



SUSTAINABLE RECRUITMENT & RETENTION PRACTICES AT ASTANGU VRC

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WHAT WE HAVE SEEN

01 People leaving for lower responsibility jobs

03 Insufficient number of certain specialists

02 Difficulties recruiting

04 Staff turnover



PRACTICES AT ASTANGU VRC



01 **Cooperation with universities**

02 **Aligned values**

03 **Valuing mental health**  **Outcomes of measuring the level of mental health**

04 **Updated working hours model for teachers & clarity of roles**

WHAT WE'RE WORKING ON

01 Continuous review of structure and updating processes

02 Value proposition

03 Revision of mentoring system



IMPORTANT ASPECTS FROM EMPLOYEES' PERSPECTIVE

01 Quality of leadership

02 Clear goals connected with work

03 Common space for communication

04 Feeling of belonging & involvement

05 Flexibility & autonomy

06 Investments in technology

07 Acknowledgement

08 Creating shared experiences





THANK YOU!

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