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Build and maintain the workforce of the future

The CPPJ recognizes that its employees are the driving force behind its operations and the key to delivering high-quality services to parish residents. To ensure continued excellence and adaptability in serving current and future residents, the CPPJ is committed to strategically investing in its current staff and future workforce. With industry in the parish experiencing a post-disaster resurgence, the parish must ensure it is keeping pace to both retain current employees and attract top talent. The CPPJ will focus on assessing its current employee offerings, benefits, and professional development opportunities to ensure they align with the evolving expectations of the modern workforce. This investment will enhance the CPPJ’s operational efficiency and position Calcasieu Parish as an employer of choice in southwest Louisiana.

GOAL 6.1: IMPROVE EMPLOYEE ENGAGEMENT, SATISFACTION, AND RETENTION

Primary Lead: Human Resources

Supporting Responsibilities: All departments

KEY INITIATIVES	
6.1.1	Develop and implement an annual action plan focused on employee engagement survey responses
6.1.2	Establish a remote and/or flexible work policy
6.1.3	Establish a more regular, documented approach to delivering consistent feedback to all employees
6.1.4	Hold quarterly meetings with all staff to share knowledge, updates, and employee highlights
6.1.5	Highlight and celebrate long-tenured employees
6.1.6	Proactively communicate CPPJ employee benefits

GOAL 6.2: PROMOTE A POSITIVE WORKPLACE CULTURE

Primary Lead: Human Resources

Supporting Responsibilities: Communications and Media, All departments

KEY INITIATIVES	
6.2.1	Identify ways to bring the current workforce together and facilitate knowledge sharing
6.2.2	Grow employee engagement events

GOAL 6.3: INVEST IN MARKET-DRIVEN, COMPETITIVE COMPENSATION PRACTICES FOR CURRENT AND FUTURE TALENT

Primary Lead: Human Resources
Supporting Responsibilities: Administration

KEY INITIATIVES	
6.3.1	Regularly evaluate and realign compensation and benefits practices based on market conditions

GOAL 6.4: INCREASE AVAILABILITY OF AND PARTICIPATION IN PROFESSIONAL DEVELOPMENT AND TRAINING OPPORTUNITIES

Primary Lead: Human Resources
Supporting Responsibilities: All departments

KEY INITIATIVES	
6.4.1	Establish a mentorship program for newer parish employees
6.4.2	Understand and integrate potential AI capabilities into the workforce
6.4.3	Develop and offer a suite of online trainings for parish employees
6.4.4	Expand attendance at local, regional, and national industry conferences to bring best practices back to the parish

GOAL 6.5: ENHANCE EMPLOYEE RECRUITMENT AND ONBOARDING

Primary Lead: Human Resources
Supporting Responsibilities: Communications and Media, All departments

KEY INITIATIVES	
6.5.1	Expand event-based and network-driven recruiting efforts
6.5.2	Partner with K-12 schools and local higher education institutions to educate students on future employment opportunities with the CPPJ
6.5.3	Identify and help address workforce needs in areas like housing and transit
6.5.4	Coordinate with SOWELA and McNeese to align workforce training with parish needs and employment opportunities

GOAL 6.6: GROW THE CPPJ INTERNSHIP PROGRAM

Primary Lead: Human Resources
Supporting Responsibilities: All departments

KEY INITIATIVES	
6.6.1	Hire and leverage interns across all appropriate CPPJ departments and operations