HIRE Lessons Learned
on Building a Collaborative Partnership

Collaborations are hard work and take a lot of time and effort, but when they work; can really make a difference. Here are some of the things that we have learned through our work as the HIRE Initiative which is a collaborative partnership between United Way of Dane County, eight Partner Agencies, over forty Employer Partners and other Key Stakeholders.

1. Through collaboration, together we can help create culturally diverse work environments which will foster good retention rates.
2. Partnerships take more work, but the extra work will pay off in better hires and greater retention rates.
3. Communication is key to a great partnership.
4. Trust must be established amongst all the partners.
5. Together we can have a greater impact on individuals lives.
6. Employers learn as much as employees do.
7. Behavioral health issues can be a barrier, but the right tools can help overcome those barriers.
8. Having a peer mentor is import for employee retention.
9. Working with our Employer Partners on the environment, culture of their organization and inclusion plans are important to hiring and retention of a diverse workforce.