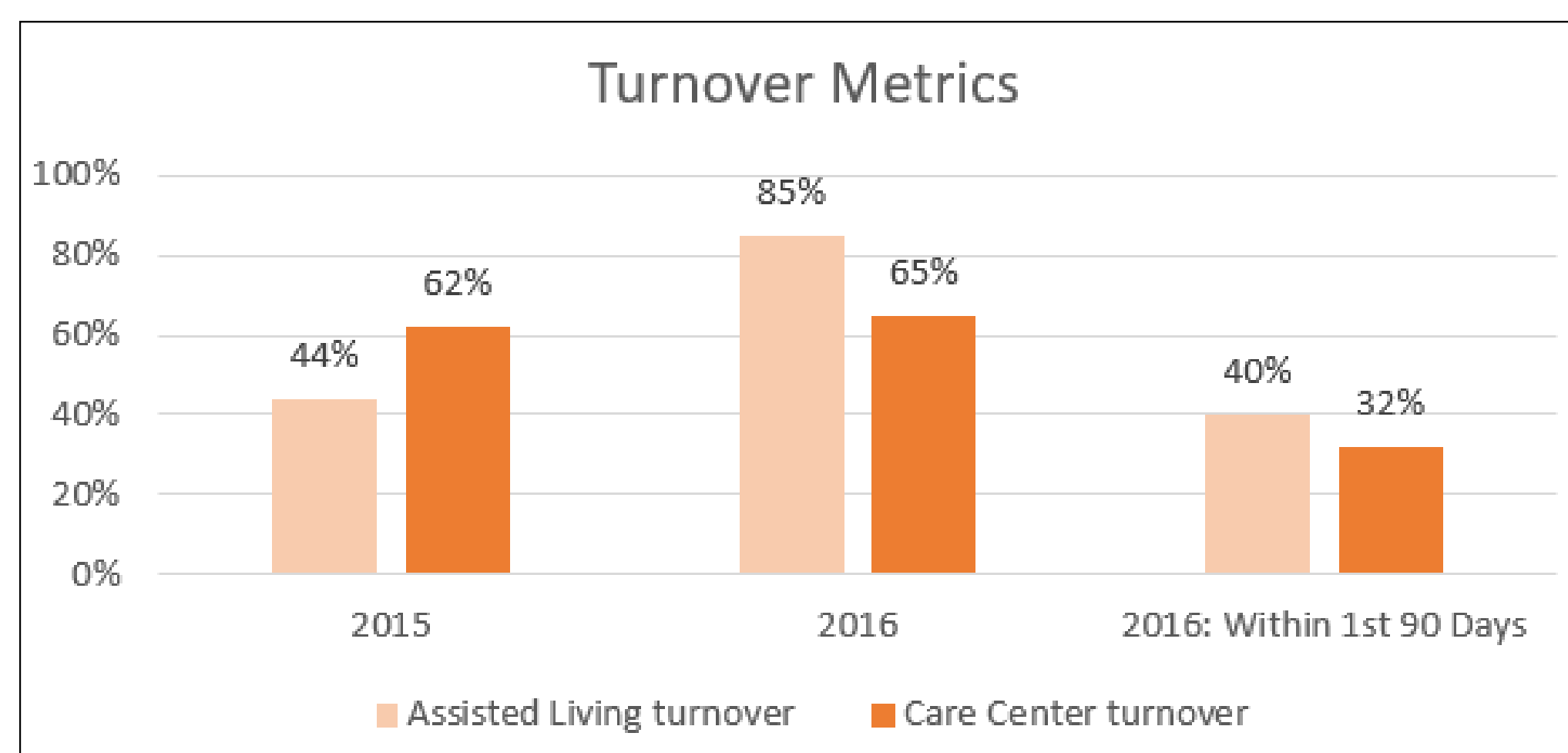




Supporting New Employees and Promoting Staff to Mentor Roles

Project Goals

1. Decrease caregiver employee turnover by 5% in Year One and 10% in Year Two.
2. Improve caregiver employee retention by 5% in Year One and 10% in Year Two.
3. 90% of new employees will find the Peer Mentor program helpful.
4. 90% of peer mentors will report feeling empowered and more confident as a result of their new role.



Project Description

St. Mark's Living is starting a career ladder and retention initiative called the Peer Mentor program.

Current staff will be recruited to work directly with new staff to make sure they are trained, prepared, and supported during their first 90 days or employment—when turnover risk is the highest.

Progress Report

From July through November, 2017, we completed the following work:

- Peer mentor job description being reviewed.
- Preparing to collect baseline data related to peer mentoring program.
- Finalizing program purpose, policies and procedures document.

Next Steps

- Peer mentors are trained and start with new employees.
- Staffing coordinator and HR lead review check-in surveys.
- Survey of mentor satisfaction is completed.

Project Team Members

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