

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 ...

Eleanor Barbera, PhD Aging and Mental Health Expert

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.

Dr. Barbera counsels older adults and their families as they navigate aging and the healthcare system, speaks internationally on aging and mental health issues and is the writer of the award-winning McKnight's LTC News column, The World According to Dr. El, which offers a mental health perspective on a medical environment.

Website: <https://eleanorfeldmanbarbera.com/>

Blog: <https://www.mcknights.com/blogs/the-world-according-to-dr-el/>