



RECRUIT
& RETAIN
MAKING IT WORK

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EUROPEAN UNION

Investing in your future
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Introduction

- Recruiting and retaining health care staff and other skilled employees is a common problem in remote and rural communities. There is no single solution.
- Making it Work (MIW) will implement five recruitment and retention case studies, at scale, across Northern Europe and Canada, using a business model developed from previous work, tailored to local and regional needs.
- MIW will apply a community focussed lens, a detailed planning process, system redesign, and will conduct a structured evaluation

Contribution to changes sought by the NPA



- Making it Work is aligned with objective 1.2: *increased innovation in public service provision from Priority Axis 1 ; Innovation*
- Making it Work aims to contribute to fostering robust and dynamic local communities by developing innovative recruitment and retention systems which involve employers, communities and academic partners
- Making it work is addressing the programme result indicator 1.2 *awareness and attitudes among health professionals towards the use of ehelath tecnologies* - by utilising these in all case studies to deliver system change in recruitment and retention

Projects objectives

- To deliver improvement in recruitment and retention of workers in case study sites
- To ensure a system change in organisations and ensure a solid and innovative recruitment and retention systems for remote and rural regions
- To inform stakeholders of project results to influence and improve recruitment and retention
- To future proof healthcare provision by supporting staff to use relevant ehealth
- To develop an online product to help other regions understand what solutions would work in their context
- To develop knowledge transfer beyond the partnership

Involvement of end users

- Making it Work is stakeholder driven ; municipalities, health services and other local employees, communities will be involved in Local Implementation Committees. These are core to the project.

STATUS



- Baseline studies completed
- Evaluation Framework completed
- Implementation started

Outputs (Products and services)

- Database of recruitment and retention strategies
- Five individual case studies
- Full case study evaluation
- Local sustainability plans
- Knowledge transfer tool/policy framework document

