

Trust

Alaska Mental Health
Trust Authority



Risks Associated with Employee Turnover

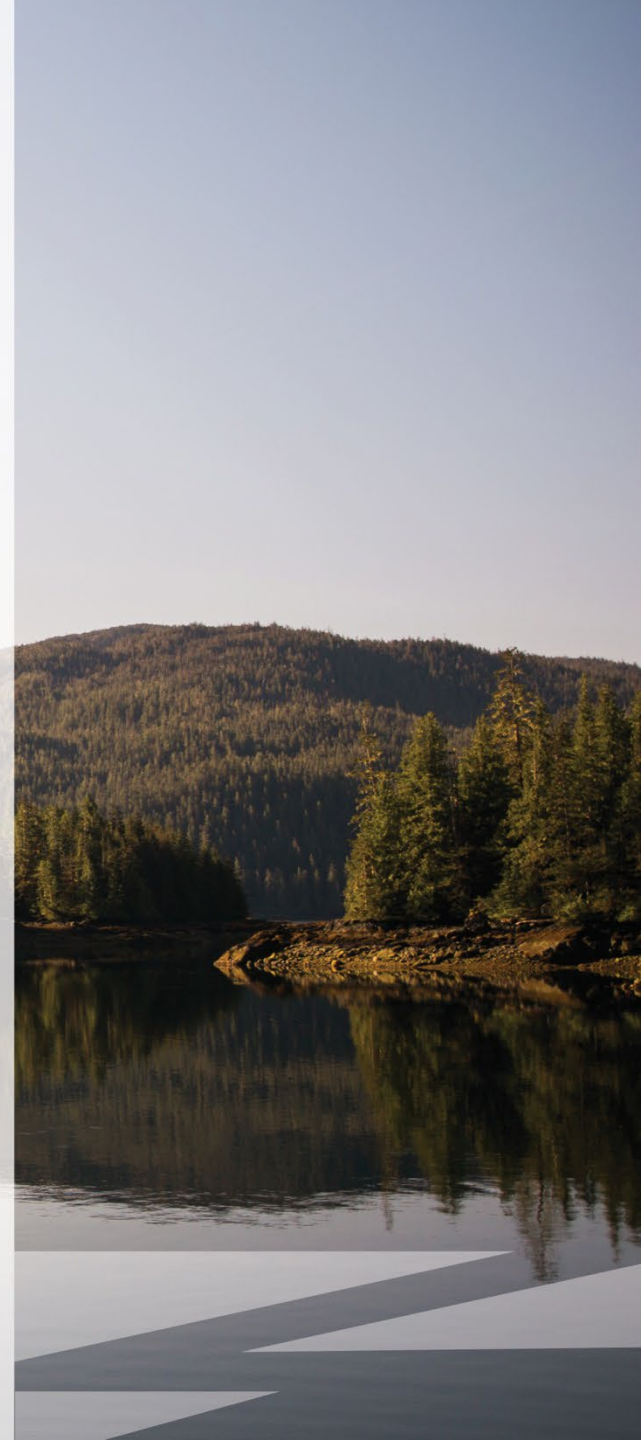


Risks associated with employees leaving

- Loss of institutional knowledge
- Loss of relationships with partners & vendors
- Decreased efficiency
- Replacement cost

Risks during onboarding new employees

- Decreased productivity
 - Training takes staff resources away from other projects
 - Rebuilding relationships with partners, vendors, consultants
 - Fully developing new employees takes 1-2 years
- Systems access is limited until new employee has completed training





Mitigating the risks associated with employee turnover

- Employee retention
- Knowledge transfer plan
 - Cross-training
 - Regular coaching with supervisor
 - Test the plan when employees go on vacation
- Training plan
 - Unique for each position

Turnover Rates, FY 2019 to FY 2024

