

SUSTAINABLE RECRUITMENT & RETENTION PRACTICES AT ASTANGU VRC

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WHAT WE HAVE SEEN

People leaving for lower responsibility jobs

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Difficulties recruiting

Insufficient number of certain specialists

Staff turnover

PRACTICES AT ASTANGU VRC

Cooperation with universities

Aligned values

3 Valuing mental health Outcomes of measuring the level of mental health

04 Updated working hours model for teachers & clarity of roles



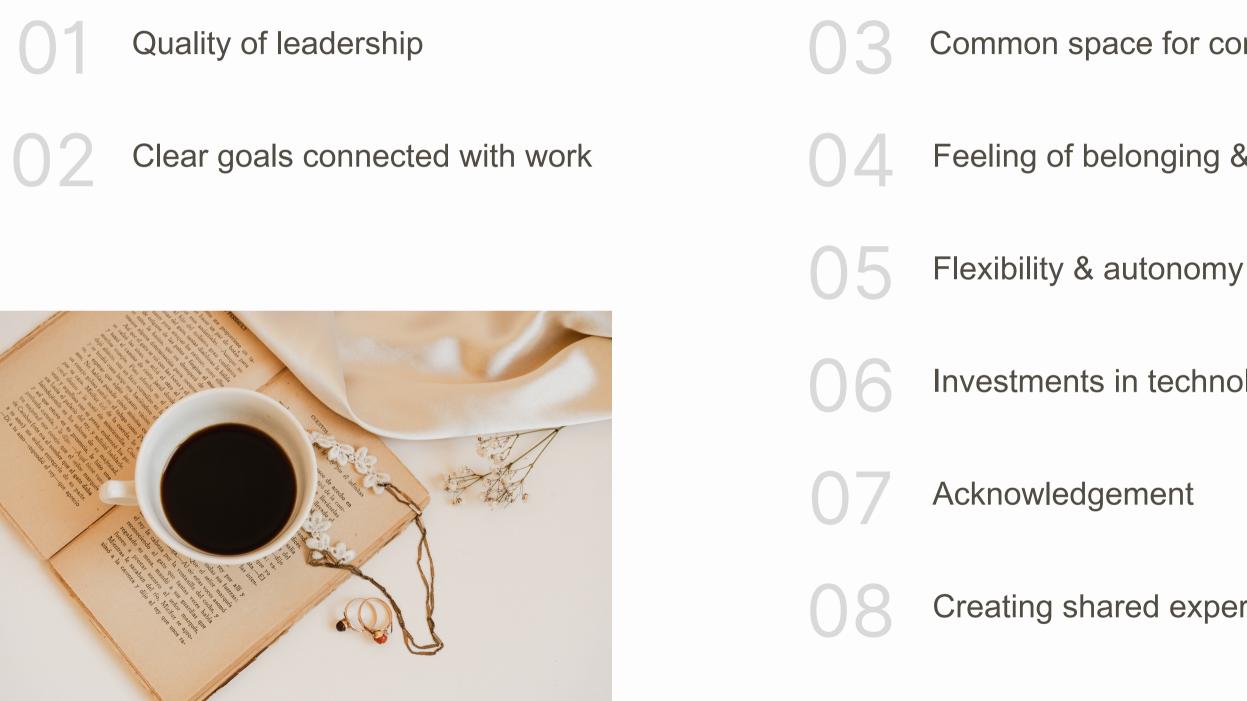
WHAT WE'RE WORKING ON

Continuous review of structure and updating processes
Value proposition

Revision of mentoring system



IMPORTANT ASPECTS FROM EMPLOYEES' PERSPECTIVE



- Common space for communication
- Feeling of belonging & involvement
- Investments in technology
- Creating shared experiences



THANK YOU!

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