

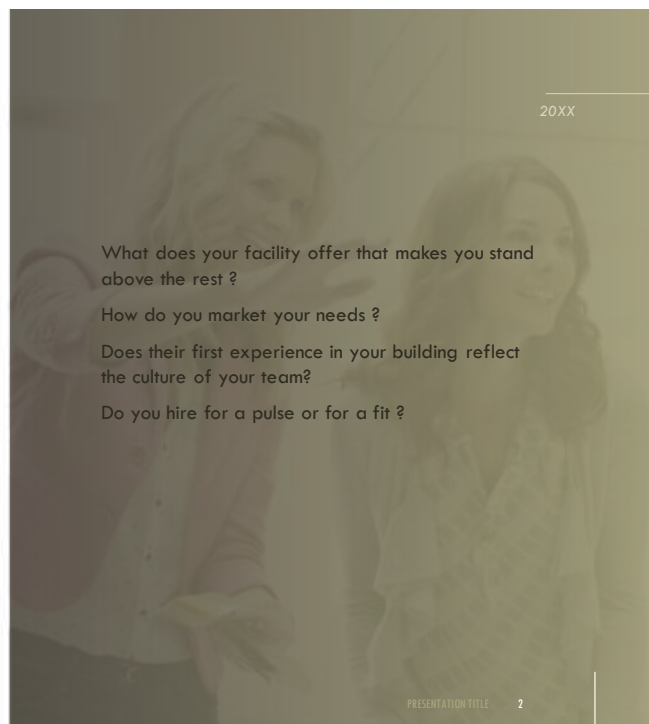


20XX

RECRUITMENT AND RETENTION

WHY YOU

**Why should Nurses and STNA's
choose YOU!!!!!!!**



20XX

What does your facility offer that makes you stand above the rest ?

How do you market your needs ?

Does their first experience in your building reflect the culture of your team?

Do you hire for a pulse or for a fit ?

PRESENTATION TITLE 2

What does your facility offer that makes you stand above the rest ?

20XX

BENEFITS

Financial and personal

PRESENTATION TITLE

3

2 TYPES OF BENEFITS

20XX

Financial (Everyone offers)

- Health Insurance, Dental, and Vision
- PTO
- 401K
- Tuition Reimbursement
- Life Insurance
- Holiday Pay
- Payroll advance
- Free CUE's

Personal (Makes you different)

- A Strong leadership team
- Kindness to your work family
- Flexibility
- Longevity
- Commitment to success
- Organization with processes
- Building up self esteem

PRESENTATION TITLE 4

HOW DO YOU MARKET YOUR STAFFING NEEDS



Internet

Indeed, Glassdoor



Social Media

Facebook, Twitter, Instagram



Word of Mouth

Current employees, families, friends, residents



Social Events

Marketing events, area sporting events, job fairs



Community

Colleges, Vocational Schools, DJFS, Job boards, Drive by events, Holiday events



Get Creative

Contests, Incentive bonuses, T-shirts,

WHAT DO YOU LOOK FOR ?

Pulse



Good Fit



STAFF RETENTION



WHAT DOES YOUR BUILDING REFLECT



2 TYPES OF ORIENTATION



STOP DROP AND LEAVE

THEY STOP IN , YOU GIVE THEM A JOB

YOU DROP THEM OFF TO ANOTHER EMPLOYEE

THEY LEAVE AFTER LUNCH AND NEVER COME BACK



INTERVIEW , INVEST AND RETURN

YOU INTERVIEW THEM SPEND TIME WITH THEM AND THEY LEAVE FEELING CONFIDENT

YOU SET THEIR ORIENTATION UP IN ADVANCE WITH YOUR BEST , YOU GO SEE THEM ON THEIR FIRST DAY TO SHOW YOU ARE INVESTED.

THEY RETURN AND SPREAD THE WORD

STOP DROP AND LEAVE

They walk in the door

Your interview process is short

You hire them (they start 2 weeks later)

First day on job you introduce them to trainer (who usually does not know they are training)

They leave and never come back



INTERVIEW , INVEST AND RETURN

YOU INTERVIEW THEM SPEND TIME WITH THEM AND THEY LEAVE FEELING
CONFIDENT

YOU SET THEIR ORIENTATION UP IN ADVANCE WITH YOUR BEST , YOU GO SEE
THEM ON THEIR FIRST DAY TO SHOW YOU ARE INVESTED.

THEY RETURN AND SPREAD THE WORD

INTERVIEW PROCESS

Needs to be comprehensive

Ask open ended questions this allow for dialogue

Discuss Salary, Benefits and PTO

Review Job description and requirements

Explain your buildings culture

Discuss your organizational and personal mission, vision and values

Allow for applicant to ask question and answer questions honestly

INVESTMENT IN ORIENTATION

Have a plan ready

Have the schedule available include all shifts if possible.

Have all new hire items in a packet ready for their first day

Have qualified trainers (Mentor program)

Allow for appropriate orientation period (new nurses may need longer time)

RETURN

Greet them on DAY 1 and introduce them to the mentor.

Follow up with them prior to them going home

Allow them to give suggestions

Have a scheduled time to meet with them weekly to discuss their experience

Meet with their mentor to follow up on progress

YOUR INVESTMENT IN THEIR FIRST SEVERAL DAYS WILL PROVIDE YOU A LARGE RETURN !!!

HOW TO RETAIN AFTER YOU HAVE TRAINED

LEADERSHIP ROLE

BE PRESENT

BE AVAILABLE

BE OPEN

BE HONEST

BE ENGAGED

STAFF ROLE

Let them have a voice

Let them be informed

Let them be heard

Let them develop leadership tools

Let them shine

STAFF APPRECIATION

DON'T JUST DO IT MEAN IT

BE CREATIVE YOU KNOW YOUR STAFF

GAMES

SMILES

PLEASE AND THANK YOU

WORK SIDE BY SIDE

OFFER INCENTIVES

T-SHIRTS

CANDY DISH AT YOUR DESK

FREE MEALS

WHAT DO YOUR STAFF REALLY THINK OF YOUR BUILDING



IT MAY BE HARD TO HEAR BUT IT IS NECESSARY
TO LISTEN

- 1) IF YOU HAD TO DO IT ALL OVER AGAIN WOULD YOU APPLY TO THIS POSITION? WHY?
- 2) DO YOU SEE YOURSELF WORKING HERE IN 1 YEAR? WHY?
- 3) DO YOU FEEL LIKE YOU ARE REACHING YOUR FULL POTENTIAL? IF NOT, WHAT WOULD MAKE YOU FEEL THAT WAY?
- 4) FROM 1-10 HOW HAPPY ARE YOU WITH YOUR TEAMMATES?
- 5) FROM 1-10 HOW HAPPY ARE YOU WITH MANAGEMENT? WHY?
- 6) DID YOU RECEIVE THE TRAINING YOU NEED TO BE SUCCESSFUL? (PLEASE GIVE DETAILS)
- 7) WHAT CAN WE DO TO MAKE THIS A BETTER WORKPLACE?
- 8) WOULD YOU RECOMMEND THIS BUILDING TO YOUR FRIENDS AND FAMILY?
- 9) HOW LONG HAVE YOU WORKED FOR OUR COMPANY?
- 10) DO YOU FEEL APPRECIATED AND DO YOU FEEL YOUR WORTH IS RECOGNIZED?



REVIEW THE
ANSWERS AND BE
THE CHANGE



Q

QUESTIONS???????

THANK YOU

PRESENTATION IT