We’ve Got Talent: Partnering with Human Resources for Recruitment (Poster).

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The current aging population, many with chronic diseases requiring specialized surgical procedures, combined with an aging workforce nearing retirement and newer nurses with a limited exposure to Perioperative nursing during nursing education, have created a perfect storm for current and future staffing in the Perioperative areas. In a competitive healthcare market, new strategies must be explored to attract the most experienced talent in the region. The leadership team of an Academic, Level One Trauma, and Magnet designated hospital was challenged with filling multiple vacant positions within Perioperative Services from a limited pool of qualified and experienced applicants. Together with Human Resources (HR) colleagues, a weekly Transitions meeting was held with HR joining the periop leadership team to address these problems, examine the open positions and brainstorm ideas and solutions. These meetings began to help HR understand the specialties within Periop and the individual talents and unique needs of the unit. The Ambulatory Staging Area, OR, PACU, Endoscopy and Ambulatory Surgery units all possess different cultures and talents requiring different strategies to meet their needs.

During these weekly meetings, strategies were identified and implemented to assist with recruitment:

• The Talent Acquisition team within HR is responsible for recruiting the best applicants for network. Together with the Unit Director they rounded on the clinical unit to identify the skill set and personality necessary for the patient population.
• Spending time on the unit and seeing the patient care model for the different units allowed HR to better understand the needs of the individual director.
• HR provided a list of former employees for the Directors to review for applicable staff to return.
• These targeted former employees were sent invitations to the “Open House” to come back “home”.
• Specialty focused Open House events were held in conjunction with HR colleagues, Periop Leadership and OR staff providing an opportunity for staff to participate in recruiting future team members.
• These specialty focused events allowed attendees to speak with staff in an informal setting and provided a tour of the units.
• It allowed the attendees to see where they would work and with staff members of each specialty area.
• Results from two specialty recruiting events realized a 56% hire rate with several new relationships created for potential employment in the future.

Recruiting is not solely an HR only function. Creating a relationship with the candidate is an important piece of the puzzle and Periop Leadership must be engaged in this competitive marketplace. We must be able to create relationships, represent the environment and make the connection. Partnering with HR for a better understanding of needs will assist the Perioperative Leader in preparation for staffing needs both current and in the future.