

Lead the Change



Staff Recruitment and Retention Driver 1 Notes Sheet

Secondary Driver (SD)	Change Ideas (for LIAs)	Notes
When recruiting	Create recruitment & outreach action plans to reach diverse community members, including former program participants	
	Partner with nearby community colleges / universities to introduce the home visiting field to students	
	Develop clear and accurate job descriptions that include home visiting competencies staff must bring to the job	
	Use videos or live opportunities to shadow / experience a day in the life of a home visitor	
When interviewing	Use diverse interview panels, including home visitors, to assess	

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	candidates and make hiring decisions	
	Include interview questions and scoring criteria that explicitly ask about candidate experiences and values with equity, inclusion, and cultural competency	
	Develop onboarding process that extends through the majority of the first year of work	