



Recruiting, Retaining and Engaging the Higher Ed Facilities Workforce

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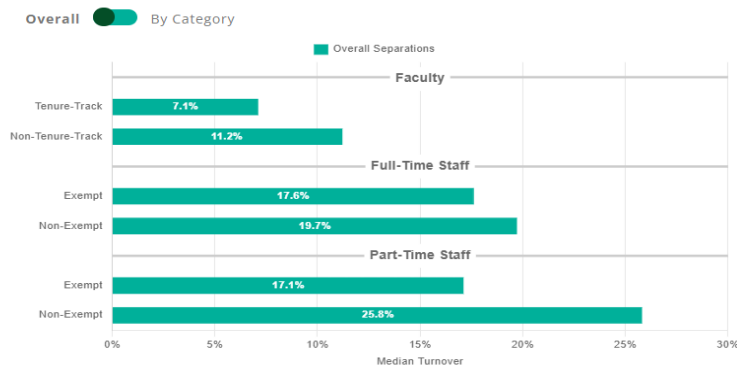
April 16, 2024

KNOWLEDGE
RESOURCES
ADVOCACY
CONNECTIONS

1

Higher Education Turnover Challenges

2023 Workforce Surveys
Turnover for Staff and Faculty in 2022-23



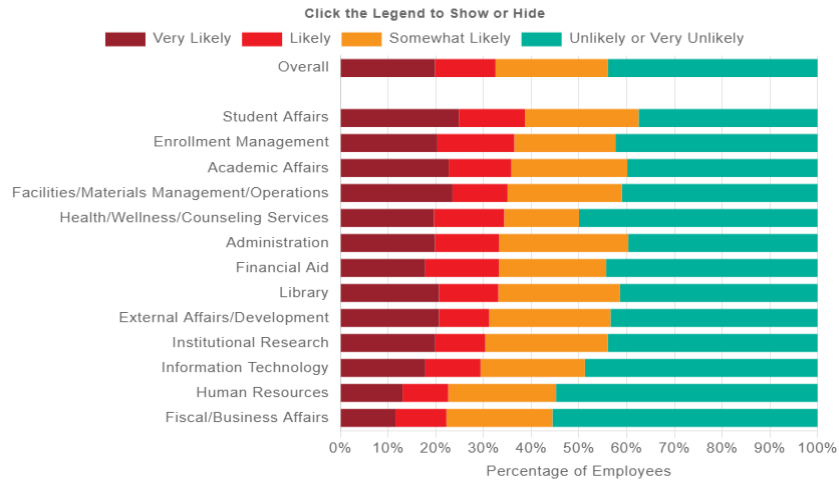
[Link to CUPA-HR Research Center](#)



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2023 Employee Retention Survey

Likelihood of Looking for Other Employment Within the Next 12 Months



Panel Questions

Biggest Recruitment and Retention Challenges?

Morale of Facilities Workforce Overall?



Audience Questions

What are 2-3 of the biggest challenges in recruiting and retaining employees?

What positions are the most challenging to recruit and retain?



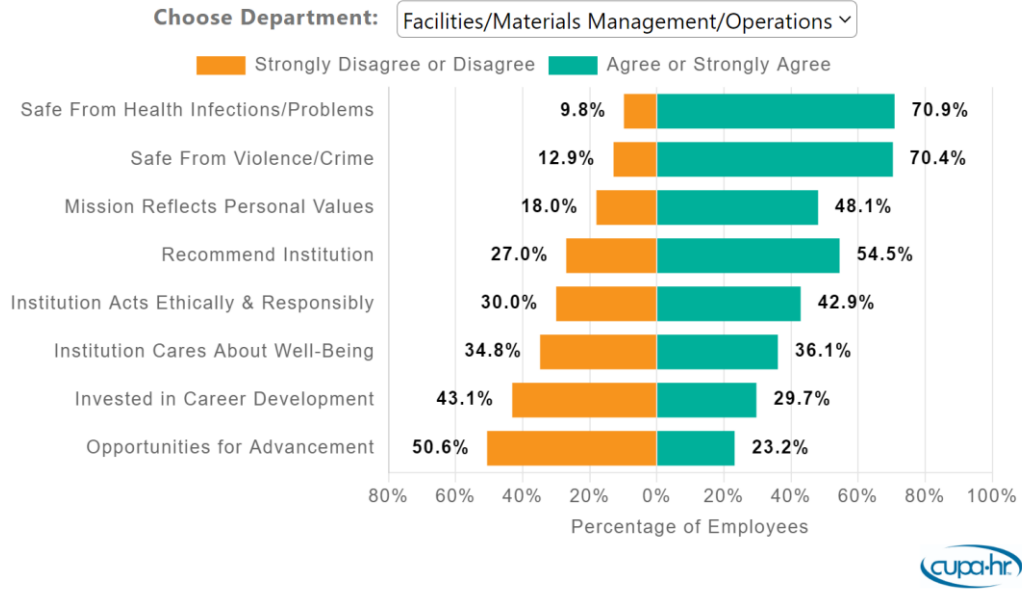
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Employer of Choice



