



RECRUITMENT AND RETENTION ARE OUR SPECIALTY

Kansas Recruitment and Retention Center (KRRC) staff work one-on-one with a health care organization to develop an opportunity description, identify key characteristics of an ideal candidate and create a marketing plan to recruit job candidates. Recruitment specialists utilize best recruitment practices and offer guidance throughout the interview and hiring process. Once a candidate has been hired, a wide variety of services, coaching and resources to support the health care organization’s retention efforts are offered.

WHICH CONTRACT MODEL IS RIGHT FOR YOUR ORGANIZATION?

A health care organization may participate in KRRC’s recruitment services with an Annual Registration and/or a Contingency Agreement.

ANNUAL	Contract Services	CONTINGENCY
Unlimited	Number of job postings per contract	One
One year	Length of contract	Until position filled
\$1,000	Annual fee	NA
NA	Placement fee	\$6,000–\$12,000
✓	Link to jobs searchable postings in Kansas Connections online newsletter	✓
✓	Job posting on Rural Health website	✓
✓	Job posting on 3RNet and other recruitment websites, as applicable	✓
✓	State and nationwide recruitment of candidates	✓
✓	Job shared with current and future job seekers	✓
✓	Job shared at regional and national career fairs	✓
✓	Candidate assessment and summary with each referral	✓
✓	Basic preliminary screening of candidates	✓
✓	Post placement provider retention survey	✓
NA	Print marketing to academic and residency programs	✓
NA	Additional online marketing	✓
NA	Extended individual marketing plan	✓
NA	On-site visit by KRRC	✓
NA	Site assessment to strengthen organization and community profile	✓

Add additional retention services to the Annual Registration and/or Contingency Agreement →



The Kansas Recruitment and Retention Center (KRRC) believes that the key to good recruitment starts with a solid retention plan and initiatives that foster the development of long-term employee satisfaction. The KRRC has added retention services and processes to help foster better communication.

Standard Retention Services

INCLUDED IN ONE OR BOTH CONTRACTS

Provider Retention Survey – Upon the successful placement of your provider the KRRC will survey the candidate on retention issues and learn what will be important to the candidate while working for your organization. *Service included in the Annual Registration and Contingency Agreement.*

Site Assessment – This includes an onsite visit by the KRRC team to view your community and location in order to strengthen your recruitment and retention approach. *Service included in the Contingency Agreement.*

Additional Retention Services

ADDED OR PURCHASED SEPARATELY

Employee Satisfaction Survey – Curious about your work place culture, morale, and overall staff satisfaction? The KRRC can help your organization by administering an employee satisfaction survey catered to your needs and information you want evaluated. This service includes the development, implementation and evaluation of your employee satisfaction survey. *Fee - \$1200*

Interview Coaching – Your interview skills say a lot about your organization to potential employees. Put your best foot forward with KRRC's interview coaching sessions. The KRRC will partner with you to help create interview questions and an overall process that will help you obtain the information you need and the candidate you want. *Fee - \$70 per hour*

Organizational Retention Plan – You have taken the time to find the right employees so let the KRRC help you keep them. The KRRC team will conduct a pre-session with you to understand your unique retention needs and the future direction of your organization. This phone session will be followed-up by an onsite visit which will consist of a meeting with your team and evaluation of your site. The KRRC will develop an overall retention plan and guidelines for your organization that you can tailor to each employee's needs. One post coaching session will be included to assist you with understanding and implementing your retention plan. *Fee - \$7000.00 Additional coaching sessions are available for an extra fee - \$100 per hour*