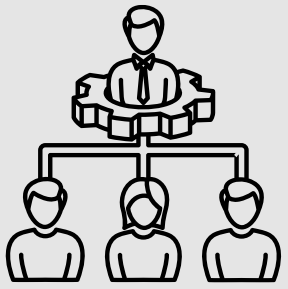
Recognition: What we are doing

Fun



Happy Retirement



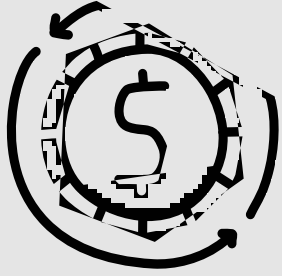


Leadership Development

Leadership Training

Career Development
Training Programs





Total Compensation

5.1 Review and update NIC's compensation to ensure competitiveness, and alignment with industry standards while incentivizing and encouraging employee development.

