ASSOCIATION OF CLINICIANS FOR THE UNDERSERVED

Access to Care & Clinician Support

Recruitment & Retention

National Health Service Corps  Resources  Training  Networking
STAR² CENTER

SOLUTIONS TRAINING AND ASSISTANCE FOR RECRUITMENT & RETENTION

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HOUSEKEEPING

• This session is being recorded and the recording will be sent via email to everyone who registered
• Use the Chat box to ask questions and share comments and thoughts
• Send a message to Mariah Blake if you are experiencing technical difficulties.
• Please complete the evaluation at the end of the session
GOALS FOR TODAY

Explore the importance of retention as an overall part of the workforce plan

Review tools and resources to assist health centers in their efforts to develop a comprehensive workforce plan

Share health centers’ successes with retention
The best strategy to minimize recruitment problems is to retain providers in the long term. Understanding retention issues can help your health center focus recruitment on candidates who might best fit into your health center culture and environment.
RETENTION AND RECRUITMENT CYCLE

Retention  Recruitment
FEATURES OF A CULTURE OF RETENTION

Engaged  Consistent  Positive  Transparent
RETENTION PLANNING PROCESSES

Mission
Compensation
Benefits
Work Schedule
Career Path
MISSION ALIGNMENT

What they say

What they do

http://www.chcworkforce.org
MISSION & RETENTION

- Hiring Practices
- Employee Engagement
- Culture
INTERVIEWING FOR MISSION

- Candidate Diversity
- Interview Questions
- Interview Process

http://www.chcworkforce.org
Alignment of a health center’s mission with provider beliefs and values is CRITICAL
STRATEGIES THAT INCORPORATE MISSION

- Compensation program
- End-of-year bonuses
- Recognition opportunities
- Professional development opportunities
- Stay interviews
What strategies are your health centers using to incorporate MISSION in their retention efforts?
RETENTION: COMPENSATION AND BENEFITS
COMPENSATION PROGRAM

Sustainable → Effective → Equitable

Compensation
What COMPENSATION & BENEFITS strategies are your health centers using in their retention efforts?
RETENTION: WORK SCHEDULES
RETENTION: WORK SCHEDULES

- Flex Hours
- Part-Time
- Job-Sharing
- Limited Call
How are your health centers using WORK SCHEDULES in their retention efforts?
RETENTION: CAREER PATH
CAREER PATH

Training

Special Projects

Financial Support
CAREER PATH: SPECIAL PROJECTS

Networking ➔ Teaching ➔ Research
CAREER PATH: FINANCIAL SUPPORT

- Tuition
- Associations
- Resources
How are your health centers using CAREER PATHS in their retention efforts?
RESOURCES!

- R&R Plan Template & Tools
- Financial Assessment Tool
- Compensation Assessment Tool
- Archived Compensation Planning Webinar Series
- Health Center Data Profiles
QUESTIONS?
WHAT’S NEXT?

Next Session

February 11th @ 3pm Eastern

Recruitment Planning
STAY IN TOUCH!

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