
Healthy Workforce

Have you ever wondered why some nurses stay and some nurses don't?

The Healthy Workforce Retention Tool is a pre-hire instrument that was designed and validated to predict retention of nursing candidates. Using this instruments helps to take the guess work out of hiring good nurses for your organization.

Retention of healthcare workers in all work environments has become a modern management challenge. Turnover rates as high as 110% are not uncommon for some healthcare settings. Even when healthcare workers are paid well above regional, state and national levels, turnover rates continue to be well above rates for other industries with similar professional requirements.

A recent survey of one state's long term care facility and agency administrators found that 13 percent of providers reported vacancy rates of paraprofessional direct care workers exceeding 20 percent with an additional 19 percent reporting vacancy rates greater than 20 percent (Pennsylvania Intra-Governmental Council on Long Term Care, 2001). This general pattern of shortage is more pronounced for nursing homes that have lower wage rates for RNs, LPNs, and CNAs than hospitals (AHCA, 2001). It is generally presumed that the current shortage creating a demand for nursing personnel in turn increases the difficulty of nursing homes in retaining staff that, in turn, increases turnover.

Using this instruments, organizations will be able to know the likelihood of keeping a nurse on the job. They will also learn about important work characteristics like integrity, work ethic, reliability, and team skills, providing a solid foundation for making an informed hiring decision.

If you want to put the odds in your favor, for attracting and keeping talented nurses, you should consider the Healthy Workforce Retention Tool as a part of your pre-hire process.

