



Round Table Notes

Breakout Group Four: Talent Retention

Talent Retention

How do we retain technologists and minimize burnout?



How do we retain technologists and minimize burnout?

What are the risks or barriers on this issue?

- Inability to compete with competitors pay
- Lack of flexibility in schedule
- Burnout
- Lack of growth and development
- Decreasing reimbursement increases tech workload
- Added administrative work



How do we retain technologists and minimize burnout?

What are your ideas for solutions or action items?

- Promotion/Career Pathways
- Pay
 - Increased or fair market pay
 - Tuition reimbursement
 - Skill based compensation
- Provide opportunities for purposeful employment
 - Committee membership
 - Special projects
 - Create additional career paths (with outside org mentors)
- Culture
 - Invest in leaders to build culture
 - Provide leaders career navigation tools
 - Implement refresher training
- Recognition
- Emphasis on the meaning of healthcare



How do we retain technologists and minimize burnout?

What can be done immediately(3-6 months)?

- Schedule flexibility (weekly changes, job share)
- Marketing campaigns to attract and engage younger generations
- Call to action for leaders to help techs be seen (walk floors, create psychological safety, stay interviews)
- Add perks (scholarships, certification payment)



How do we retain technologists and minimize burnout?

What can be done in 1-3 years?

- Retention bonus
- Increase the pipeline of techs
- Increase cross-training
- Introduce career pathways and associated learning and development
- Start young partnering with organizations to introduce youth to radiologic sciences



How do we retain technologists and minimize burnout?

What can be done in 3-5 years?

- Create community through professional development programs and industry-wide summits
- More physician presence in schools

