

Summary of North Dakota Workforce Projects

Task Force, Commission or Panel

- A collaboration of several health organizations including the Board of Nursing, Organization of Nurse Executives, Long-Term Care Association, North Dakota Healthcare Association, North Dakota Department of Health, Center for Rural Health and the North Dakota Nurses Association to analyze workforce data to assess and track current/future workforce issues
- The Board of Nursing held a Nurse leadership Summit in 2001 in order to identify recruitment and retention strategies. For additional information, contact Connie Kalenek at 701-328-9877.
- The Health Resources and Services Administration supported the North Dakota Dental Summit (2000) as part of the National Oral Health Initiative to identify issues and strategies to meet the dental needs of the citizens of the state.
- NDHA has developed a manpower information framework which will be used by an NDHA task force to develop short and long term strategic plans for addressing ND's hospital manpower needs/challenges.

Scholarships, Loan Forgiveness

- The Nursing Education Loan Program is available through the Board of Nursing to students in associate, bachelor's and master's degree programs in nursing. It is also available to graduate nursing students pursuing a doctorate and nurses enrolled in refresher courses.
<http://www.ndbon.org/education/default.asp>
- *State/Community Program* provides an opportunity for primary care providers and psychiatrists to receive up to \$40,000 for repayment of their educational loans in return for a commitment to provide primary care services in eligible communities for a minimum of four years. This program is also available for nurse practitioners, physician assistants and certified nurse midwives. Eligible providers will receive up to \$10,000 for repayment of their educational loans for a two year service commitment in an eligible community.
- *National Health Service Corps* is a federal loan repayment program for primary care physicians, nurse practitioners, physician assistants, certified nurse midwives, dentists and dental hygienists, general psychiatrists, clinical psychologists, clinical licensed social workers, psychiatric nurse specialists and marriage and family therapists. Providers must agree to provide primary care services in qualified health professional shortage areas for a minimum of two-years (extensions may be granted one year at a time). Providers receive \$50,000 for the two-year service obligation. Approved extensions provide for \$35,000 in loan repayment per year.



- *Federal/State Loan Repayment Program* is open to providers in dentistry, family practice, general internal medicine, pediatrics, obstetrics/gynecology, general surgery, and general psychiatry. Repayment of educational loans consists of a three-year service obligation for \$60,000. Providers must agree to practice primary care or dentistry in designated health professional shortage areas.
- *State Dental Loan Repayment Program* requires a four-year commitment to communities located in three population areas (<2,500, < 10,000, >10,000). Eligible providers will receive up to \$80,000 in loan repayment.

Career Ladders

- North Dakota Health Related Technical Skills Project. North Dakota received a \$2.114 million grant from the Department of Labor under the H 1B Technical Skills Training Program. This is a two year grant and is matched with \$1.1 million in non-federal funds being provided by Nursing Facilities and Hospitals. The goal of the project is to decrease the need to import foreign Licensed Practical Nurses and Registered Nurses by providing career ladder training in nursing to entry-level workers in health related occupations. The outcomes will be training of 740 Certified Nursing Assistants, 20 Certified Medication Aides, 215 Licensed Practical Nurses and 48 Registered Nurses. The project has an 60+ member employer led partnership and was developed through a collaboration between the North Dakota Long Term Care Association, the North Dakota Hospital Association, North Dakota University System, North Dakota Workforce Development Council and the Department of Commerce. For additional information contact Jim Hirsch at 701-328-5345.

Health Careers Marketing

- Through activities in Project CRISTAL, a Quentin N. Burdick Interdisciplinary Training Grant Program, students from the disciplines of medicine, nursing, social work, physical/occupational therapy and clinical lab science discuss their specific disciplines with the youth (second grade through high school) of the Turtle Mountain Reservation in Belcourt, North Dakota to encourage these students to explore careers in the health professions.

Labor Department/Workforce Investment Board

Job Redesign

Workforce Data Collection

- The North Dakota Board of Nursing maintains a registry for individuals who provide nursing care under the direction and supervision of licensed nurses. http://www.ndbon.org/nurse_assistant/default.asp
- Pursuant to state legislation enacted in 2001, the Board of Nursing has contracted with the University of North Dakota Center for Rural Health for the Nursing Needs Study. The study will examine supply and demand, recruitment and retention and job satisfaction issues for RNs and LPNs in both rural and urban areas of North Dakota. <http://www.med.und.nodak.edu/depts/rural>



- 1999 ND Emergency Medical Services Provider and Squad Leader Surveys
- A retention survey of North Dakota rural physicians was conducted in 1995 to better understand factors in retaining practitioners for rural areas of the state.
- Primary care vacancy surveys have been conducted throughout the state since 1992 providing critical information about the shortage of primary care providers.

Other

- Programs administered through Center for Rural Health: *The Conrad State 20 J-1 Physician Waiver Program* is co-administered with the State Health Department. This program helps to recruit primary care physicians for health professional shortage areas.

