

**SLO Healthcare Workforce Partnership  
Recruitment & Retention Committee  
Meeting 8/29/24**

**Attendees:** Tony Girola (WBD, last day on the Committee due to job change); Barbara Morrow (Oral Health); Madisyn Masatani, Jessica Rojas, Matt Briskin, Gisela Tobaoda (CenCal Health)

**Discussion Results:**

- Susan McGraw reviewed the project plan for this committee.
- Table assignments for this segment:
  - Encourage people that this is a working discussion...yields better results. If it is a “working session,” put them in a working environment with others in the room that are facing similar challenges.
  - Program format: sit with people in their own segment of healthcare/education?
  - At the break: have them shift?
- **Speaking Roles:**
  - **Frank Warren: *Introductory 2 minutes***/Emcee the whole session (what we can influence the most vs. least).
    - ***Segment 1: Recruitment Challenges & Strategies (Frank, slides, 2 min.):***
      - ***Dawn Boulanger:*** Research available on competitive salaries; overview of the data that WDB and staff can provide (10 minutes)
      - ***Table Discussions #1*** (Frank sets up the discussions, 9 minutes): 2 Questions for Discussion; template for scribes to capture highlights
    - ***Segment 2: Retention Challenges & Strategies (Frank, slides, 2 min):***
      - Matt Briskin: National best practices to address job burnout/stress (10 minutes)
      - Tables Discussions #2 (Frank set up the discussions, 9 min.): 2 Questions for Discussion; template for scribes to capture highlights
- **Data:**
  - Simplify for beginning program overview and then show more detail in their section. Just use the topics on the local strategies for recruitment and retention at the beginning and then show more detail and use it to trigger tabletop discussions.
- **Format:**
  - Data, Speaker, then break outs for recruitment.
  - Data, Speaker, then break outs for retention.
- **Sequence:**
  - **Recruitment first or retention first? Recruitment first**
    - Competitive salaries: Dawn
  - **Retention:**
    - Burn out: Matt

- **Discussion Questions:**
  - Avoid generalities....get to the meat of these issues.
  - Actionable strategies that could be implemented by your organization or other healthcare-related organizations in the community.
- **Final Program Segment: Call to Action Form**
  - Write down one thing you will do after this program.....one step. What are you going to do differently tomorrow? Within their organization AND with us? So that we can demonstrate actionable change in the community by 12/26.
  - Call to action at the end and should be the theme all the way through the event.
  - Resources they can provide.... And/or join partnership and committee...etc.