

## Town Hall Discussion: Human Resources

Need to have a good relationship with your local university or the closest one that offers a language program to help shape the curriculum so they produce the type of people with the skills to become translators/interpreters, etc.

Use LinkedIn for finding personnel.

- More accurate data and can see connections with people of similar skill sets

- Advanced search capabilities available at a much higher cost

Use interns to find energetic employees. Can be some very good skills in this group.

[www.interships.com](http://www.interships.com)

Potential to create a new database of interpreters/translators to help with locating skilled resources. Some are doing this already by sharing instructors to help balance the workload among language instructors. Some hesitancy by LSCs to share top talent.

Long-term employees with institutional knowledge hard to replace. If an employee of 6-10 years leaves what do you do to minimize the impact?

- Spread the knowledge among several people

- Document and collect the institutional knowledge

- Assign an assistant early and train a backup person

- Or as one put it, "You're screwed"