Recruitment and Retention Takeaways
2022 CSPD R&R Survey

Attracting and Retaining
Factors for new hires

- Positive work environment: 62%
- Work-life balance: 62%
- Salary: 61%
- Benefits: 59%
- Agency mission: 56%
- Job security: 63%
- Communication: 67%
- Benefits: 54%
- Salary: 53%

81% of respondents indicating "Very Important"

Factors for staying

- Positive work environment: 82%
- Work-life balance: 65%
- Benefits: 70%
- Salary: 71%
- Communication: 67%
- Benefits: 70%
- Job security: 63%

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
- Flexible work environment
- Coaching
- Mentoring

The Great Resignation

58% Looking for something else due to the pandemic
42% Plan to stay

Help Wanted

- Looking for highly qualified Care Coordinators, Occupational Therapists, Physical Therapists, Speech Language Pathologists
- 90% of respondents responsible for hiring have 1 or more vacant positions
- 58% Plan to stay

Respondent Demographics

Current Work Environment

- Head Start/Early Head Start (36%)
- Early Intervention (48%)
- Preschool/SPED (16%)

Respondents by Island

- Hawaii (20%)
- Oahu (43%)
- Maui (26%)
- Kauai (5%)
- Lanai (2%)
- Molokai (4%)