

# Talent Acquisition, Diversity and Retention

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# Employee Investment Strategy

Recruiting in the best of times and the worst of times. How and why we try and recruit the best potential employees

Employee turnover threatens organizational stability and security. Are your employees actively seeking new opportunities in 2025?

Replacement costs can typically take 6 to 9 months of the employees salary to calculate the replacement costs.

Working with HR to provide viable solutions to employee retention opportunities.

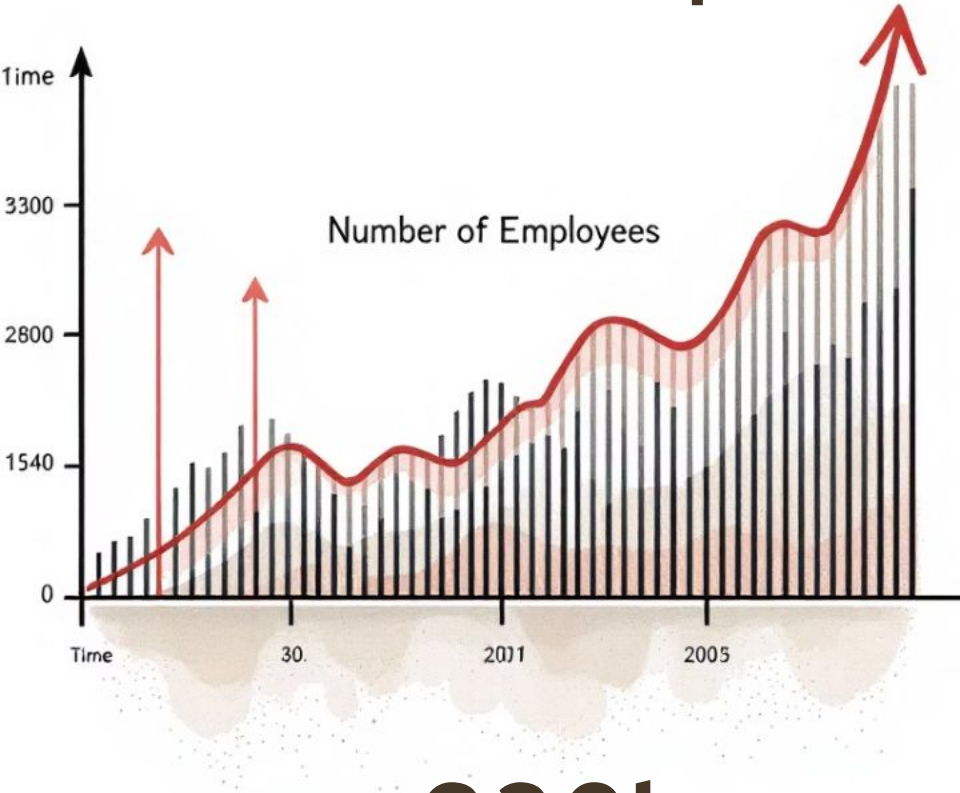


# The Current Workforce

Despite economic shifts, the labor market remains highly competitive.

Organizations must adapt to retain top talent.

## Landscape



**4.2%**  
Unemployment  
Expected to rise in 2025

**43%**  
Would Leave  
If financial security  
wasn't a concern

Reported in March 2025  
(Dept of Labor)

