

## Stakeholder Group: Educators

Step in North Dakota Pipeline	Your Stakeholder/Interest Groups Current Role(s)
<b>Prepare elementary and high school students for careers in health care.</b>	<ul style="list-style-type: none"> <li>• Resident faculty as teachers in high schools</li> <li>• Summer camps</li> <li>• Teaching nutrition to pre-school students</li> <li>• Introduce student to science/biology</li> <li>• Practicum</li> <li>• Target guidance counselors about differences in health care fields</li> </ul>
Recruit traditional and non-traditional students.	<ul style="list-style-type: none"> <li>• Distance education programs</li> <li>• Community education for Native American (INMED) students and/or other cultural groups (men into nursing, recruiting homemakers)</li> <li>• Part-time tracks</li> <li>• Day care facilities</li> </ul>
<b>Locate education and training programs across North Dakota.</b>	<ul style="list-style-type: none"> <li>• Practical experiences in their community</li> <li>• Distance learning</li> <li>• Service learning</li> <li>• Research/report on barriers in health care</li> <li>• Mentorship → requiring professional to teach students about professions</li> <li>• Career fairs and networking</li> <li>• Dual credits for high school and college</li> </ul>
<b>Encourage students to seek employment in North Dakota.</b>	<ul style="list-style-type: none"> <li>• Entry requirements → keep students at the company</li> <li>• Provide money for school and require person to work for facility</li> <li>• Reimbursement, scholarship to stay in ND</li> <li>• Formally invite students/practitioners back to ND</li> <li>• Website to provide information about jobs in ND (connecting students and employers)</li> <li>• Provide clinical sites/residency sites in ND</li> <li>• Provide rural experience</li> <li>• Educators should praise the opportunities in ND. Market ND → role modeling</li> <li>• Start recruitment early</li> <li>• Provide a welcoming attitude</li> </ul>
<b>Sustain North Dakota Workforce.</b>	<ul style="list-style-type: none"> <li>• Increase enrollment (i.e. nursing programs)</li> <li>• Managing a larger number of students? → utilize rural clinical placements               <ul style="list-style-type: none"> <li>○ Faculty demands?</li> <li>○ Technology and facility demands?</li> <li>○ Are you keeping professionals in ND?</li> </ul> </li> <li>• Help with promotion/prevention in school and communities               <ul style="list-style-type: none"> <li>○ Health screening and teaching</li> </ul> </li> </ul>

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<b>Prepare elementary and high school students for careers in health care.</b>	
<p><b>Contributions that could be made:</b></p> <ul style="list-style-type: none"> <li>• Targeting parents for health care recruitment (parents influence child decision)</li> <li>• Education school students to spark their interest in health care</li> <li>• Math and science education → high tech delivery, appeal</li> </ul>	<p><b>Anticipated benefits from participation:</b></p>
<b>Recruit traditional and non-traditional students.</b>	
<p><b>Contributions that could be made:</b></p> <ul style="list-style-type: none"> <li>• Enroll older students</li> <li>• Give students perception they can get a professional degree</li> <li>• Accelerated programs</li> <li>• Understand non-traditional students financial needs</li> </ul>	<p><b>Anticipated benefits from participation:</b></p> <ul style="list-style-type: none"> <li>○ Fill quotas</li> <li>○ Diversity</li> </ul>
<b>Locate education and training programs across North Dakota</b>	
<p><b>Contributions that could be made:</b></p> <ul style="list-style-type: none"> <li>• Distance programs</li> <li>• Look for clinical opportunities in rural areas</li> <li>• Focus on primary preventions (paradigm shift)</li> <li>• Disconnect between accreditation and education programs</li> </ul>	<p><b>Anticipated benefits from participation:</b></p> <ul style="list-style-type: none"> <li>○ More providers</li> <li>More diversity of experience → more knowledge → better health care</li> </ul>
<b>Encourage graduates to seek employment in North Dakota</b>	
<p><b>Contributions that could be made:</b></p> <ul style="list-style-type: none"> <li>• Loan forgiveness</li> <li>• Competitive salaries</li> <li>• Waive tuition</li> <li>• Tax incentive</li> <li>• Get banks involved (state bank of ND)</li> </ul>	<p><b>Anticipated benefits from participation:</b></p>
<b>Sustain North Dakota workforce.</b>	
<p><b>Contributions that could be made:</b></p> <ul style="list-style-type: none"> <li>• Incentives to get workers here</li> <li>• Get them involved in the community → make them feel connected</li> </ul>	<p><b>Anticipated benefits from participation:</b></p>