

# BUILDING YOUR RECRUITMENT & RETENTION PLAN

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# THE FUN AWAITS!

- ✓ Data & Assessment
- ✓ Workshop: Filling out R&R Plan
- ✓ Interactive- Ask Questions!

**WHAT  
ARE YOUR  
GOALS**



# STAR<sup>2</sup> CENTER

Solutions, Training, and Assistance  
for Recruitment and Retention

[www.chcworkforce.org](http://www.chcworkforce.org)

# RESOURCES

The screenshot shows the STAR2CENTER website with a navigation bar (RESOURCES, TRAINING, ASSISTANCE, ABOUT US, CONTACT US) and a search bar. The main content area is titled "RESOURCES" and includes a paragraph about the resource center, a "NOW OFFERING BUNDLES" section with a search interface (BUNDLE, TOPIC, CONTENT TYPE, SUBMIT, SEE ALL), and three featured resource cards: "Best Practices", "Self-Assessment Tool", and "Data Profile User Guide".

**RESOURCES**

This resource center serves as your one-stop shop for tools, manuals, research, and any other workforce-related resources you may need. Use the search function below, or check out the pre-packaged bundles for information on workforce hot topics. Can't find something you're looking for? Contact us today and we'll help you find it!

**NOW OFFERING BUNDLES**

STAR<sup>2</sup> Center staff have compiled Resource Bundles based on common recruitment and retention issues.

Select a Bundle below to view articles, tools, websites, events, and multimedia resources related to the selected topic.

**INSTRUCTIONS**

Make a selection from one or both of the drop-down menus and click 'submit' to review the resources that are included in the categories you selected. Alternatively you can "select All" to view a complete list of STAR<sup>2</sup> Center resources.

**Best Practices**

Add your own Best Practice example to our Resource Center! Fill out [this form](#) with details of something your Health Center has done well to help others who may be facing similar workforce challenges.

**Self-Assessment Tool**

This [self-assessment tool](#) from the Association of Clinicians for the Underserved will help you identify your workforce challenges and offer strategies that may improve your success with provider recruitment and retention.

**Data Profile User Guide**

The STAR<sup>2</sup> Center released individual recruitment & retention data profiles to the nation's community health centers. This [user guide](#) serves as a companion to the confidential profiles and offers data description and national benchmarks.

- Resource Center
- Self-Assessment Tool
- Financial Assessment Tool
- R&R Plan Template
- Best Practices Form
- Newsletter

# TRAINING

- Video Tutorials of Tools
- Monthly Webinar Series
- Regional Webinars
- Trainings at PCA Conferences
- Advisory Groups

September 2016

« Prev Next »

Sun	Mon	Tue	Wed	Thu	Fri	Sat
28	29	30	31	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
		Using ACU's Self-Assessment Tool to Identify Your Workforce Needs	ACU at 3RNet 2016 Annual Conference	STAR <sup>2</sup> Center at Indiana PHCA		
18	19	20	21	22	23	24
				STAR <sup>2</sup> Center at APHCA Annual Conference		
25	26	27	28	29	30	1
			STAR <sup>2</sup> Center Virtual Office Hour	STAR <sup>2</sup> Center at WPHCA Fall Learning Session		

[See all events](#)

