

Breakout #3: Recruitment & Retention



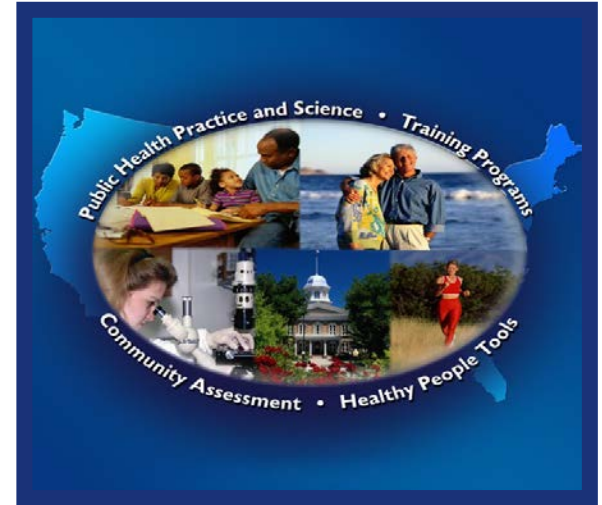
Virginia Public Health Preparedness Summit
September 28, 2022

Public Health Foundation

Mission:

We improve public health and population health practice to support healthier communities

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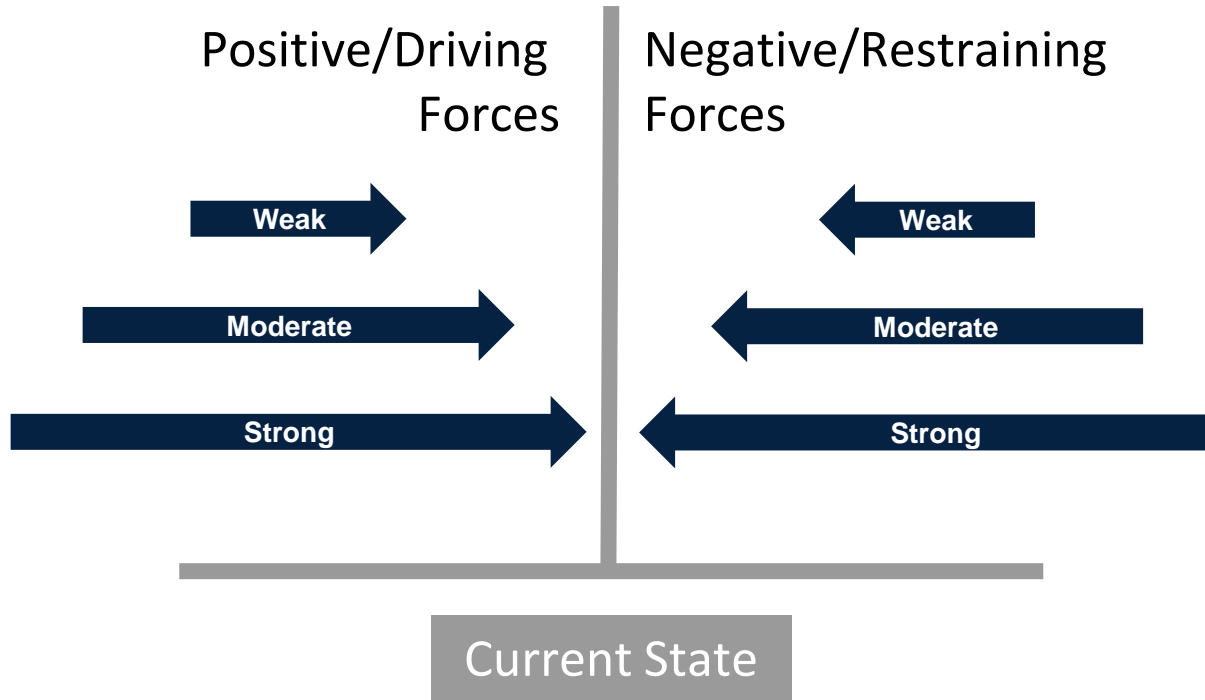


Experts in Quality Improvement, Performance Management, and Workforce Development

Session Overview

- 7 Review Force Field Diagram – Identify driving and restraining forces
- 7 Group Discussions – Recruitment and retention
 - ▷ Driving and Restraining Forces
 - ▷ Top Priorities
 - ▷ Reporting Back
- 7 Group Discussions of Solutions
 - ▷ Reporting Back
- 7 Recruitment and Retention Resources

