



2024 NSF RESEARCH INFRASTRUCTURE

# WORKSHOP

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Practical Steps for Recruitment  
& Retention

Image Credit: Vera C. Rubin Observatory, CTIO/NOIRLab/DOE/NSF/AURA T.A. R, Richard F. Caris Mirror Lab/Gabrielle Perez



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# COVID-related workplace changes

Of the workplace changes that have occurred during the COVID pandemic, are there any that have had a lasting impact on your organization?

For example, one of the most talked about is remote work. Did you extend some of the work-from-home flexibility of 2020 or have you returned to the office?



# Current Hiring Challenges

How challenging is hiring for you just now and which employee benefits are most important to the people you've hired recently?



# Pay Transparency

What about pay transparency? Has this impacted the way you recruit and if candidates are declining employment opportunities despite knowing the salary range, what sort of things are causing them to decline?



# Training and Professional Development

Let's talk about professional development for staff. Do you have in-house training for managers or is this something you've outsourced? How structured is your program?



Now, it's your turn to ask us

Questions from the audience:

What are your biggest retention challenges?

What trends are you noticing in hiring?

How are you attracting candidates in innovative ways?

What employee benefit is your secret weapon?



Thank you

Thanks for participating!