IT’S NOT ALL ABOUT RECRUITMENT – RETENTION STRATEGIES THAT WORK!

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WHY HAVE A MENTOR PROGRAM?

- Background
  - Challenges we were facing – letting out our dirty laundry
- Growing Strong Roots – Peer Mentoring of CNAs to Enhance Retention and Care
  - Foundation for Long Term Care
CNA PEER MENTOR PROGRAM

- Program Details
  - CNA staff apply and interview for the position
  - Specialized training sessions
    - Nurse Management staff members
    - CNA Peer Mentors
  - CNA Mentor Agreement (paperwork packet)
  - Newly hired CNA staff members are paired up with a CNA Peer Mentor

ORIENTATION INFORMATION

- Orientation Day #1
- Orientation Day #2
  - Meet mentor/lunch together/scavenger hunt on unit/skills competency in lab
- Orientation Day #3-5
  - On unit with mentor taking assignment based on experience of new CNA
- Orientation going forward – work on autonomy and taking a full assignment on own without assistance from mentor
CNA Peer Mentor Program

- Hiccups along the way....

Onboarding

- After the new CNA is off orientation and is no longer working with the CNA Peer Mentor – the Nurse Manager then completes the onboarding process with the new staff member to ensure the transition to the facility is going smoothly.
IN ADDITION….

- Geriatric Nursing Assistant Career Development (GNACD) Program
  - Completed 5 classes (2011-current)
  - 26 CNAs graduated
    - 22/26 still employed at our facility
    - 3 CNAs went on to complete LPN training program
    - 1 CNA going to school to become an RN
- LPN Peer Mentor Program

IS IT WORTH IT?

- Stats – CNA staff
  - January – June 2014
    - TURNOVER RATE = 21.3%
  - January – June 2015
    - TURNOVER RATE = 9.9%