

North Central Wisconsin Initiatives: Attracting, Recruiting, Retaining Workforce

Marshfield Clinic/ Flambeau Hospital, Park Falls: Building Tomorrows Workforce Today

Flambeau Hospital in Park Falls offers a program to the local high schools where any student interested in a health care field is able to job shadow a professional health care worker at the hospital in the field of the student's interest. We start the day off with a meeting with Chief Administrative Officer David Grundstrom speaking on the health care climate in the present and what the future looks like. The students then go to their prospective areas and spend half a day in their interested area of study. We conclude the time with an opportunity for each of the students to return and spend a "one on one" visit to satisfy their curiosity if that would benefit them in making a decision to study in that particular health care field. This past year we had several students take us up on the "one on one" shadowing and scholarships made available from the hospital; both scholarships given were students that participated in the "one on one" visit.

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Saint Joseph's Hospital, Marshfield: Meeting a Critical Need

In June of 2006, Saint Joseph's Hospital in Marshfield implemented a formalized Critical Care Nurse Residency Program to improve preparation of new and experienced nurses entering the Medical Intensive Care Unit, Surgical Intensive Care Unit, Pediatric Intensive Care Unit (part of Saint Joseph's Children's Hospital) or the Emergency Department. This program, unique in Wisconsin, is solely dedicated to increase the knowledge, skill, critical thinking, and professionalism of critical care nurses.

The program offers a more comprehensive approach to orientation of new critical care nurses than the traditional orientation process. A seven-month multimodality program, it encompasses traditional classroom, computer-based training, hands-on clinical time, and the use of a highly innovative simulations laboratory.

There are three phases: General Hospital Phase, new graduates and experienced nurses new to the Ministry Health Care organization gain knowledge of Universal Competencies, Leadership Development and confidence in basic skills, and the Advanced Medical-Surgical Phase, allowing participants to achieve clinical skill development through assigned clinical hours to gain organization, time management, prioritization and care delivery of patients with various disease processes. During this phase the nurses also complete an online critical care program relative to their practice areas. The final phase is the Critical Care Phase that allows the nurse to develop critical care skills, knowledge of advanced critical care issues, and advanced skill lab experience utilizing the *Sim Man* or *Sim Baby* skill laboratory.

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Aspirus Wausau Hospital: Youth Apprenticeship Program

Youth Apprenticeship is a two-year program that helps high school juniors and seniors acquire the work-based skills for a health care field of their choice. It's a highly successful way to "fast-track" bright, focused students.

Through this program, each apprentice agrees to enroll in appropriate school courses. At the worksite, one-year apprentices work a minimum of 450 hours; two-year apprentices log at least 900 hours. The program has been so popular that since its inception in 2001, Aspirus Wausau Hospital professionals have mentored and trained 127 students.

This success generated national recognition in 2005, when Aspirus Wausau Hospital and partner Northcentral Technical College received the Exemplary Worksites Learning Award from the National Tech

Prep Network. Each year, the organization chooses three programs from across the country that do an exceptional job of blending on-site work and educational opportunities.

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Memorial Health Center, Medford: High School Mentorship

Memorial Health Center earnestly supports student interest in health care careers by encouraging them to see for themselves what the field of health care has to offer them.

We do this through our many programs designed to give students a first-hand look at health care career opportunities with hospital professionals who are happy to share their knowledge and answer questions. MHC has an established high school mentorship program, job shadow opportunities, middle school programs for 7th and 8th graders; both after school and summer programs, a mini-med program, apprenticeships, and we are a clinical training site for a variety of clinical students as well as business students.

Since 2005, more than 400 students have been through one of the many hospital student programs offered at MHC (mini-med not included).

MHC takes pride in our ability to promote careers in the health care industry and provide students with an invaluable learning experience. Students visiting our facility not only gain knowledge of health care careers but also a broader perspective of what a health care professional does on a daily basis.

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Luther Midelfort: Attracting Students to Health Careers

At Luther Midelfort's annual Career Day, students get a taste of the professional health care gamut — from orthopedic surgeon to pharmacist, nurse to respiratory therapist and more.

"Students who are interested in a health care career spend focused time with health care professionals to explore what they do, how they do it and why they find it exciting and interesting," said Jerilyn Mulcahy, supervisor in Luther Midelfort's Human Resources Department.

In 2007, more than 50 students participated from 12 Chippewa Valley high schools. More than 20 presenters talked about their personal career path, the role their career plays in health care, school requirements and earning potential. Many give "hands-on" presentations, such as hand surgeon Dr. Jose Ortiz who shared the career path he took to become a physician and the need to study hard and surround one's self with a positive support system.

Here's what the teachers had to say about Luther Midelfort's 2007 Career Day:

- "Excellent day for prospective medical field students. What we saw was great and left us wanting more. Loved the hands-on opportunities."
- "Thank you for continuing this program. It is special to be included in this day. Your staff does a great job. *Would love to go back to school and go into health care!"

Career Day at Luther Midelfort started in 2003 and is held annually each fall.

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Saint Mary's Hospital and Ministry Medical Group: Health Career Exploration

Phlebotomist, nurse, physical therapist, x-ray technician. The opportunities in health care are vast, but how do high school students explore the possibilities? In an effort to introduce high school students to careers in health care, Saint Mary's Hospital and Ministry Medical Group in Rhinelander, are partnering with Rhinelander High School to develop a Medical Services Academy. Members of the planning group include Susan Klemm, RN Sacred Heart-Saint Mary's Hospital, Dorothy Skye, MD Women's Health Services Ministry Medical Group, Mary Tickner, School to Work Coordinator Rhinelander High School, Betsy Perkins, Health Occupations Teacher Rhinelander High School and Kerri Schmidt, RN, Rhinelander School District Nurse.

The goals of the program are to provide curriculum guidance and structure for high school students interested in pursuing a career in health care and to offer an observational experience introducing them to various health care occupations. The students will spend time in areas of interest as well as receive exposure to other occupations in health care that they may not have considered. Hospital and clinic employees will volunteer to serve as "mentors" during the experience. A six-student pilot program is being trialed the third and fourth term of the 2007/2008 school year.

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