

Journal #5

This week's content was easy to learn. Staffing, the demand for nurses, recruitment, and planning was discussed. There were some topics that I found interesting and knew nothing about. For example, when hiring a new employee, the leadership team needs to consider things. They need to consider local nursing programs, orientation timeline, peak resignation periods, patient census needs, budget constraints, and historical staffing needs. Those budget constraints are a little harder to understand because healthcare needs nurses and other staff to provide a safe patient-to-nurse ratio. With covid, the hospitals, nursing homes, and clinics have been busy catching up and are full. Due to this, we need staff! They are also saying that the demand for nurses is expected to accelerate through the next 15 years. There is also a higher enrollment in nursing programs. These nursing programs also need staff to teach the new upcoming nurses. During the interview process, it is important to ask only job-related questions, use open-ended questions that require more than a yes or no answer, pause and let the applicant finish speaking, appear interested in what the applicant has to say, and the interviewer needs to let the applicant be able to add or comment what they want.