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**Choosing the Right Candidate**

To Grow Your Own CTR

Successful recruitment of cancer registrars starts with choosing the right candidates. This is particularly important when it comes to growing and training new CTRs. Selecting the wrong candidate can mean lost hours and resources spent on hiring and training individuals who don’t work out or don’t ultimately become productive members of your staff.

The ideal candidate is:

* CTR-eligible (preferred) See [NCRA Eligibility Criteria](http://www.ncra-usa.org/CTR/Potential-CTRs/Eligibility); OR
* Engaged in the cancer registry field in some other way; OR
* Engaged in the HIM/HIT field AND
* Understands the nature of the job

Attracting Ideal Candidates

* Partner with a [NCRA-Accredited Associate Degree or Certificate program](http://www.ncra-usa.org/Education/Accredited-Education-Programs/Associate-and-Certificate-Programs) to identify students in your area in need of clinical hours for completion of their program.
* Partner with HIM/HIT degree programs at local colleges and universities
* Host Student Days (see NAACCR R&R Toolkit) to give cancer registry and HIM/HIT students an opportunity to see what the central registry is all about.
* Give presentations at local colleges and universities offering HIM/HIT degree programs