



Volume 1, Issue 1

*As part of the PeopleSmart brand and effort to support the recruitment and retention of health care professionals at the local level, the Indian Health Service (IHS) presents **Recruitment Insights**--a five-issue email series highlighting the recruitment strategies contained within our new Indian Health Recruitment Toolkit. We designed these tools to help you recruit the most qualified, motivated and talented health care professionals and clinical staff available.*

Each issue contains recruitment tips and tactics focused on five specific recruitment issues: educational resources; policy/legislative programs and opportunities; financial considerations; working and living in IHS Areas; and making the best use of marketing. Use and share these strategies throughout your organization to build your own successful staff.

In This Issue: Educational Resources

Local Educational Support

Experiential Training

You can attract top candidates to your openings when you offer continuing education and training program opportunities. Chief executive officers, clinical directors and nurse executives who develop educational initiatives in their facility can assist their professional staff in maintaining their licensing requirements and reduce professional isolation, both of which can keep their recruitment efforts in top form. Additionally, continuing education and training can positively impact the accessibility and quality of care in the communities served.

LOCAL EDUCATIONAL SUPPORT

Continuing education is important to employees and, therefore, to job candidates as well. In a recent survey conducted by IHS, three of the top four successful strategies for retaining employees were educational interventions, whether through conference attendance, continuing medical education (CME) or on-site training.

When recruiting health care professionals, it is beneficial to place an emphasis on your support of staff training and education. Providing educational support to your health care professional staff demonstrates a strong recruitment and retention organization from an administrative perspective as

well as a clinical perspective.

EXPERIENTIAL TRAINING

The IHS offers many educational opportunities. There are presently some 50 residencies that recurrently rotate residents through IHS. What's more, there is an active dental externship program as well as a pharmacy residency program at IHS. These types of programs need to exist for nurses who are required to have nursing experience before joining IHS. An educational program would not only attract new nursing recruits to IHS, but also give it a means to hire future nurses through a nursing residency program.

Developing this type of capacity or sustaining momentum will assist sites in identifying potential new long-term employees as well as create a learning environment for all who participate. An analysis of learning organizations, published in the *International Journal of Training and Development* by ET Welsh, et al., provides six important concepts to determine organizational proficiency and appeal within their respective learning environments.* The concepts the authors cited are:

- consistency
- improved delivery
- convenience
- decreased information overload
- quality initiatives
- improved costs

**Welsh, ET, Wanberg, CR, Brown, KG and Simmering, MJ (2003). E-learning: emerging uses, empirical results and future directions. International Journal of Training and Development, 7(4), 245-258*

If you have any recruitment strategies and best practices you would like to share, please send them to us at: [Recruitment Insights](#).



The policy of IHS is to provide preference to qualified American Indian and Alaska Native applicants and employees who are suitable for federal employment in filling vacancies within IHS. IHS is an equal opportunity employer.

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