**Riverside County Whole Person Care**

**Hiring & Training Practices:**

* We hire Registered Nurses only.
  + Our Program Coordinator is the only one who is not a Registered Nurse.
* We interview everyone who applies, but we look for candidates that have experience with justice-involved individuals, behavioral health, and care management.
  + Most importantly, we look for applicants with good attitudes because we can train for skill.
* New Hires attend our hospital’s General Orientation and Nursing Orientation.
* New Hires spend a day with Nurse Managers to complete paperwork, check computer access, discuss schedule, and receive education on the Whole Person Care Program
* New Hires pair up with an experienced nurse for at least two weeks to learn the role (required paperwork, documentation, workflow).  (Peer to Peer Training)
* With management oversight, the New Hires then complete on-the-job training.
* All staff completes CPR/First Aid, Motivational Interviewing, and Crisis Prevention Training.
  + Staff also attends offered trainings pertinent to their job.
* Nurse Managers perform regular audits to monitor work/productivity and provide timely feedback for recognition and/or improvement.