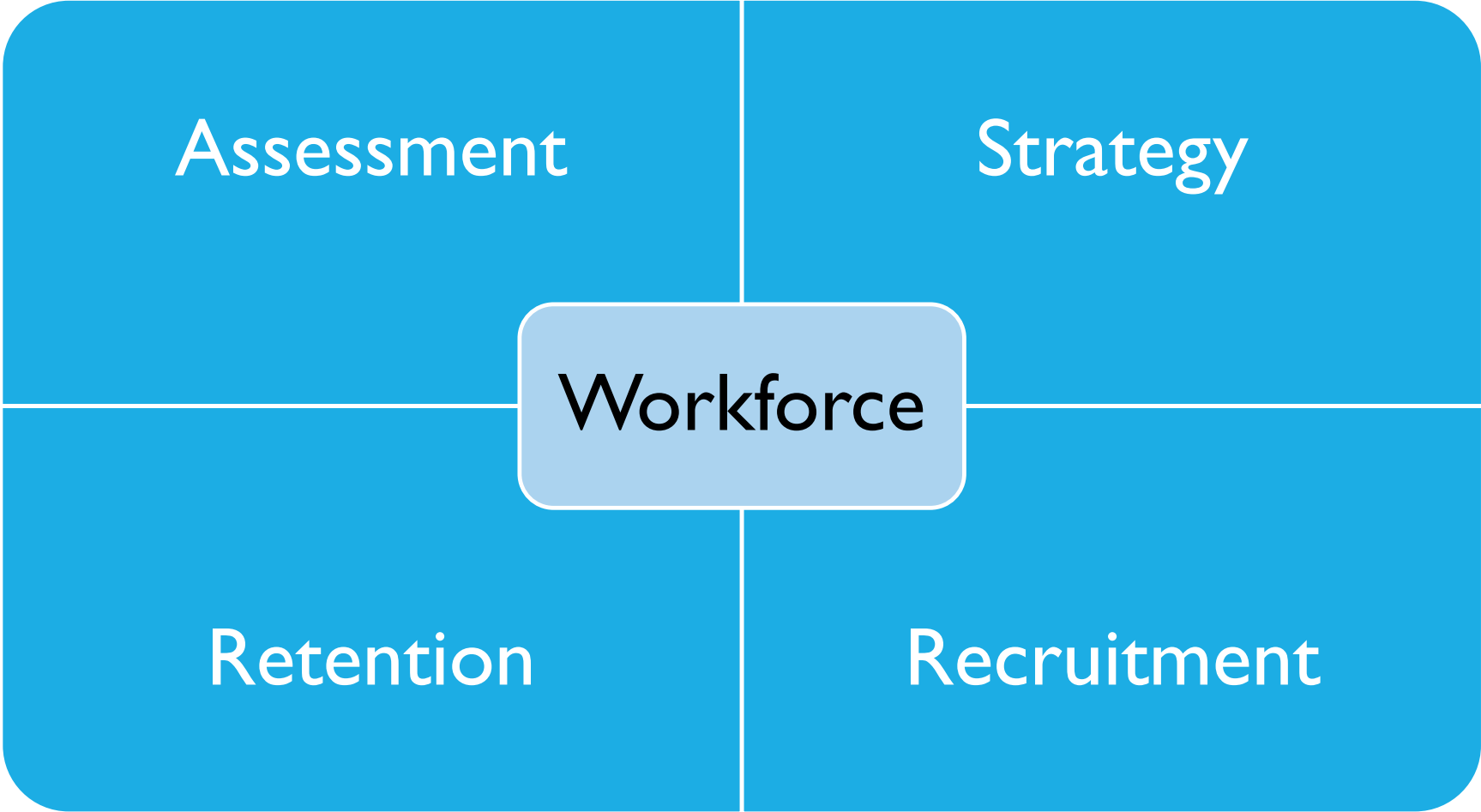
# ASSISTANCE



- Phone
- Email
- On-Site







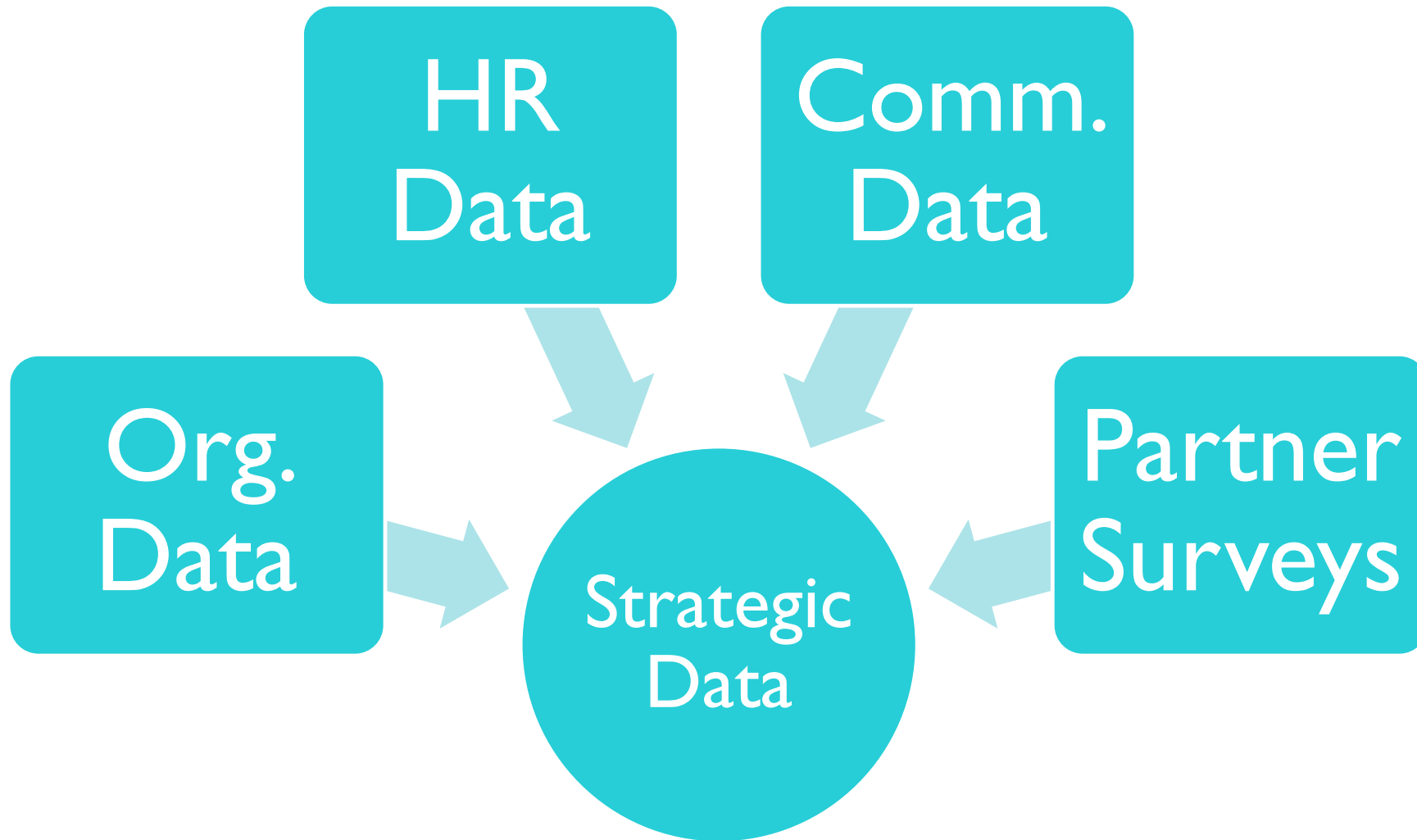


# WITHOUT DATA

YOU'RE JUST ANOTHER PERSON

WITH AN OPINION

W. EDWARDS DEMING



# ASSESSMENT DATA

## Organization Data

- UDS Information
- National Benchmarks
- Growth Plan
- Data Profiles

## HR Data

- Time-to-Fill
- Turnover Rates
- Anticipated Turnover
- Self-Assessment Tool
- Financial Assessment Tool

