

Best Practices

LOANS/SCHOLARSHIP PROGRAMS for STUDENTS

1. Student Loan Repayment/Scholarship Program for Physical Therapists, Respiratory Therapists, Medical Technologists, Radiology Technicians, Nurses (Cal Hiner – Tri-County)
2. Scholarship incentives (Diane Newman – Plainview)
 - High school students coming to hospital for 1 hour 3 to 4 times a week.
 - Certify in First Aid
 - Work with all area of health care – not just nursing
 - Certify as Nurses Aid
 - Point out higher wages in health care as part time job
3. More recruiting of students for BryanLGH nursing school.
 - If student agrees to work at BryanLGH for three years after graduating from BryanLGH nursing program, tuition for three terms is waived.
 - Mentoring programs and tuition reimbursement for nurses
4. \$250 scholarships are awarded to four area high school seniors who plan to major in healthcare field. (Celine Mlady – Osmond)
 - Renewable up to four consecutive years.
5. Considering a tuition assistance package for recruiting a local student to go to ultrasound school. (Rich Hamilton – Chase County)
6. Identified 4 adult learners (30-45 years old) and offered to pay for RN training in exchange for contract to work. Successful with all 4! (Jerrell Gerdes – Franklin County)
7. Education/Loan implementation program – students obligated to work for hospital or must repay education advancement. Available for all licensed health care positions. (Jerrell Gerdes – Franklin County)
8. Chadron Community Hospital invests in local/area individuals through maintaining an ongoing scholarship program. (Harold Krueger – Chadron)
 - Scholarships available for LPNs, RNs, upward mobility programs (LPN to RN, RN to BSN), Laboratory Technicians, Radiology Technicians, Medical Records.
 - 6 individuals funded annually at the rate of \$1,250.00 per semester plus books and fees. When one of these individuals completes his/her program, have a waiting list to fill the slot.

9. Joint Venture with Job Corps for Nursing Assistants – a 9-month program. (Harold Krueger – Chadron)
10. Scholarship/loan programs for those seeking health care education. If student works for Community Hospital, the money is a scholarship. If the student works elsewhere, the money is a loan. (Marty Fattig – McCook)
11. Scholarships and loan forgiveness programs. (Mark Thomas – Alegent)

PAPERWORK REDUCTION

1. Reduced all required information from several forms to just one form to be filled out for each patient. (Joyce Beck – Genoa)

EMPLOYEE SCHOLARSHIP PROGRAMS

1. Employee scholarship for RN education – awarded to each eligible employee obtaining an RN degree. (Celine Mlady – Osmond)
 - \$1000 annually with pledge of one year of service at Osmond hospital per each \$1000 award.
 - Must be continually employed at Osmond hospital.
2. LPN-C scholarship offered to any LPN to further their education. (Celine Mlady – Osmond)
3. Tuition assistance to allow current staff to “upgrade” their skills (used primarily with nurses). (Rich Hamilton – Chase County)
4. Tele-education: Facilitated a tele-education program with Bryan School of Nursing to bridge LPN to RN. Facilitated local instructors for basic hours necessary for pre-requisite to enrollment. 10 LPNs became RNs - included four counties. (Jerrell Gerdes – Franklin County)
5. Scholarship program for current employees to further education. Employees can also take classes that will help them at work, such as Spanish class. An educational committee approves requests for these funds. (Marty Fattig – McCook)
6. Scholarship program for employees to further education. (Mark Thomas – Alegent)

EMPLOYEE PROGRAMS/BENEFITS

1. BryanLGH offers these programs:
 - Child care
 - On-site dry cleaning
 - On-site car maintenance
 - Massage classes
2. Competitive salaries and benefit packages – pay for all continuing education in all departments. (Harold Krueger – Chadron)
3. Employee rewards (Harold Krueger – Chadron)
 - Personal massages
 - Hospital logo shirts
 - Night out on the town
4. Job sharing – Split Shifts (Diane Newman – Plainview)
 - Sell social aspects
 - Extra \$ to help support family
 - \$9/hr – waive benefits – can change later to lower wages with benefits
5. Employee relations council (Mark Thomas – Alegent)
6. Reward and Recognition program by Alegent (Mark Thomas – Alegent)

COMMUNITY PROGRAMS

1. BLS in Education – local EMS and Hospital have coordinated to implement CPR for the local school system. (Jerrell Gerdes – Franklin County)
2. EMS – Hospital has coordinated with numerous groups for Farm Safety training that includes health careers and demonstration of EMS response to emergency. (Jerrell Gerdes – Franklin County)
3. Send letters of congratulations to graduates...encouraging them to consider careers in health care.
4. Alegent Health Nurse Refresher Program. (Mark Thomas – Alegent)
5. Teen Explorer Programs. (Mark Thomas – Alegent_

EDUCATION PROGRAMS

1. ESU-11: Participation in rural medical rotation for gifted junior and senior students from area high schools. (Jerrell Gerdes – Franklin County)
2. Through South Platte United Chambers of Commerce – participate in job shadow for students in 6th, 7th, 8th grade as a Summer Academy. (Jerrell Gerdes – Franklin County)
3. Participate in local career fairs, with health care represented in all local categories. (Jerrell Gerdes – Franklin County)
4. Summer program for local science teachers, facilitated with the University of Nebraska at Kearney. (Jerrell Gerdes – Franklin County)
5. Job fairs, job shadow programs, working with area high school counselors, etc. (Harold Krueger – Chadron)
6. Health careers class for high school seniors that lasts for 9 weeks. Those interested come to the hospital for an hour each day for 9 weeks and are introduced to all departments at the facility. (Marty Fattig – McCook)
7. Health Occupations program – partnered with area high schools. (Mark Thomas – Alegent)
8. Job Shadow program ideas. (Janet Pinkelman – Norfolk)

OTHER RESOURCES

1. *Building a Framework for Workforce Solutions*, a book that includes a health careers coloring book for kids, suggestions on ways to communicate directly with students interested in health careers, and examples of retention strategies is available from AHA at www.ahaonlinestore.org or at 800/AHA-2626.