

Literature Search Procedure for Government-Specific Recruitment and Retention Techniques

In order to investigate promising practices of recruitment and retention techniques for government employees, several search criterion and methods were used. Below I detail the inclusion/exclusion criterion used, the websites and databases searched and private organizations sampled.

To begin reviewing the literature, the researcher first “googled” for the Alaska state government website. After being directed to the homepage, a combination of the following search criteria was used: “workforce,” “development,” “retention” and “benefits.” Additionally, the human resources page was searched to uncover common career advancement benefits, such as tuition assistance, which is often used as a retention tool. Finally, individual webpages for nursing, rural health, public health and dentistry were reviewed to ensure that all recruitment and succession plans were accounted for. This process was repeated for all 50 states.

Next, the federal government websites were searched. The reviewer first focused on the Department of Health and Human Services and then searched the individual agencies whose mission concerns public health to some degree. Government reports were downloaded and reviewed to pull out relevant staffing information. A generic google search was used to find any information missed in this large area. The same key words named above were used in various combinations to complete the search.

Finally, materials sent to the researcher from the Program Manager (KLG) were reviewed along with literature found in a previous search. This review included: published reports, federal government reviews on staffing, private industry efforts to strengthen the workforce, and other state’s strategic plans and reports regarding workforce development. From there, relevant reports cited in the bibliographies were located and reviewed to gain the most complete view of recruitment and retention techniques available.

It is important to note that not all material recovered in the literature search were used in the final table. Reports and programs were excluded for three reasons: a) if the target setting was clinical, b) if the techniques were designed for private industry, or c) if the target setting was not indicated. Reports were included if they were solely for state government employees not in a clinical setting or if the program noted that it could be used by both private and government workers.