



## Caregiver Retention Program

Below are some ideas that can help with caregiver retention:

- ☐ Set expectations from the beginning.
  - Make sure that your candidates understand the requirements of the job.
  - Make sure it is clear how scheduling is done so that they understand how to get to their desired hours.
- ☐ Client/Caregiver Introductions
  - This can help take away some of the nerves on that first day.
  - It also gives you an opportunity to walk through the care plan with the caregiver to see if they have any questions. You are setting them up for success on their first day!
- ☐ First shift follow up.
  - This is a great opportunity to demonstrate care and support, address concerns promptly, provide feedback and encouragement, and enhance communication and engagement.
- ☐ Two week card
  - This also demonstrates encouragement and enhances communication and engagement.
- ☐ 30 day check in.
  - Call them and ask them the following:
    - How have things been going since the last check in?
    - Do they need any additional training?
    - Are they getting their desired hours?
- ☐ 60 day
  - Mail them a card.
  - Invite them to coffee or lunch to have a conversation about their job and what is working well and what could be improved to make their job better.
- ☐ 90 day review
  - Bring caregivers in for a review.
  - Have caregivers fill out the self-evaluation form before the meeting.

Interested in learning more about our services or have further questions?

We are here to help you find the solutions that best fit your needs. <https://eiandcompany.com/>

Disclaimer: Please note that these are recommendations and should not be substituted for legal advice. In addition, please remember you are ultimately responsible for how you operate your business.