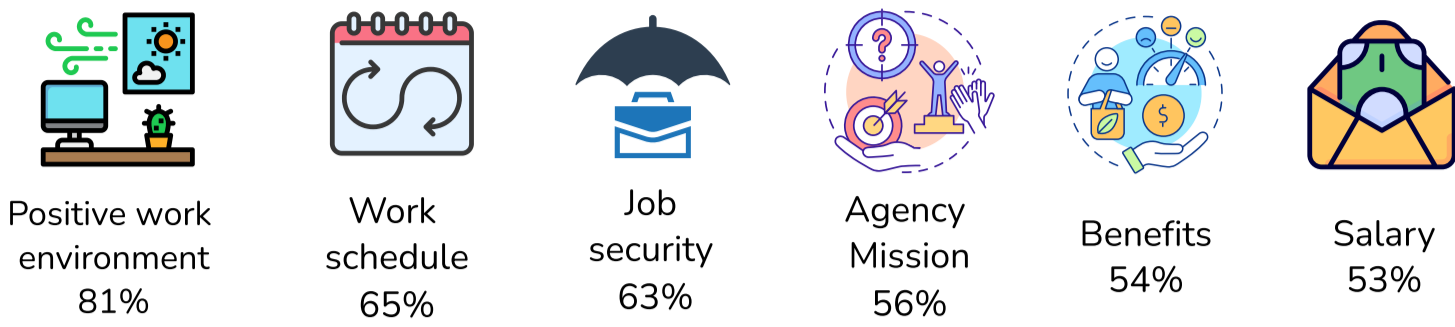


# Recruitment and Retention Takeaways

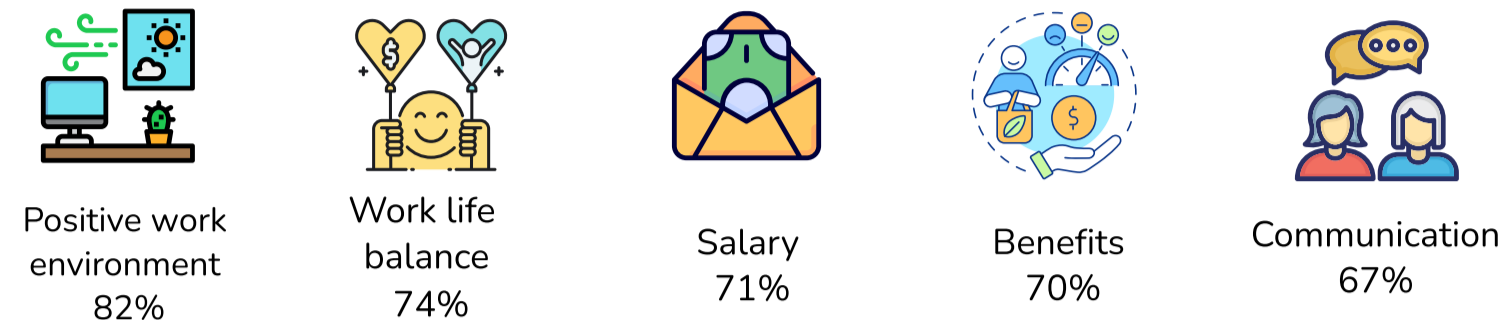
2022 CSPD R&R Survey

## Attracting and Retaining

### Factors for new hires



### Factors for staying



% of respondents indicating "Very Important"

Supervisors and Managers report...

### Challenges Recruiting Staff



- Competitive salaries
- Lack of qualified applicants
- Lengthy hiring process

### Challenges Retaining Staff



- Competitive salaries
- Workload
- Pandemic reasons



### Recruitment Strategies Used by Management



Streamline hiring process

Increase salaries



Professional development

Address workload



### Retention Strategies Used by Management



Open communication

Administrative support



Positive work environment

Coaching Mentoring



## The Great Resignation

**58%**

Looking for something else due to the pandemic



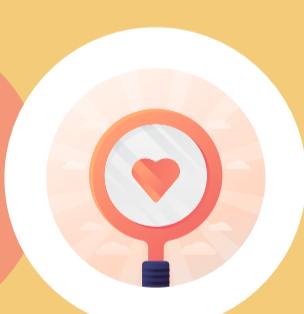
**42%**

Plan to stay

## Help Wanted

**90%**

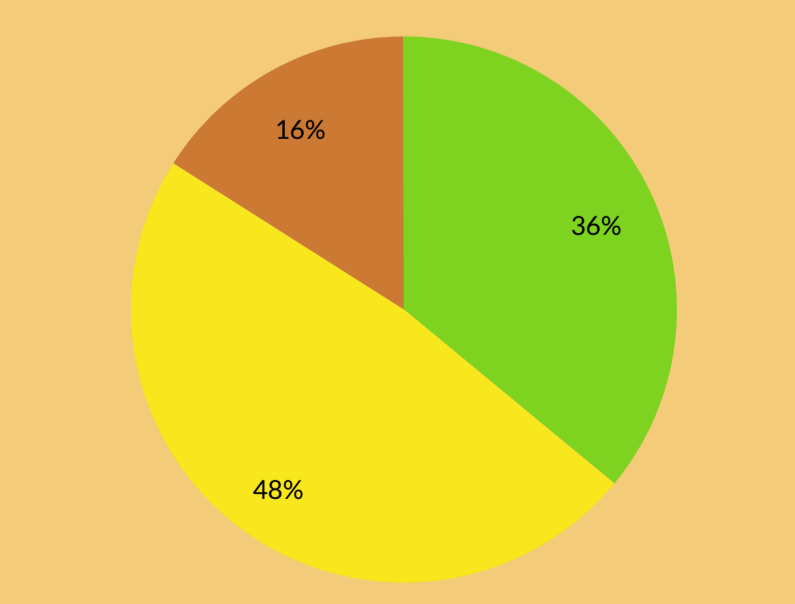
of respondents responsible for hiring have 1 or more vacant positions



Looking for highly qualified Care Coordinators, Occupational Therapists, Physical Therapists, Speech Language Pathologists

## Respondent Demographics

### Current Work Environment



### Respondents by Island

