

# Workforce Incentive Ideas From Other States

## Iowa:

- Task Force identified ideas to increase the supply of health professionals:
  - Promote health careers to 5<sup>th</sup> – 12<sup>th</sup> grade students
  - Train students
  - Enhance the relationship, communication, and cooperation with Iowa health professional schools/colleges
  - Lobbying/Educating state legislature/government regarding health professional shortages and increasing incentives/funding for health professional training
  - Develop hospital-based strategies for health care career development and work environment

## Oregon:

- Personal Income Tax Credit for practicing in Rural Areas - \$5000

## New Jersey:

- Reviving its Allied Health Resource Center to assist hospitals in retaining and recruiting RNs.

## Vermont:

- Creating partnerships with educational institutions to facilitate supervised exposure to clinical experiences.
- Creating incentives and access to degree-granting education to retain maturing staff.

## California:

- UCLA School of Nursing received a \$186,500 grant from ecollege.com that will allow students to work toward a master's in nursing administration via the Internet. The students will be required to "attend" lessons online, participate in chat room sessions with instructors and spend time in clinical community placements. (*Hospital & Health Networks*, Nov. 2000)

### Illinois:

- Medical Explorers programs (Boy Scouts' Explorer Program) implemented at Northwestern Memorial Hospital in Chicago.
- Inroads Program – Guarantee four years of summer employment for graduating minority high school students in their chosen college major. Northwestern Memorial Hospital was the first healthcare organization to participate in the Inroads program.

### South Dakota:

- Received a federal grant to utilize distance learning through South Dakota Skills Enhancement and Education through Distance Learning project. Distance education will be provided to smaller communities to pursue occupations in their skill area when other opportunities lead them to larger cities with first class health facilities.
- Targets Registered Nurses, Licensed Practical Nurses, Lab Technicians, Radiology Technicians and Medical Records

### Florida:

- JFK Medical Center in Atlantis offers summer camp for employees' children and buses kids from school to onsite care during the school year.
- JFK also offers nurses onsite car washes, tune-ups and oil changes.
- Baptist Health System provides onsite child care, car washes, dry-cleaning and shoe repair.
- Employees get up to \$5000 for referring a job candidate who gets hired

### Arizona:

- Arizona Hospital & Health Association's Job Fair Program – AzHHA representatives attended 5 annual nursing conventions on behalf of Job Fair Program participants, reaching thousands of nurses, including nursing students.
- Goal is to "sell" Arizona.