<b>7.2M</b>	<b>5.4M</b>	<b>5.1M</b>
Job Openings	New Hires	Total Separations

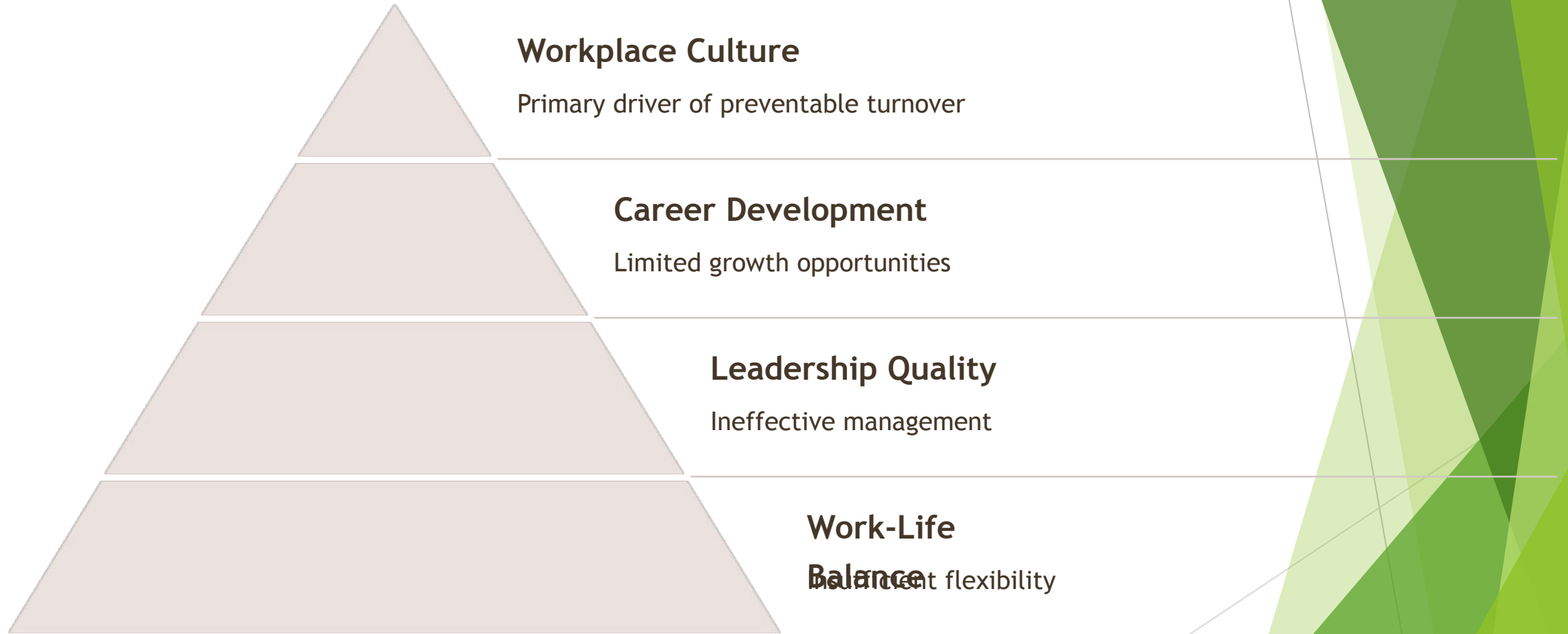
**230k**  
STEM based Job ADDS

**476,000**  
STEM based Job  
Opportunities

# Why Employees Leave: Beyond Compensation

Money matters, but culture determines retention success. Poor workplace environments drive preventable turnover.

## Compensation



# Motivation: Why is this important

What Motivates your teams?

## Technology

The ability to play with new technology

## Education

The want to Learn and / or Educate others

## Money

Technologist are historically high earners

## Teamwork / Comrade

Working within team, or being recognized as a leader

## Leadership and Management

Ability to lead and be the “IT” guy

OR???





# The ROI of Employee Retention





# Building Technical Excellence in



## Teams Training

Significantly Reduces single points of failure



## Technical Skills

Updates security vulnerabilities



## Certification

Increases employee loyalty



## Continuous

Education innovation and problem-solving

Technical excellence requires ongoing investment. Teams with updated skills create stronger security postures.

# Creating High-Functioning Cohesive Teams

Teams that trust each other perform better. Psychological safety creates environments where everyone contributes fully.

## Psychological Safety

Increases productivity

## Incident Response

faster incident resolution



## Collaboration

enhances performance levels

## Trust

Reduces information silos and promotes teamwork



# Retention Strategies That

Strategic retention requires multiple approaches. Organizations must address different employee needs simultaneously.

## Work

### Flexible Work

- Allows work-life integration
- Reduces burnout symptoms
- Increases retention

### Mentorship

- Improves retention
- Accelerates skill development
- Creates promotion pipeline

### Recognition

- Reduces turnover
- Builds positive culture
- Reinforces desired behaviors

### Career Pathing

- Reduces intent to leave
- Creates visible future
- Aligns personal and organizational goals



# Action Plan: Investing in Your Human Capital

## Implement Career

### Development

Create customized learning paths for each team member

Allocate budget for technical and soft skills training

## Build Recognition

### Systems

Establish formal and informal recognition channels

Train managers on meaningful acknowledgment

## Prioritize Team

### Cohesion

Foster psychological safety through leadership modeling

Create structured team-building opportunities

## Track Retention

### Metrics

Monitor quarterly retention statistics

Conduct stay interviews to identify improvement areas

Action requires leadership commitment. Organizations must prioritize people investments at all levels.

# Why Employees Stay: The Leadership Effect

## Manager

### Relationships

Employees stay with managers, not jobs. But they also stay because of great leaders who invest in their growth.

## Team Connections

Strong peer relationships create belonging. Team bonds form the social glue that makes work meaningful.

## Shared Purpose

Finding meaning through work drives retention. Purpose-driven teams weather challenges together.

Retention is ultimately about relationships. The human connections at work determine whether employees stay or leave.



Thank you!

Have a safe voyage  
Home