

# Welcome!

We are so glad you are here!

We will get started shortly.  
In the meantime, we invite you to intentionally enter this space.



Silence your cell phone



Stretch



Close the door



Take a few deep breaths



Close browser windows



Emotionally release your to-do list



Check your audio and video



Take a bio break

*Networking Café*

**Staff Recruitment & Retention**

Wednesday, September 21, 2022 || 12-1 pm ET

**NICHQ**  
National Institute for  
Children's Health Quality

**HEALTHY**  
**start**  
TA & SUPPORT CENTER

# Staff Recruitment & Retention

*Networking Café*

WEDNESDAY, SEPTEMBER 21, 2022

12-1 PM ET

*THE HEALTHY START TA & SUPPORT CENTER IS OPERATED BY THE NATIONAL INSTITUTE FOR CHILDREN'S HEALTH QUALITY (NICHQ). THIS PROJECT IS SUPPORTED BY THE HEALTH RESOURCES AND SERVICES ADMINISTRATION (HRSA) OF THE U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES (HHS) UNDER GRANT NUMBER 1 UF5MC327500100 TITLED SUPPORTING HEALTHY START PERFORMANCE PROJECT.*

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# Agenda

## Housekeeping

**Tess Pritchard**  
HEALTHY START TA &  
SUPPORT CENTER  
(TASC)

**Welcome & Introduction**

**Tess Pritchard**

**Discussion about Staff  
Recruitment & Retention**

**All**

**Wrap-up**

**Tess Pritchard**





THIS SESSION IS BEING RECORDED.



ALL PARTICIPANTS ARE MUTED UPON ENTRY. WE ASK THAT YOU REMAIN MUTED TO LIMIT BACKGROUND NOISE.



PARTICIPANTS ARE ENCOURAGED TO SHARE COMMENTS AND ASK QUESTIONS USING THE CHAT BOX.



# Welcome & Introduction

Tess Pritchard

HEALTHY START TA & SUPPORT CENTER

*NETWORKING CAFÉ: STAFF RECRUITMENT & RETENTION  
HOSTED BY THE HEALTHY START TA & SUPPORT CENTER AT NICHQ*

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# Café Purpose



**To provide a designated time and space for grantees to:**

- CONNECT WITH EACH OTHER AND REFLECT ON A SPECIFIC TOPIC
- PRACTICE INTENTIONAL CONVERSATION
- SHARE AND HEAR THE EXPERTISE AMONG THE 101 GRANTEES
- DISCUSS STRATEGIES TO ADDRESS CHALLENGES AND BARRIERS

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# Café Goal

STAFFING ISSUES, INCLUDING UNDERSTAFFING AND HIGH TURNOVER RATES, CAN IMPACT THE DAY-TO-DAY FUNCTION OF HEALTHY START PROJECTS.

WE'D LIKE TO USE TODAY'S TIME TOGETHER TO **explore your experiences** WITH THIS ISSUE AND **solutions that other grantees can use to reduce this challenge.**

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# Café Guidelines



- **Listen** TO UNDERSTAND
- **Focus** ON WHAT MATTERS
- **Contribute** YOUR THINKING
- **Link & Connect** IDEAS
- **Have fun!**

