

Stakeholder Groups: Employers

Step in North Dakota Pipeline	Your Stakeholder/Interest Groups Current Role(s)
<p>Prepare elementary and high school students for careers in health care.</p>	<ul style="list-style-type: none"> • County wide career fair • Expand horizons (NDSU) 7-9 • Volunteers and facility • Adopt-a-school → mentoring • Leadership program • 6 pillars of caring/characters counts • Guest lectures • School tours • Babysitting/ CPR training • Career days • CMS/CNA classes • Families welcome • HC providers to communities/schools/businesses (less threatening for kids) • Networking (hospital/clinic- schools) • Participate in health fairs • Job shadow program • Community disaster victims • Interviewing skills/engage in “job” orientation • 3rd grade tour • Daycare school and nursing home activities • HC career exploring • HIPPA- restraint and cost background • School to work program • Adopt a classroom
<p>Recruit traditional and non-traditional students.</p>	<ul style="list-style-type: none"> • Career fairs • Internships in all areas • Med students rotations • Go beyond acute care • Proctor LPN students via distance educate • Long term Care Administrators in Training internship • Same ideas as K-12 • Tuition for advancement in the workplace • Options for reimbursement through the workplace • Growing your own programs • Using information technology for educational programs • Higher education programs to educate about health careers to perspective students • Engage community

<p>Locate education and training programs across North Dakota.</p>	<ul style="list-style-type: none"> • Administrators in Training- Long Term Care • SEARCH • Clinical affiliations • Nursing and resident Joint training • Multi-disciplinary education program for all healthcare disciplines • SEARCH program • C-net nursing continuing education • Communication- all disciplines
<p>Encourage students to seek employment in North Dakota.</p>	<ul style="list-style-type: none"> • J-1 job support • FLEX program • National service corps • Looking at state-sponsored training programs • Episodic/individual reactive • Legislature On board • UND medical center advisory board • Funding physician, NDMA, NDNA NDHA, etc • Community meeting-variety or businesses, all healthcare practitioners • Long term care develop relationships to inform legislators
<p>Sustain North Dakota Workforce.</p>	<ul style="list-style-type: none"> • Flexible schedules • Family welcome • Continuing education • Compensation • Peer recognition programs • Healing hospitality • Facility events/recognition • Community events • Interfacility competitions • Tuition reimbursement • Formalizing administrative rounds • Tuition/debt program • Work life improvement team

Stakeholder Group: Employers

Prepare elementary and high school students for careers in health care.	
<p>Contributions that could be made:</p> <ul style="list-style-type: none"> • Start information technology programs in K-12 schools • Increase capacity of students experiences • Outcome study • Develop similar programs for smaller facilities • Develop resources of all available programs • Make link to career counselor • JPA opportunities • Hospital employees on school boards • Put together information to give better quality experience through health career classes • Increase communication with health career teachers to give updated information • Establish career days- set up ground work, supply providers, establish grow your own • Developing tools to facilitate presentations (i.e. develop book about health care careers) • Encourage explorers program- utilize video conference 	<p>Anticipated benefits from participation:</p> <ul style="list-style-type: none"> ○ Increase experiences ○ Meet interest ○ Do these programs work? ○ Reach rural students, too ○ Knowledge of all programs ○ Find interested students
Recruit traditional and non-traditional students.	
<p>Contributions that could be made:</p> <ul style="list-style-type: none"> • Growing your own • Learn all available programs <ul style="list-style-type: none"> ▪ Repository (credible) • Open to taking students • Establish room and board opportunities 	<p>Anticipated benefits from participation:</p> <ul style="list-style-type: none"> ○ They come back ○ Foster interest in your organization ○ Better experiences
Locate education and training programs across North Dakota	
<p>Contributions that could be made:</p> <ul style="list-style-type: none"> • Serve as clinical sites • Communicate about different options for supervisions • Encourage schools to place student in communities • Support joint appointments • Combine urban/rural experiences • Fund room and board 	<p>Anticipated benefits from participation:</p> <ul style="list-style-type: none"> ○ Meet Institute of Medicine parameters on quality and continuum of care

Encourage graduates to seek employment in North Dakota

Contributions that could be made:

- Advocate for funding for health care programs
- Boards and others need to contract reps
- Commit to putting info onto paper
- Use a joint/unified voice
- Public policy strategy (need date)

Anticipated benefits from participation:

- If we are educated, we can educate

Sustain North Dakota workforce.

Contributions that could be made:

- Statewide employee surveys
- Track trends
- Act on information gathered

Anticipated benefits from participation:

- Bigger picture
- Survival