Force Field Diagram



Types of Forces to Consider

Organizational structures

REGULATIONS

Vested interests

Traditions

Values

Desires

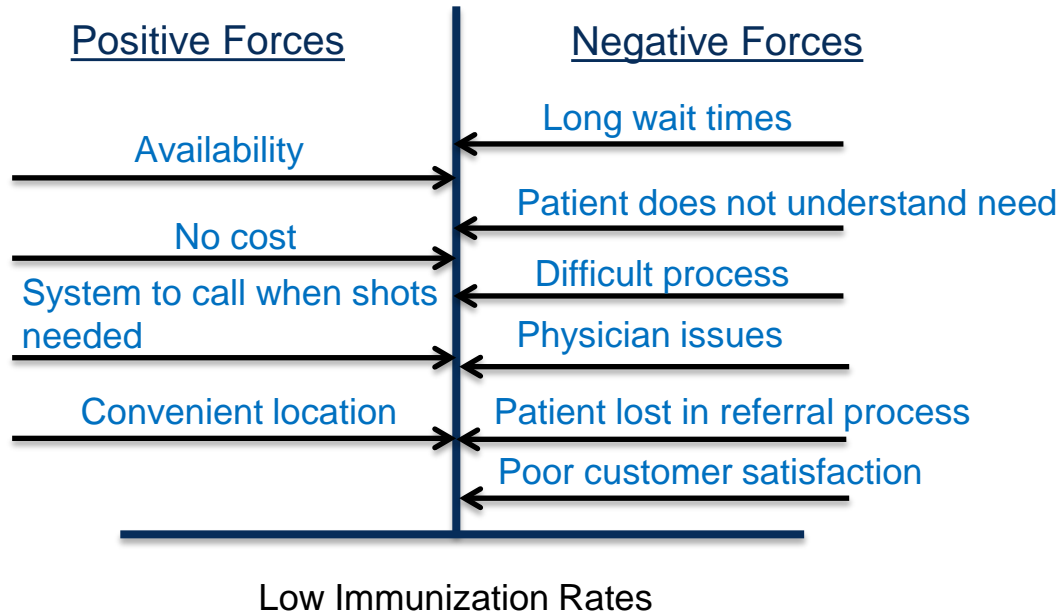
Institutional policies or norms

Attitudes of people

Relationships

Available resources

Force Field Diagram: Immunization Rates



Increase
Immunizations
Rates

Group 1 – Recruiting

Positive Forces



Negative Forces



Difficulty Recruiting

Successfully
Recruiting Needed
Employees and
Volunteers

Group 2 - Retaining

Positive Forces



Negative Forces



Successfully Retaining
Needed Employees
and Volunteers

Difficulty Retaining
Employees and Volunteers

Group Exercise #1: Questions to be Addressed

- ↵ Group 1: What are positive/driving forces and negative/restraining forces impacting the ability to successfully recruit new employees and volunteers?
 - ▷ Determine 3 most important forces to address
- ↵ Group 2: What are positive/driving forces and negative/restraining forces impacting the ability to successfully retain employees and volunteers?
 - ▷ Determine 3 most important forces to address

Report Back

Group Exercise #2

- ↵ Determine one priority force to address
- ↵ Discuss solutions

Report Back

Recruitment and Retention Resources

- 7 Academic Health Department Learning Community: www.phf.org/ahdlc
Supports the development, maintenance, and expansion of AHD partnerships
- 7 Core Competencies for Public Health Professionals: www.phf.org/corecompetencies
Consensus set of foundational knowledge and skills for the broad practice of public health
- 7 TRAIN Learning Network: www.train.org/virginia
Quality training opportunities for professionals who protect and improve the public's health
- 7 Studies and Reports (hyperlinked):
 - [*PH WINS findings*](#)
 - [*Recruitment and Retention: What's Influencing the Decisions of Public Health Workers?*](#)
 - [*PH WINS Learning Collaborative Change Package: Retention and Succession Planning*](#)
 - [*Research to Action blog post*](#)
- 7 Quality Improvement Tools (hyperlinked)
 - [Diagnostic Force Field Analysis](#)
 - [Online Quality Improvement Tools](#)