

Idea Bank

Retention and Recruitment

These are ideas that are emerging from the zones within Alberta. We hope you use this tool to help generate new ideas for funding to address recruitment and retention challenges

TRANSPORTATION

- Vehicle/Mileage Allowance
- "Rural premiums" to base pay and added monetary supports to travel to education sessions etc.

COSTS OF LIVING

- Daycare
 - 24 hour daycare
 - Daycare within hospitals
- Recruitment bonus
- Accommodation Costs
 - During bad weather staff provided paid accomodation
- Northern Allowance
- Increased wages for rural nurses (e.g. extra \$1/hours)
- Local community incentives (e.g. gym memberships, gift cards, food vouchers)

EDUCATIONAL

- Increase educator time/staff ratios
- Tuition Reimbursement
- Scholarships
- Professional Development
- Mentorship programs
 - virtual
 - inperson
- Buddy programs
- Rural nurse placement practicums
- Specialty rural training - certificate
- Cover expenses for specialty training (e.g. obstetrics, peri-operative training)
- Mandatory student placement in rural sites
- Make the RN license process easier or any other alternative so that LPN within the community will pursue careers and stay in the community
- Speaking
 - Have an actual RN that lives and works in rural Alberta go speak to nursing students about rural career
 - Student Engagement Start engaging with RN students outside of the province. Attend University events in other provinces and internationally

SUPPORT

- Virtual Health Support
- Virtual Mentor
- Opportunity to change FTE
- Staff Appreciation
 - celebrate tenure
- Keep current staff in the know regular staff meetings, weekly emails with any relevant information (new policies, hires, hiccups, etc.)
- Revisit relief positions
- Improve the CARNA licensing for internationally trained nurses
- Staff Appreciation
- Offering more 8-hour shifts that won't be mandated into 12 hour shifts
- FULL-TIME summer positions with opportunities for casual employment (during the school year) for UNEs at rural sites
- New grad positions with lengthy orientation periods and emphasize the use of these positions to apply for student loan forgiveness
- Changing the RN rotation to equally distribute weekend shifts for all lines
- support, hire, and compensate rural nursing managers appropriately
- Increased security at sites