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 datapoints.
- Staff should meet with their internal team to “unpack” both the flagged and unflagged 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.