

# STAFFING SOLUTIONS FOR NURSING HOMES

*Discover How to Create a Workplace Culture Staff Won't Want to Leave*



## Earn Free Nursing & Nursing Home Administrator Continuing Education Credits (3.5 contact hours)

This e-learning educational activity is provided in a Learning Pathway and focuses on various aspects of staffing solutions, including hiring, staff retention, engagement, and workplace culture development.

There are three individual courses that are each 60 minutes in length. Courses are structured to be taken monthly in consecutive order as they build upon each other.

Each course will include a variety of education types including videos, readings, online activities, and handouts/resources. Additionally, participants will receive a Staff Toolkit in the mail for each of the three courses.

*Course Requirements Continued on Page 2 . . .*

## Continuing Education

To receive the Continuing Education (CE) credit, participants must complete the entire Learning Pathway:

- Complete all individual courses (3)
- Score at least 80% on all post-knowledge checks
- Complete evaluations

**Nursing Home Administrator:** This program has been approved for CE for 3.50 total participant hours by NAB/NCERS – Approval #20240217-3.50-A90390-DL-CO.

**Nursing:** Approved for 3.5 contact hours. Quality Insights is accredited as a provider of nursing continuing professional development by the American Nurses Credentialing Center's Commission on Accreditation.

Quality Insights has no other disclosures.

Please contact us at [edisco@qualityinsights.org](mailto:edisco@qualityinsights.org) at or call 304-346-9864 for further information.



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## Learning Pathway Educational Activity

### Course 1: Starting the Journey – Optimizing Hiring Processes

In this 60-minute e-learning course, participants will sharpen their current expertise staffing a nursing home and learn how to address common staffing challenges through a variety evidence-based interventions related to hiring goals, marketing strategies, interviewing skills, and data capture and review.

#### Objectives:

- Write two hiring goals that could improve interviewing and future retention outcomes.
- Develop a simple marketing strategy to enhance recruitment.
- Examine at least three data points related to nursing home staffing at your facility.

### Course 2: Staffing Retention Strategies

This 60-minute e-learning course will provide principles for staff retention and stability. Participants will learn how to create a strong organizational culture and implement change processes

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<https://bit.ly/nhstaffing>



recommended by the Centers for Medicare & Medicaid Services (CMS) and the Kotter 8-Step Change Process.

#### Objectives:

- Describe how nursing home culture can both positively and negatively impact staffing retention.
- Explain the steps for successfully implementing organization change.
- Identify how to implement joy assessments at system- and local-level settings.

### Course 3: Sustaining Success Through Employee Engagement

This 60-minute e-learning course will overview how to sustain staffing successes through employee engagement strategies.

#### Objectives:

- Describe the key characteristics of low, middle, and high performers.
- Explain communication strategies for managing, developing, and retaining employees.

