

2022 NPCR PACIFIC REGIONAL SUCCESS STORY

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Virtual Training Platform as a Recruitment Tool for Island Cancer Registry Proved Effective

National Program of Cancer Registries SUCCESS STORY

SUMMARY

Though the U.S. Affiliated Pacific Island (USAPI) Jurisdictions online training platform (FLccSC) was launched in early 2022, creating 'Pacific Specific' content is challenging and time-consuming. We created an Introduction to a Registrar's Work and Basic Skills training module for registrars in training. Once this was used, we realized that completing such a training module could also serve as an HR pre-screening tool. Adding the module completion certificate as a 'secondary qualification' to our job description could help to improve the type of applicants for the job, even from a resource-challenged area.

CHALLENGE

The Pacific Regional Central Cancer Registry (PRCCR) and the USAPI registries operate in a very resource-challenged island environment. Attracting and hiring the right staff has always been a challenge. Individuals with a data-oriented mindset who possess meaningful work experiences are challenging to find. Islanders, new to their work careers and showing interest in our job postings, do not often grasp what working in a registry entails, which often makes finding a 'good fit' challenging.

SOLUTION

The Pacific Regional Central Cancer Registry's goal is to provide an opportunity for everyone interested in working for the registry to learn more about our registry's everyday work. This opportunity offers a more in-depth peek into an island registrar's work and helps to gain valuable general knowledge about cancer while also aiding in developing data entry skills (using Microsoft Excel). An "open access" module on our Pacific FLccSC site was created and advertised with the following training chapters:

- Introduction to a Cancer Registry (6-minute video)
- Microsoft Excel 101 (2 hours training video with exercise workbooks. 4 hours to complete)
- What is Cancer (20 slides long presentation - required quiz at the end)
- Cancer Diagnosis and Treatment (18 slides long presentation - required quiz at the end)

Access to the module was simplified for a user-friendly interface, requiring only a free student FLccSC account registered to the Pacific Cancer Registry training platform. A disclaimer was added to the flyers used for outreach, notifying the readers of the position opening within the Pacific Cancer Registry. In coordination with the Yap Comprehensive Cancer Control (CCC) program coordinator, the Pacific Cancer Registry received assistance in securing and providing applicants access to a public computer and internet. Many people in Yap have difficulty accessing a computer/smart device and/or the internet. Also, the Pacific Cancer Registry program asked for help advertising the job opening and reaching out to possible candidates via the island health centers and other public health-related "community spaces." In addition, the Yap CCC coordinator was instrumental in being the local point-of-contact for the Bootcamp training. For the individuals who registered for the course, a one-day long "shadowing session" was arranged with the local soon-to-be-retired Yap Cancer Registrar. Our success greatly depended on local support from the CCC program staff and other local public health and outreach personnel.

RESULTS

Three participants registered for a FLccSC account, completed the course, and received a certificate of completion. Two of the participants ultimately applied for the job opening.

During the interviews, the applicants stated that they enjoyed the Bootcamp experience. To them, the experience gave a better understanding of the position and the daily nature of the job responsibilities. The applicants were more relaxed during the interview since they virtually met most of their interviewers via the various training modules during the Bootcamp training. This relaxed manner led to more meaningful conversations during the interview that benefited all parties.

SUSTAINING SUCCESS

The Pacific Cancer Registry will incorporate this new pre-qualification method for future island registry hires. Adding the completion of our FLccSC module as a primary qualification/requirement to our job postings is also being considered. We will also focus on creating more modules for our FLccSC site and keep fostering our own registrars, thus ensuring the sustainability of our future employee pools.

REGISTRY CONTACT INFORMATION:

808-692-0854
Pacific Regional Central Cancer Registry Website

YAP CANCER REGISTRY
Training Bootcamp

JOIN OUR Bootcamp
WE will be HIRING

Are you interested in learning about?

- The collection of cancer data in Yap?
- The Human Anatomy?
- How to work with databases?
- What a Cancer Registrar does?

If you are interested in learning more about working for the Yap Cancer Registry, and how to participate in our training bootcamp, after which you can apply for a position, please reach out to:

Jenn'lei Palermar, Yap Cancer Program, FSM
Phone: # 350-2174 or 350-5853 or Email: jl.palermar@mail.com
Visit: Yap Comprehensive Cancer Control Program FB Page and inbox as your interest.

The Yap Cancer Registrar is employed by the University of Hawaii, with great perks such as (but not limited to): Paid work travel, paid vacation, and paid sick leave!



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