Health Center Recruitment and Retention Profiles

What is this Data Profile?
- This Data Profile reviews nationally-available data sets to capture and analyze relevant workforce information.
- The data points include items that could affect recruitment and retention in both the health center and the service area.
- Data points are benchmarked against all health centers nationally and "flagged" with blue shading if they are outliers when compared to all other health centers.
- The Data Profile serves as a starting point for conversation within the health center about possible pressure points for improving clinician recruitment and retention.

How do I read and understand this?
- A detailed User Guide is housed on the Data Profile Information Center.
- The User Guide contains information about the individual data points, their sources, their descriptions, and the national benchmarks across all health centers.
- Staff should examine their Data Profile and take note of any blue flagged data points.
- Staff should meet with their internal team to "unpack" both the flagged and un-flagged data points to understand the context behind the numbers and identify potential focus points for intervention.

How do I use this to address my workforce issues?
- Talk with your internal workforce team, your PCA, or STAR² Center staff about why any flagged data points would stand out against the national data.
- Consider possible interventions to improve numbers or support clinicians in circumstances related to flagged data points.

How can I receive help?
- Visit the STAR² Center Website to access tools and information in the Resource Center and find in person and online training opportunities on the Training Page.
- Contact us today – STAR² Center staff are standing by to offer assistance.