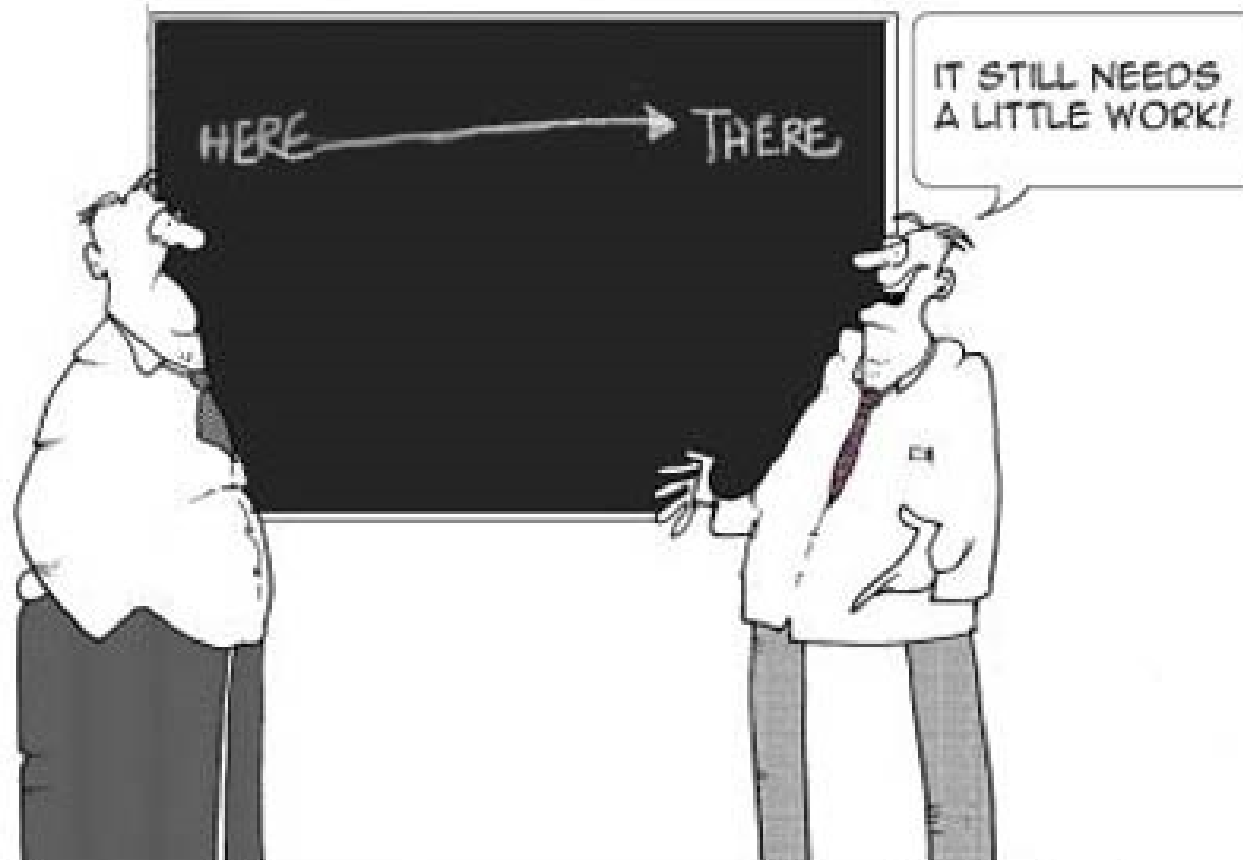
# ASSESSMENT DATA

## Community Data

- Population Data
- Health Disparities
- Socio-Economic Data
  - Census
  - School Systems

## Partner Data

- Community Partner Plans
- Staff Satisfaction
- Funders Interests
  - Resource Center: Templates



Data



Context



Concrete  
issues &  
solutions



Community



Organization



Environment



Future



# STRATEGY RESOURCES

## Guiding Question

- How many of what kinds of staff will we need and when will we need them?

## Tools

- Recruitment and Retention Plan Template
- CapLink's Strategic Planning Manual
- Coming Soon: Strategic Planning Matrix

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**“I want you to find a bold and innovative way to do everything exactly the same way it’s been done for 25 years.”**



Recruitment



Retention

