In this competitive market, it’s essential to optimize your recruitment and retention strategy for new hires based on what they really want and need in a job. Below are the most and least important factors that recently-hired public health laboratory staff sited* in their decisions to accept and stay at a new job.

**Top 5 Factors for Recruitment & Retention**

**Recruitment Factors**
- Appropriate work/life balance
- Job Security
- Safe/secure work environment
- Benefits
- Competitive Salary

**Retention Factors**
- Appropriate work/life balance
- Benefits
- Competitive Salary
- Job Security
- Safe/secure work environment

**Bottom 5 Factors for Recruitment & Retention**

1. On-site childcare
2. Opportunity for joint academic appointment
3. Opportunities for applied research
4. Student loan forgiveness
5. Access to online resources

*These data are based on a 2022 Association of Public Health Laboratories (APHL) anonymous survey of 1,464 total individuals from state, territorial and local public health laboratories, but only data from individuals who started working at their laboratory within two years of the survey date are reported here.

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