

## **Retirement and Health Care Facilities**

“First I want to say this program is OUTSTANDING! We have noticed the number of applications we process has diminished somewhat, but the ones we do process are worthy of working in long term care. It helps in narrowing down the ones that just "need a job" and the ones who are looking for long term employment.

For example; the two nurse aid training sessions we have held since the ORION surveys have gone in effect have given us amazing results. We've had a total of 18 students enroll and only 1 of them had to drop the training due to "emergency dental surgery" (she will finish this training period though).

The attitudes of the newcomers have been a big moral booster for all the staff. They say that the new employees are more safety conscious and have great work ethics. Some results come back bad but it keeps us from going through the process of sending a background that can take 3-5 business days to get back and then see they are unable to be hired.

On the subject of background checks, we have had a grand total of 4 background checks that were bad out of approximately 35 employees hired. This is a big change from before when 1/2 of the backgrounds were bad. This would waste our time in that we had to set more interviews and start over with the process. It was very hectic for the supervisors to do interviews (sometimes double depending on the background results). This resulted in time away from their current staff which caused headaches for them.

I have seen a big improvement in the way the hiring process has been going due to this additional step being implemented. The interviews are more focused on the questions needed to be addressed, verses questions with no meaning to a specific individual's personality. Now prior to the interviews, the supervisors will review the ORION results and use the direct questions that come from the survey, along with other hiring techniques to result in a more well rounded and thorough interview. In my opinion it is one of best tools we've ever implemented in the hiring process to help us make smarter hiring decisions.

In my opinion I feel it has helped overall in identifying the quality of individuals we have hired and continue to hire. It saves a lot of time in our efforts to find these individuals that become dedicated, sincere, and willing to be team players for our company. The individuals we've hired using the Orion have become mentors and positive examples to our employees that want a positive working atmosphere. Thanks so much for allowing me to participate in this program and I look forward to the continuation and results in the future.”