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NETWORKING CAFÉ: STAFF RECRUITMENT & RETENTION

# Introductions

In the chat box, please share your

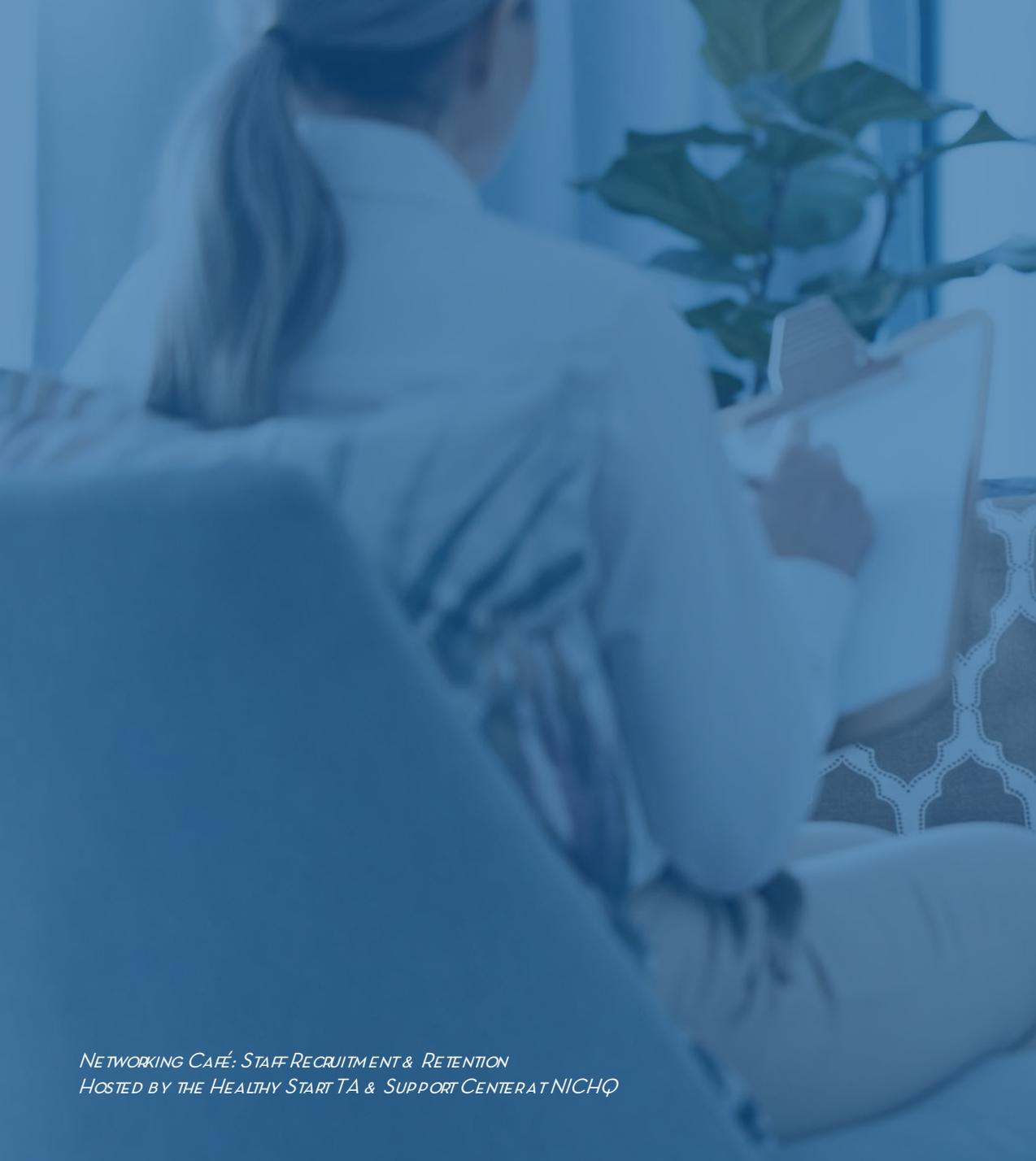
- NAME
- HEALTHY START PROJECT NAME AND LOCATION
- ROLE OR TITLE

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# Discussion

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**What has been your experience recruiting  
and retaining staff through COVID?**

**How have things changed now that many  
services are being held in-person and staff  
are working on-site again?**

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**Have you noticed any trends related to retaining and recruiting staff?**

**For example, are there any positions that have a higher turnover rate?**

**Are there any positions that typically remain open for longer periods of time than others?**

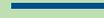
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**How long, on average, do Healthy Start staff work with your project?**

**Have you noticed either a decrease or an increase in the amount of time staff work with your project since COVID?**

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# What tools and strategies do you use to help retain Healthy Start employees and minimize turnover?



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**Please share your project's recruitment strategies.**

**What practices does your organization use to advertise available Healthy Start staff positions and where do you advertise?**

**Do you have any specific strategies that have been successful for recruiting staff?**

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**How do you stay competitive with pay?**

**Do you offer additional benefits or perks?**

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**What specific barriers have you faced in terms of recruiting new Healthy Start staff?**

**Are there any solutions that your project has found to minimize these barriers?**

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**If applicable, how has your program adapted  
when you have been short-staffed?**

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**Do you have any final thoughts on how to  
increase recruitment and retention of  
Healthy Start staff?**

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# Satisfaction Survey

*YOUR FEEDBACK IS EXTREMELY VALUABLE AND WILL HELP  
ENSURE OUR OFFERINGS MEET YOUR SUPPORT NEEDS!*



# Thank you !

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