

RN Hiring Project Overview

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Board of Supervisors, Government Oversight Committee





RN Hiring Project

- DPH partnered with DHR on the RN Hiring Project
 - Goal: Reduce Registered Nurse Hiring to 90 Days from approved vacancy to offer letter of employment



RN Hiring Project

- Full job analyses of registered nurses in 20 specialty areas
- Audit of DPH's current hiring process to find bottlenecks & delays
- Revision of continuous testing program
- Implement efficiencies in hiring
- Develop a bank of interview questions for each specialty area
- Train a large pool of raters in Fairness in Hiring and DFEH Guidelines on appropriate questions to ask

Questions?