



Relias Assessments for Community Health

A valuable tool to help healthcare organizations improve hiring, onboarding and competency development.

The Challenge

Healthcare organizations are challenged with a revolving door of clinical staff, limited resources and pressure to improve clinical outcomes and increase patient satisfaction.

- **17.5 percent** of newly licensed RNs leave their first nursing job within one year.
- **\$38-\$59K** is the average cost to replace one nurse.
- **70 percent** of the variance in employee engagement is due to managers.

The Solution

Relias Assessments help community health centers build and retain stronger, more engaged teams through more informed hiring and onboarding practices.

Assessments evaluate candidates' job knowledge and behavioral characteristics, giving hiring managers valuable information on which to base their decisions. Post-hire, organizations can personalize the onboarding process to target specific knowledge gaps, ensuring new hires can contribute effectively and confidently.



Assessment data can be used to:

- Hire the right person for the right job.
- Reduce turnover and increase job satisfaction.
- Identify strengths and areas of improvement for new hires and existing staff.
- Improve care quality and patient experience.

Using the Relias learning management system (LMS) with Relias Assessments gives you the ability to assign evidence-based eLearning to address knowledge and skill gaps. Together, these solutions create a holistic approach to address the challenges of hiring, onboarding and continued professional development.



Hire the Right Staff

Relias Assessments predicts a candidate's likelihood of success in a specific role, by evaluating two areas that contribute to success:

- **Clinical Competence:** Specialty-specific job knowledge and key skills needed for practice
- **Behavioral Characteristics:** Individual personality attributes, general reasoning, attitude, and engagement



Personalize Onboarding

Once hired, assessment data can inform the onboarding and new hire training process by providing valuable data on a new hire's strengths and opportunities for improvement.

Managers and supervisors can better use their time training on what is needed instead of requiring the same orientation training of all staff.



Evaluate Competency

Job knowledge assessments can be used to measure baseline competency, whether assessing a candidate's skills or evaluating an existing staff member's current competency for a new role.



Develop Leaders

Improve the internal promotion process by using assessments to help identify leadership potential. Paired with Relias leadership training, newly promoted staff have the skills and tools to succeed.



Relias Assessments for Community Health	Pre-Hire	Post-Hire
LPN-Ambulatory	✓	✓
Clinic RN (Primary Care)	✓	✓
CNA-Disability Competency		✓
PEDS Pharmacology		✓
Psychiatric / Behavioral Health		✓
Medical Assistant	✓	✓
Dental Assistant		✓
Pharmacy Tech - Non-Retail		✓
Behavioral Assessment Job Fit Report (General Reasoning, Personality, Attitude, Engagement) for these three positions: <i>1. Non-Clinical Patient-Facing Employees</i> <i>2. Registered Nurses</i> <i>3. Nursing Assistants</i>	✓	✓

To learn more about Relias Assessments and how they can improve your hiring process, staff satisfaction and retention, schedule a call.

GET STARTED

HHS1218FS1759-00

(877) 200-0020

