• Employee Engagement and Retention: Determine appropriate employee engagement strategies and explain how this approach will increase retention. • Learning and Development: Determine learning and development opportunities aimed toward attracting and retaining qualified talent within the organization. • Total Rewards: Identify appropriate total rewards strategies to increase employee retention, and explain how these strategies support the goals of the organization. Be sure to incorporate instructor feedback on this milestone into your final submission. Rubric Guidelines for Submission: This milestone must be submitted as a 3- to 4-page Word document with double spacing, 12-point Times New Roman font, and oneinch margins. Use the latest edition of the APA manual for formatting and citations. Note that the grading rubric for this milestone submission is not identical to that of the final project. The Final Project Rubric will include an additional “Exemplary” category that provides guidance as to how you can go above and beyond “Proficient” in your final submission. Critical Elements Proficient