

Talking Points:

Individual Health Center

Recruitment & Retention Data Profiles



Who produced this resource?

The Solutions, Training, and Assistance for Recruitment and Retention ([STAR² Center](#)) was created by the [Association of Clinicians for the Underserved](#) through a National Cooperative Agreement with the Bureau of Primary Health Care (BPHC). The STAR² Center provides free resources, training, and technical assistance to help health centers to reach their workforce goals.

What is this resource?

The STAR² Center has created individual health center recruitment and retention Data Profiles. These profiles can help health centers to analyze their own data as it relates to recruitment and retention and compare their data to that reported by all health centers nationally. Previously, these Profiles were created as static PDFs but are now housed in interactive dashboards.

When was this resource created?

The Data Profiles are updated annually to reflect the most recent information available for each data set. This set of profiles features numerous data sets, including the 2017 Uniform Data System information.

How was this resource produced?

Using national data, the STAR² Center team, BPHC staff, and expert consultants have identified key data points that relate to health center workforce recruitment and retention.

Data from each individual health center has been compared to the national data for each point and highlighted with a blue flag where their data is very different from the national level. Blue flagged data points do not always highlight something “good” or “bad” about a health center. Instead these flags are meant to draw the attention of health center staff to an area where they are performing differently from health centers nationally.

Why is this information important?

This Data Profile is meant to spark a self- assessment that can help health center staff determine where changes could be made to improve clinician workforce recruitment and retention in their organization. Health center staff have the opportunity to view grantee and service area information through a workforce lens to identify key strengths and potential challenges at an individual level, and understand trends at a national level.

What should I do with this information?

Health center staff are encouraged to review their individual data profile dashboard with their workforce team and contact the STAR² Center for further information or to set up individual training or technical assistance.

The STAR² Center Resource Center also serves as an important tool in the self-assessment process. The Resource Center is a one stop shop for free toolkits, articles, best practices, and new, informative Data Point One-Pagers.