

# 2022 Virtual TA Institute

## Breakout Room Notes

**Session Number: 1**

**Breakout Room Title:** Recruitment and Retention During the Great Resignation Reshuffling

**Facilitator:** Bruce Keisling -- TN

**Attendees:**

Amy Grattan – RI

Bruce Keisling – TN

Maureen Van Stone – MD

Karen Health – AK

Tafa Tupuola – American Samoa

**Notetaker:** Maureen and Rachel

**Notes:**

- Amy Grattan – RI
  - Struggling with interest
  - Then finding people that represent diverse perspectives
  - Rewrite job descriptions
  - Small staff so any openings make an impact
  - Flexibility in hiring options, want part-time people
  - Recruit from new communities
  - Building new positions
  - Temp agencies
  - Geographic limits based on taxes
- Karen Health – AK
  - Losing staff especially young staff
  - Fear of missing out mentality in early career professionals
  - Concerned about pay equity among current staff and incoming staff
  - Offer leave time to incoming staff
  - Turning away grants because of low staff capacity



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- Tafa Tupuola – American Samoa
  - Look at the foundation up in the organization
  - How many months/years are young professionals staying at jobs?
  - Leverage current staff
- Bruce Keisling
  - Promotion guidelines
  - New workforce grants
  - Strategies - break up positions into part-time w/ options for partial work from home; advocate for staff positions to become faculty (higher pay, benefits), \$ from Department for sign-on bonuses, travel reimbursement, partnering with I/DD organizations for shared positions. Working with HR to re-classify positions to be more market competitive; offer \$ for credentialing / specialized training; targeting minority focused pubs / communities
- Maureen Van Stone – MD
  - Working with HR, job description, job posting
  - Surprise early retirements
  - Independent contract agreements with many employees

**Future TA Needs:**

- Early career professional job fair
  - For LEND and UCEDD trainees?
- How to manage excess funds webinar



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