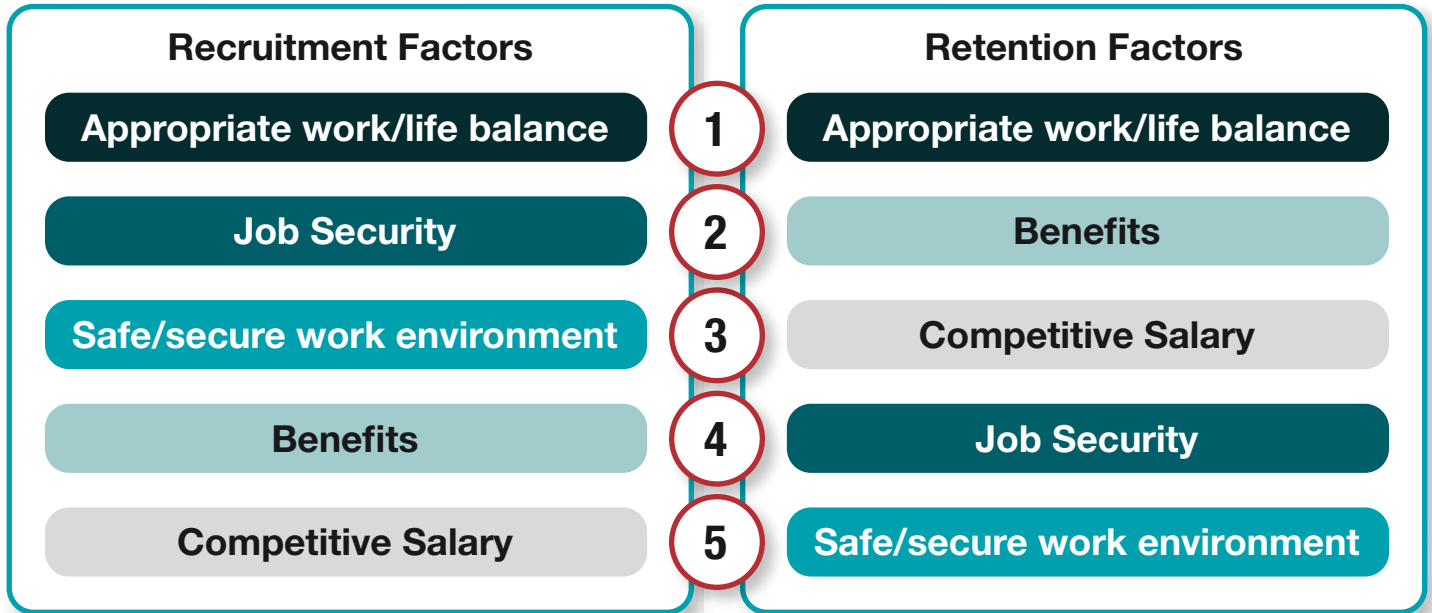


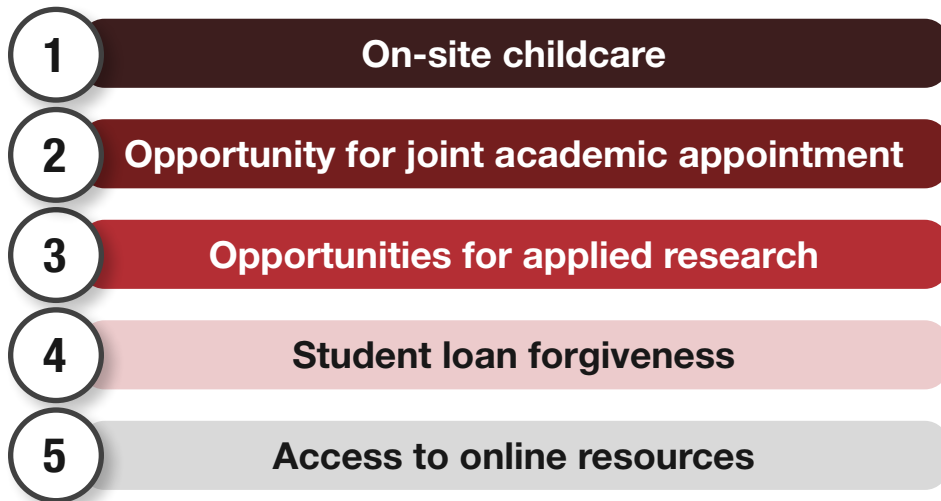


In this competitive market, it's essential to optimize your recruitment and retention strategy for new hires based on what they really want and need in a job. Below are the most and least important factors that recently-hired public health laboratory staff cited\* in their decisions to accept and stay at a new job.

## Top 5 Factors for Recruitment & Retention



## Bottom 5 Factors for Recruitment & Retention



Keep in mind that at least some of these factors may be influenced by individual circumstance rather than the overall value of these benefits. For example, a childless person is not likely to be motivated by on-site childcare; conversely, if that benefit was a major factor in an employment decision and it was not an option, that person may not have joined the laboratory workforce, precluding them from our survey.

\* These data are based on a 2022 Association of Public Health Laboratories (APHL) anonymous survey of 1,464 total individuals from state, territorial and local public health laboratories, but only data from individuals who started working at their laboratory within two years of the survey date are reported here.

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