Recruitment & Retention Tool Kit

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Purpose

• Identify creative methods to recruit and retain nurses to the perioperative specialty.
Initiatives

1. Explore creative methods of recruitment of novice and experienced nurses to the perioperative specialty.

2. Develop resources to assist educators and managers/directors in recruitment and retention.

3. Develop a template for succession planning for key management positions in the operating room.
Strategy

- Task Force Knowledge
  - +
- Literature Review and Discussion
  - +
- Recruitment & Retention Member Survey
R&R TF Work Products

eBook update
Succession Planning Template
Literature Resources
R&R Resources Tool Kit

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Recruitment & Retention Resources Tool Kit

- One-stop-shop

- Includes information to assist leaders in:
  - Recruitment
  - Onboarding
  - Cultivating a practice environment that supports retention
  - Leadership development
eBook “How to Recruit and Retain Perioperative Nurses Amid a Nursing Shortage” update

1. Business impact of the perioperative nurse shortage
2. Academic partnerships as a strategy for effective recruiting
3. Creating a welcoming culture in the OR
4. The gift of successful onboarding
5. Embracing the multi-generational perioperative workforce
6. A resilient perioperative team through work-life integration
7. Cultivating empowered perioperative nurse leaders
8. Creating a meaningful workplace with mentorship
9. Tips for attracting and retaining perioperative nurses

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Succession Planning Prioritization

Enter in appropriate box:
- Name of Leader & Their Leader
- Areas of Responsibility
- Date
- Mission Critical

Example:
Nancy Smith (Charlotte Rocchio)
Main Operating Room Director
1/27/2017
Mission Critical - yes

Color Code** Key:
- Red: Ready now/12 months
- Yellow: 24 months
- Green: 36 months
- Light Green: 60 months +

**Color code both High Risk Leaders & High Potential Leaders
Note: T/External or T/Internal = no longer employed and filled with external or internal candidate or recruitment in process

Template provided by Memorial Health Care Systems, CA

Notes:
Bibliography in Tool Kit

• Literature search for eBook – not cited but could be useful to some

• Bibliography included in Tool Kit
  • 137 articles with summaries
  • Organized along themes
Continued work in 2020-2021

- Further development of Tool Kit, *some ideas*
- Identify nursing students for perioperative specialty
- Identifying potential experienced RNs for another specialty
- Human resources partnership and the unique needs and traits of perioperative RNs
- Interview strategies that work
- Resilience development as a priority
- Campaign for the C-Suite, ROI for investing in robust onboarding
Thank you
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