



Recruitment and Retention Goals

Successful recruitment and retention at Asante will be measured by our ability to attract and retain top talent using the tactics noted below. Improving our culture will create an environment where all staff feel a sense of engagement, trust, value, pride and belonging and are not persuaded by outside influences or other opportunities to leave. The ways in which Asante recruits and retains top talent include:

1. Increased focused recruitment resources.
2. Allocation of recruitment resources to the most critical areas (focused by position classification and prioritization).
3. Increased sourcing for critical roles.
4. Marketing strategy updates and ongoing focused campaigns.
5. Candidate workflow improvements that focus on continually improving experience (working with our partners systemwide).
6. Provide leadership tools and resources to improve recruitment and selection for right fit.
7. Develop and implement an improved onboarding experience from offer through first year.
8. Increased rounding and ongoing support for improved engagement.
9. Peer mentoring and support for leadership.
10. Improvement of employee benefits and programs based on employee and leader feedback.
11. Continued evaluation and monitoring of turnover to proactively mitigate risk and increase positive departmental culture.
12. Implement a consistent feedback loop for staff to provide input and offer retention suggestions.



Completed projects:

Behavioral-based interviewing class- 101 / 102 <i>Complete</i>	Focus on "right fit" for the job <i>Complete</i>	Accurate job descriptions for roles <i>Complete</i>	Engaging on-call, remote workers <i>Complete</i>
Leader rounding, lunch and learns <i>Complete</i>	Leader mentors <i>Complete, but enhancing</i>	Preceptor training update <i>Working with PCAP</i>	Stay interviews <i>Complete</i>
1-year success plan- preparing new employee's for successful onboarding through first year <i>Complete</i>	Updated new-employee onboarding checklist <i>Complete</i>	System-level staff survey <i>Complete</i>	Create list of local resources for new employees <i>Complete</i>
VIA program evaluation <i>Currently working on</i>	Executive leader rounding <i>Complete/actively happening</i>	Increased tuition reimbursement <i>Complete</i>	Increased funds availability for nursing course pre-reqs <i>Complete</i>
Removed 1-year wait for tuition reimbursement <i>Complete with partners</i>	1-year anniversary pins <i>Complete</i>	Increase annual ETO cash-out <i>Complete</i>	Career pathways/ladder <i>Currently working on</i>
New VIA "gold berry" <i>Complete</i>	Introduce new badge level selected by staff <i>April 2023</i>	Create a formal Internship program <i>Currently working on</i>	Ongoing evaluation of benefits/compensation <i>Currently working on</i>