

Lunch-N-Learn – Healthcare – September 2009

Presented by:

FMH Recruiter

- There is a slight downturn in hiring – less open this year as compared to last year.
- The current economy has an impact in that part-time employees are requesting full-time hours and nurses are returning to the workforce because their spouse is unemployed.
- FMH is opening a satellite center in Urbana and is fully staffed.
- Having a certification would help getting started –CNA, pharmacy tech, and phlebotomist are offered at FCC (www.frederick.edu). If you have a lapsed certificate it must be updated before applying.
- FMH (www.fmh.org) is one of the locations where the FCC programs do the practice portions of their certification programs. Last year the hospital hired 5 or 6 out of 15 graduates from FCC's CNA class. This year there will not be as many openings.
- Applications do not carry over. You can apply for up to 5 positions in a 30-day period.
- Application tip: do not apply for every job you see – this a red flag to the recruiters if you have applied for 20+ jobs. Also, use the free space on the application to answer why FMH should hire you.
- For nursing positions there are 4 recruiters at FMH that handle up to 300 applications daily.
- Your application can be in one of four categories: 1) declined 2) reviewed 3) forwarded 4) still under review. Screened applications are forwarded to the hiring/department managers who determine who will be interviewed.
- After your interview, if selected, HR will make an offer and complete the pre-employment items necessary to begin employment.
- Expect to hear within 3 weeks if there is an interest in your application. Positions remain open until they are filled.
- Some positions require a background check. Criminal charges (a felony, theft or robbery charge) may prevent employment depending on the time since the occurrence and the nature of the charge. A security clearance is not required.
- There is a slight preference towards those applicants with the right qualifications and a military background as they have demonstrated dedication and discipline.
- Job qualifications and work experience are more important than GPA or class standing.
- FMH is not a training hospital – need specialized experience and education to meet job requirements. Without healthcare experience the opportunities would be entry-level, for example in housekeeping or food service.
- Medical training is required for most positions. For example medical terminology is needed for registration positions.

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- A good way to get started is by volunteering. Make a sacrifice and work without pay to work all over the hospital and get known in the different departments. The volunteer office is located on the first floor of the hospital.
- Benefits of working for the hospital include stability, growth opportunities and tuition reimbursement for degree programs. Nursing offers non-traditional work schedules such as three 12-hour shifts.
- Recommend two-year nursing program as a good investment as nursing is a growing field.
- Most positions are hired directly by the hospital. Other avenues include working as a temp or as a volunteer before being hired at FMH.
- For hard-to-fill positions like a clinical pharmacy practitioner the hospital may use a direct placement agency.
- In past years merit increases have been 3-7%, no increase this year due to the economy.