

Toronto Public Health | **Optimizing the Public Health Nursing Workforce through an Innovative Recruitment Strategy**




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Toronto Public Health
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Toronto Public Health | **Objectives of the Recruitment Strategy**


- To create a pool of diverse qualified candidates with a consistent broad range of public health nursing skills ready for suitability interviews for vacant positions
- To increase efficiencies and reduce duplicative efforts in the hiring process
- To enable greater transferability of skills amongst nursing roles across the health unit

Toronto Public Health | **Recruitment Strategy**

Phase 1

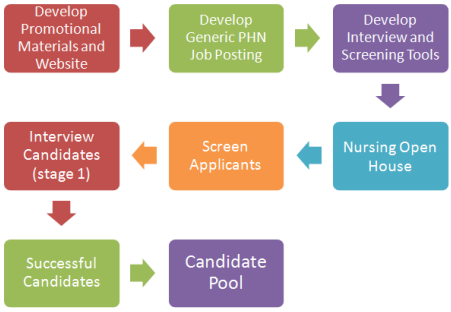


Phase 2



Toronto Public Health | **Components of the Strategy**


Phase 1



Toronto Public Health | **Promotional Strategies**



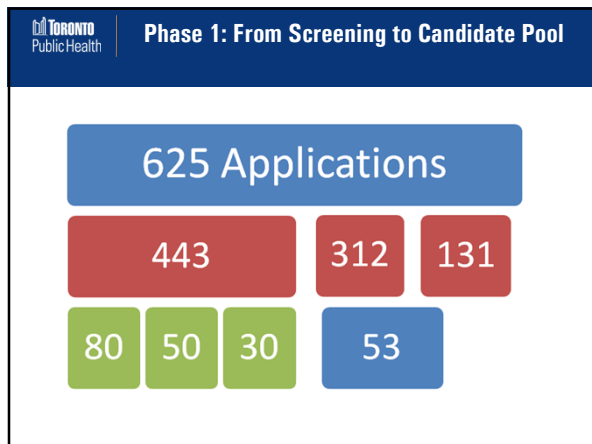
Toronto Public Health | **Job Posting and Interview Tool Development**



- Involved review of internal and external postings and tools
- Identified gaps and overlaps
- Integrated CHNC Competencies
- Included 2-4 questions from each of the 7 competencies

Outcome:

- An interview tool with multiple options per section that can be used for current and future interview processes
- Process to develop generic tools from 4 distinct directorates that hire nurses easier than anticipated



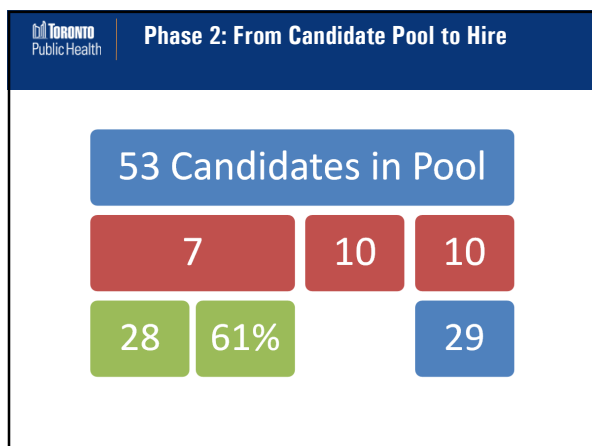
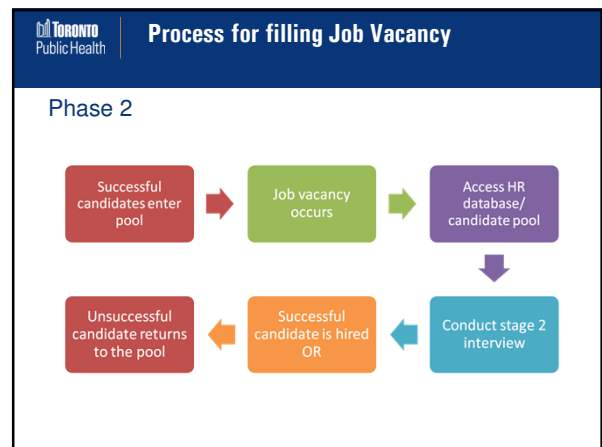
TORONTO Public Health | Screening Process

- Rigorous process involved all Steering Committee members
- Completed together over course of 2 ½ days which allowed for discussion amongst screeners when making difficult decisions
- Screening tool modified after initial day to better reflect needs

TORONTO Public Health | Screening Tool

Contains each of the qualifications and educational requirements in the posting along with a comments section which included skills such as:

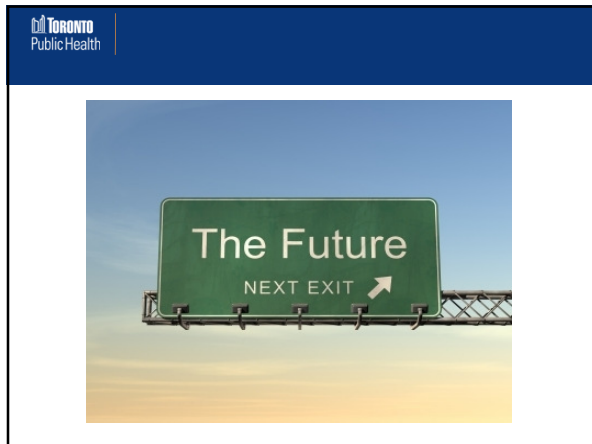
- Working with diverse populations
- Speaking more than 1 language
- Experience working with social justice/health equity issues
- Having a student placement at a health unit



TORONTO Public Health | February to April 2015

- Candidate pool accessed 7 times
- 10 Vacancies
- 10 Hires
- 28 Phase 2 Interviews conducted with 61% pass rate

As of June 1st - 29 candidates remain in the pool



Toronto Public Health logo in the top left corner. The title "Evaluation" is in the top right corner.

- Survey for managers who conducted Stage 1 interviews
- Focus Group for managers who conducted Stage 2 interviews
- Formal Evaluation results at 6 months, 1 year and beyond

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A word cloud on a purple background. The words are in various colors and sizes, including: Competencies, OpenHouse, Promotion, Nursing, Strategy, Interview, Website, Diversity, Tools, PHNSkills, CandidatePool, Recruitment, Innovation, Screening, and Standards.

Toronto Public Health logo in the top left corner. The title "Additional Information" is in the top right corner.

For further information visit:
www.toronto.ca/health
Popular links: Nursing at TPH

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