(100%) Needs Improvement (70%) Not Evident (0%) Value Talent Acquisition Determines appropriate strategies for acquiring qualified talent and explains how these strategies support organizational goals, using specific examples Determines appropriate strategies for acquiring qualified talent and explains how these strategies support organizational goals, using specific examples, but explanation is cursory or contains inaccuracies, or examples are inappropriate Does not determine appropriate strategies for acquiring qualified talent 22 Employee Engagement and Retention Determines appropriate employee engagement strategies and explains how these approaches will increase retention, using specific examples Determines appropriate employee engagement strategies and explains how these approaches will increase retention, using specific examples, but explanation is cursory or contains inaccuracies, or examples are inappropriate Does not determine appropriate employee engagement strategies 22 Learning and Development Determines learning and development opportunities aimed toward attracting and retaining qualified talent within the organization, using specific examples Determines learning and development opportunities aimed toward attracting and retaining qualified talent within the organization, using specific examples, but examples are inappropriate Does not determine learning and development opportunities