

Work Plan

Issue Strategy Group on Workforce Shortage in Nebraska 2001

1. Develop and maintain the Nebraska Hospital Association's Web site to link each member hospital and offer workforce education information, job openings, student financial assistance programs, and general information.
2. Discuss with the educational community the need for expansion of existing health career education programs, joint appointments for faculty and improve distant learning opportunities.
3. Implement an ongoing marketing/public relations campaign to promote health care professions in Nebraska (partner with other associations).
4. Develop community networks and programs spearheaded by hospitals, such as "lunch with the CEO" to showcase what the hospital can offer the community and recruit from within the community.
5. Provide financial incentives (scholarships, loan programs) for students and employees (bonus) to go into and stay in the health care profession.
6. Implement the RAMBO program, and other similar programs in hospitals wanting to set up a mentoring/scholarship program.
7. Work with the State of Nebraska to restructure the licensing and credentialing regulations.
8. Provide manager and staff training programs designed to gain employee input and control. Promote a positive working environment within the hospital.
9. Nebraska's hospitals should focus internally on recruiting, retention and incentive programs.
10. Reassess and evaluate in six, twelve, and eighteen months and as needed in the future to monitor the success of the ISG, work plan and toolkit. NHA Workforce Committee to continue oversight of the workforce shortage issues.