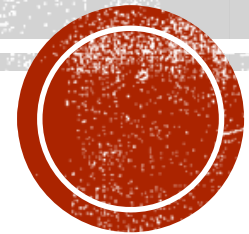


HIRING BARRIERS AND SUCCESSES



Joyal Meyer, RN, MSN

ND Newborn Screening Program Director

BARRIERS

- **Lack of funding**
 - Set # of FTE – not taking into consideration increased complexity in newborn screening
 - Frozen salaries – no pay increases
 - Salaries often not competitive with private sector
- **Variety of different backgrounds and education levels**
 - Unclear expectations and job descriptions
 - Limited qualifications to do follow-up on newborn screening activities
 - Need specific training for newborn screening
 - No formal education process for newborn screening programs
 - Mostly on the job training and learn as you go
 - Complex education needs – not learned in nursing school



MORE BARRIERS

- **Requirement for some organizations to use a generic job description**
 - **If job description could be tailored for newborn screening –**
 - **Could increase the interest and get more qualified applicants**
 - **Hiring based on a point system; not able to consider personality type and if the applicant would be a “good fit”**
- **Administrative & Legislative Barriers**
 - **Decision makers may not fully understand the WHY behind newborn screening**
 - **Newborn screening is one program so why is additional staff needed?**
 - **Adjustments have not been made as the screening needs and complexities have increased**







HOW TO ENGAGE EMPLOYEES

- Cultural Survey
 - Ask employees how they view the workplace
 - Follow-up with staff in a timely manner
 - Create subcommittees for identified improvement needs
 - Highlight Successes in organization
 - Invest in your staff – offer bonus or recognition awards
 - Takes time, but well worth it in the end
 - Positive work environments attract people



**People
don't care
how much
you know
until they
know how
much you
care**

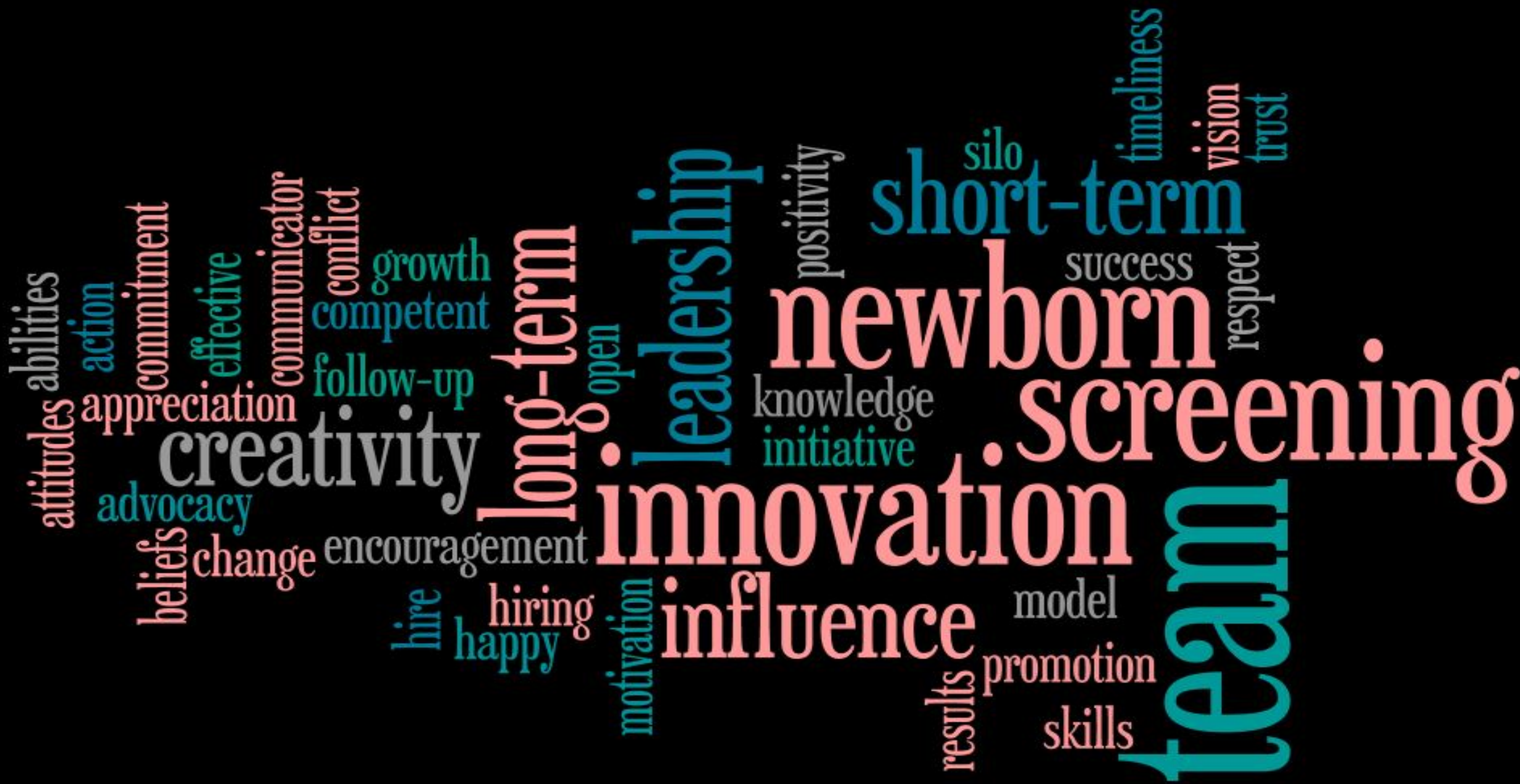
John C Maxwell



HOW TO RETAIN GOOD EMPLOYEES

- Ask what motivates them
- What are their values
- Allow them to do what they love and what they are good at
- Encourage innovation and creativity – build on their strengths
- Compensate them for their time and effort – if not financially, acknowledge by using “a drop in the bucket”
- Show appreciation and respect
- Encourage them to grow professionally
- As a leader, do what you say you are going to do





abilities

action

commitment

effective

communicator

conflict

growth

competent

follow-up

long-term

open

leadership

positivity

short-term

silo

timeliness

vision

trust

success

respect

newborn

knowledge

initiative

screening

creativity

advocacy

attitudes

appreciation

beliefs

change

encouragement

innovation

hire

hiring

happy

motivation

influence

model

results

promotion

skills

team



**THANK
YOU!**

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