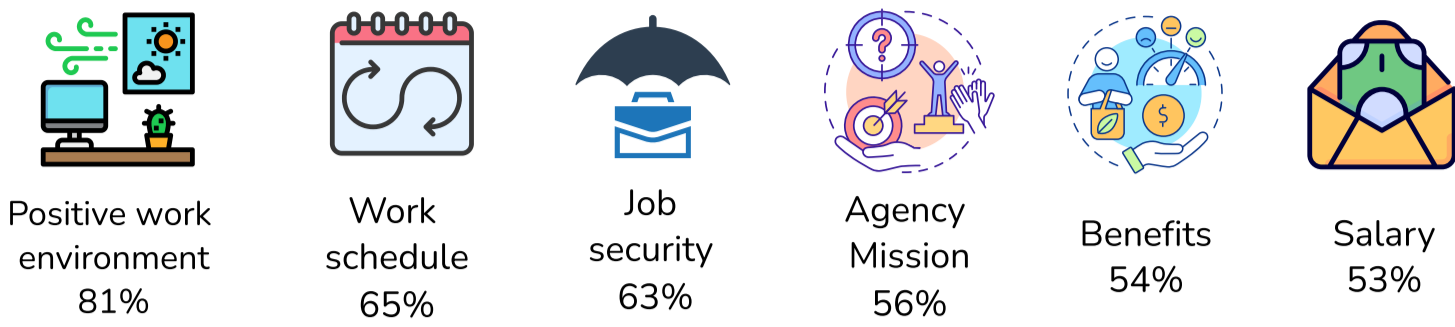


# Recruitment and Retention Takeaways

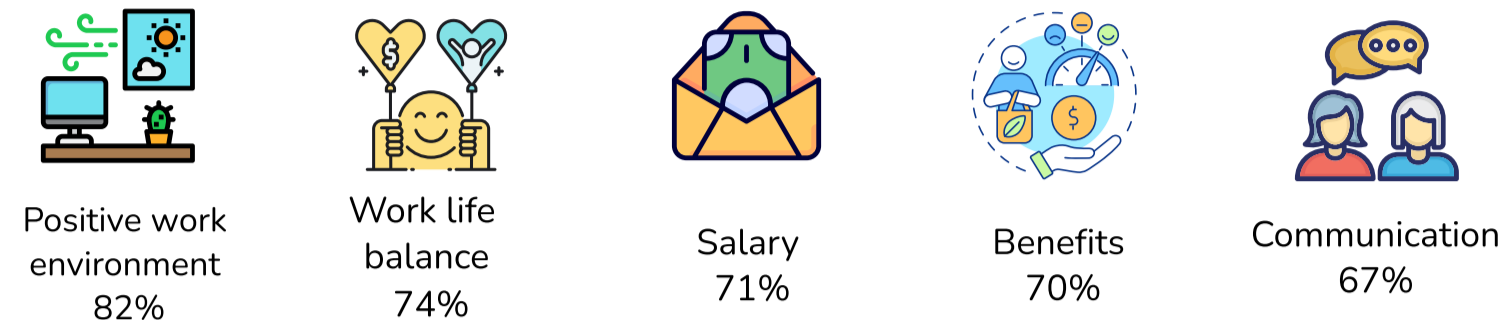
2022 CSPD R&R Survey

## 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%**

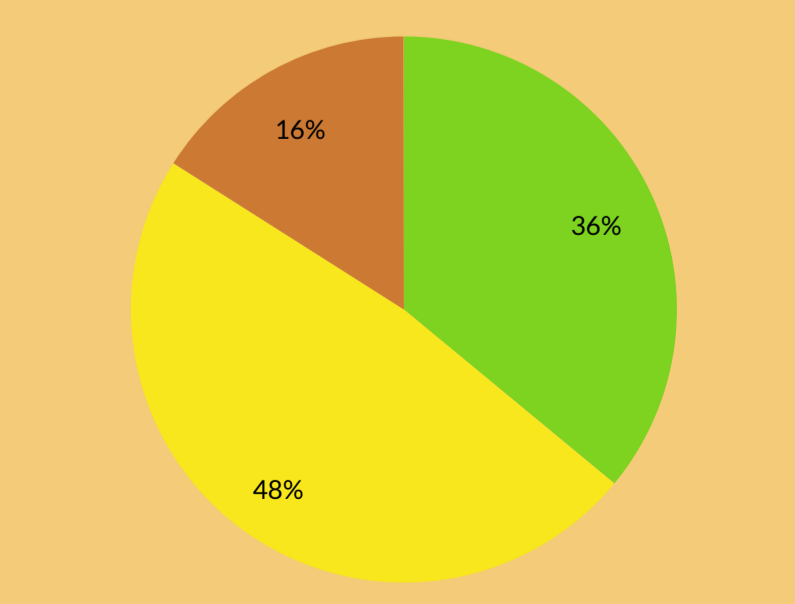
of respondents responsible for hiring have 1 or more vacant positions



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

## Respondent Demographics

### Current Work Environment



### Respondents by Island

