

What are *any* successful strategies you have used to find and hire high-quality staff (MA, LPN, RN, etc.)?

*Kristy Baker ARNP:*

Since I am a nurse, I know a lot of nurses and often it is by word of mouth. Also, contract with schools of nursing to be a clinical site, identify promising students and mentor them. Offer them a job on graduation. I think referral by word of mouth is most successful. Let it be known what you can offer, and what types of patients you see. Let it be known what type of nurse you are looking for. Nursing world is small, if the right nurse is looking, she will hear about it. I even ask directors of home care and hospices, although they hate to lose a good nurse, they will often go ahead and let staff know, or even refer their good staff. It often helps them out to have a loyal former employee in an office - nurses talk.

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I recently hired a new office nurse by the strategies Kristy mentioned. I talked to a homecare director (also a friend) regarding any qualified nurses she would hire if she had the choice. So far so good. Michelle has been wonderful.

Tamara Hartsell, ARNP