

Key insights from Breakout Groups

Group 7 Notes

What best practices does your site use in delivering New Employee Orientation?

- Onboarding rotation program
 - Rotate through sessions that are more broad in topic, the "need to know" of starting off at your new position
 - These are delivered by directors
 - Gives an opportunity to higher ups to interact with new hires
- Two different onboarding sessions
 - One for completely new employees and one for transfers

Group 8 Notes

What best practices does your site use in delivering New Employee Orientation?

- A similar best practice we all use is “ambassadors” or “mentors” to help provide 1:1 guidance
- How can we best improve our New Employee Orientation?
- A few of us mentioned that we need to incorporate context for our facility/organization into our ID/Learning NH orientation
- Another common theme is that outdated NH orientation videos need to be re-vamped

Group # Notes

Audrey-

- When she started 8 years ago: Admin supported new employee training
- Now: there is no specific support, it is dependent upon the hiring managers to get it done

Stephanie: Given a checklist; wasn't bad. Who to contact was listed on there.

Gerard: Fire hose experience. “Kind of crazy”.