

# FACT SHEET

## Certified Home Care Agencies Hiring Practices & Staffing Projections

Data was solicited from 47 Home Care Agencies in New Jersey using the Home Care Association of New Jersey members directory to determine current and future hiring and staffing projections. Response rate =24.6 % (n=20) representing 54 branch offices.

### RECRUITMENT TIME

Average number of days required to fill a nursing position	
RN < 1 year as RN	31—60 days
RN > 1 year as an RN with no home health care experience	31—60 days
RN > 1 year as an RN with home health care experience	91 –120 days

\* Staff who have been RNs for more than one year and have home health care experience took twice as long to hire than staff that have been RNs for less than one year or those with no home health care experience

### IMPORTANCE OF EXPERIENCE

On a scale of 1-4 where 1= least important and 4 = most important, please rank the order of importance of the following attributes when hiring RN staff (n=20)

Past relevant home health care experience	4
Past hospital experience	3
Past nursing experience outside of home health care	2
BSN or higher degree	1

- \* Past relevant home health care experience as the most important attribute
- \* A BSN or higher degree was the least important attribute

### STAFFING PROJECTIONS

Over the next 2 years will your agency need fewer, more or about same number of the following nursing personal? (n=20)	Fewer	Same	More
RN < 1 year as RN	40%	60%	0%
RN > 1 year as an RN with no home health care experience	10%	65%	25%
RN > 1 year as an RN with home health care experience	0%	40%	60%

- \* 60% respondents need more staff with more than 1 year experience
- \* 40% will need fewer staff with less than 1 year as an RN

### IMPORTANCE OF RESIDENCY PROGRAMS

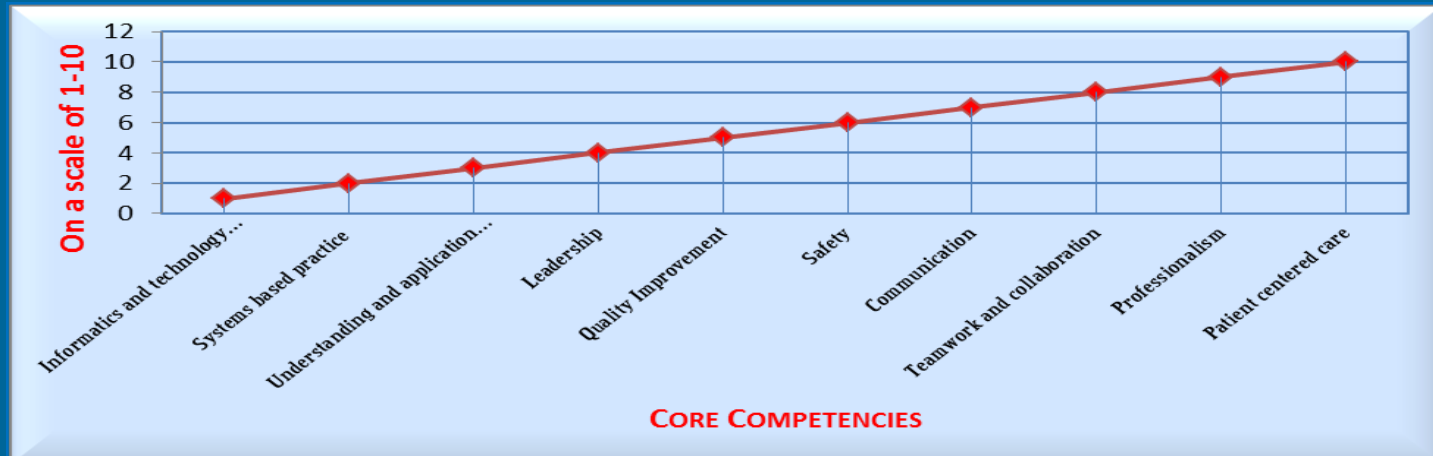
How important would a home health care nurse residency program be to your agency? (n=20)

Not important we provide a residency program	0%
Not important we do not hire new graduates	15%
Important but we do not have staff to act as preceptors	30%
Very Important it would allow us to hire new graduates	55%

- \* 55 % of the respondents indicated that a residency program would allow them to hire new graduates into their agency

### CORE COMPETENCIES

On a scale of 1-10 where 1= least important and 10 = most important, please rank the following nurse core competencies in order of importance for new nurse graduates to successfully master (n=20)



Kuberiet, K. (2015). A Feasibility Project to Determine the Need for a Home Health Care Residency Program for New Nurse Graduates. DNP Capstone Projects Rutgers, the State University of NJ