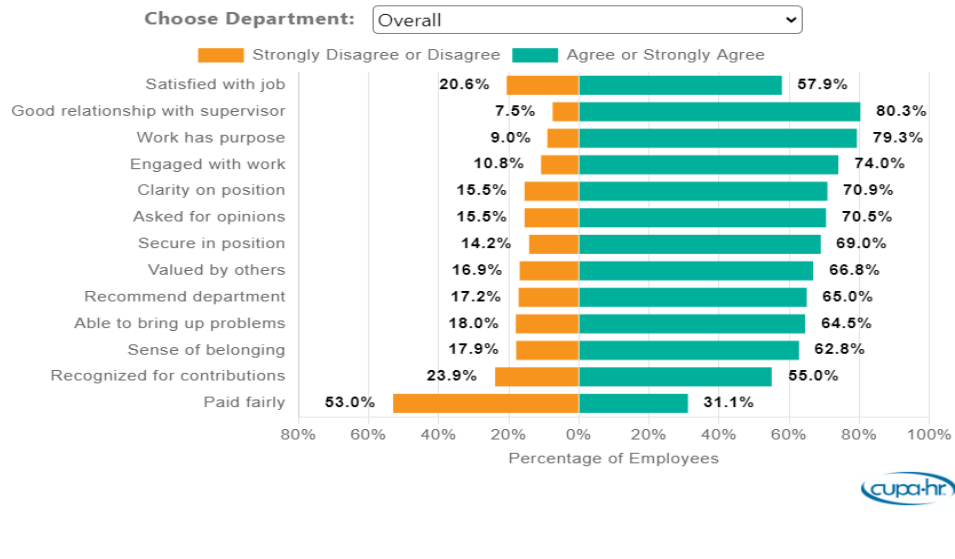
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2023 Employee Retention Survey
Satisfaction With Institutional Environment



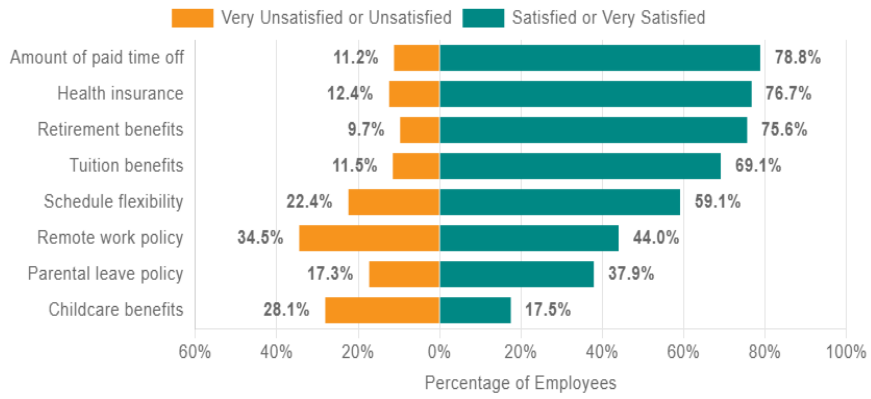
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2023 Employee Retention Survey
Satisfaction with Higher Ed Work Environment

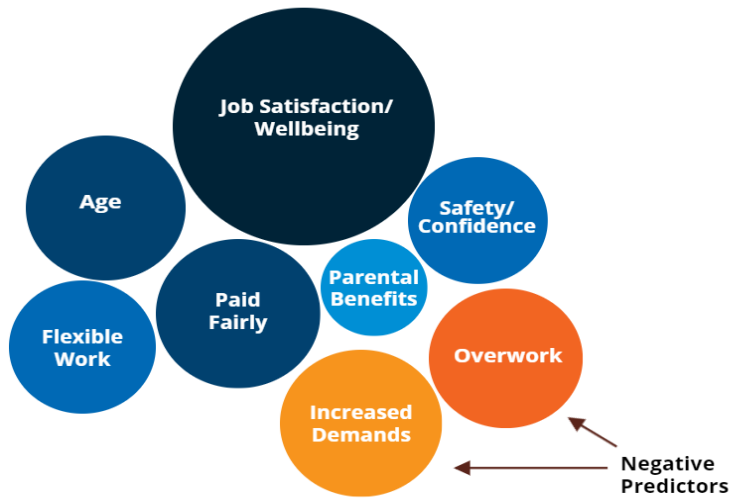


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2023 Employee Retention Survey
Satisfaction with Benefits



2023 EMPLOYEE RETENTION SURVEY
Predictors of Retention



Panel Questions

Ways you are investing in professional development?



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APPA's New Invest in Success Program @ UW, Madison



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APPA's New Invest in Success Program @ UW, Madison



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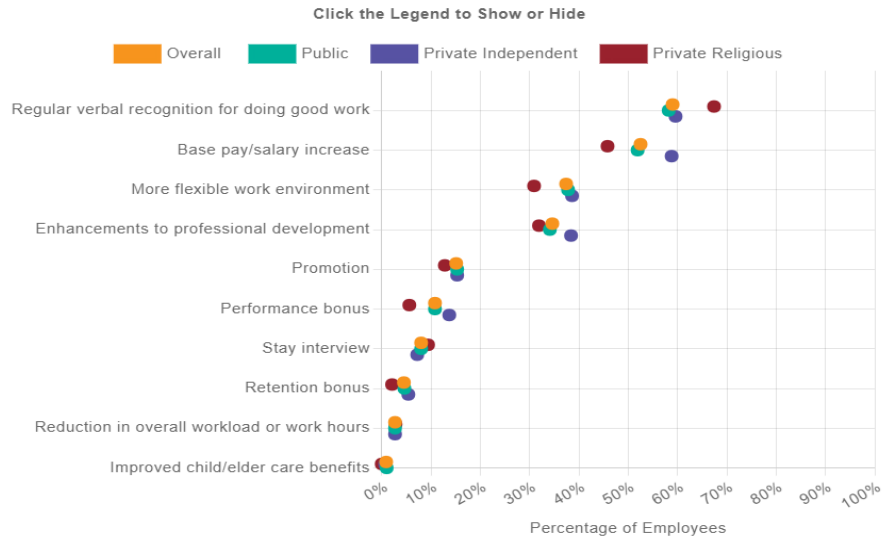
Panel Questions

Examples that emphasize a commitment to belonging and employee well-being?



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2023 Employee Retention Survey
Retention Incentives Received in the Past Year



Final Comments

