



Preparing New Staff: Recruitment, Onboarding, Integration and Retention

Philosophy

To retain staff, we need them to:

- Fall in love with the residents
- Connect with teammates and feel part of the team
- Have the job fit into their lives
- Offer adequate pay and benefits
- Find the work morally congruent

Identify and minimize job challenges

Recruitment

- Appeal
- Slogan
- Target employees
- Reach
- Hire for attitude, train for skills

Onboarding

- New strategy of engagement
- Additional staff preparation
- Coping with loss

Integration

- Staff preparation and support
- Mentoring
- Welcoming strategies

Retention

- Job works with life
- Noticing and preventing burnout
- Moral congruence
- Staff training

Thought Piece:

McKnights.com, The World According to Dr. El,
If toileting were a billable service ...

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Eleanor Feldman Barbera, PhD is a licensed psychologist and long-term care industry expert who combines her training with decades of experience to offer innovative solutions to problems affecting cost and quality of care.

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