

**NURSING RECRUITMENT  
ACTION PLAN  
for wiki**

Strategy & Action Steps	Action Team	Next Steps	Time frame for action	Outcomes
<p>I. Create a “Nurse Navigator” position for community to coordinate all nursing recruitment and career information related to nursing (see attached flywheel)</p> <p>a) Evaluate opportunities to participate in current forums/classes in Junior High and High Schools regarding careers in healthcare/nursing</p> <p>b) Evaluate current High School OJT programs to identify opportunities for participation</p> <p>c) Explore development of nurse internship programs at local hospitals</p> <p>d) Coordinate a summer student Internship program- interested students/second career individuals considering nursing shadow/talk with nurses in all areas of practice regarding nursing practice in that area (acute care, clinics, home health/hospice).</p>	<p>Combined initiative with the education and retention committees</p>	<p>JoLynn to present recommendation to S.O. Nursing Workforce Steering committee / present flywheel developed by recruitment committee.</p> <p>Need to form joint committee to explore funding of Nurse Navigator position</p>		
<p>II. Outreach/Engaging with College Students in Nursing Programs</p> <p>a) Offer nurse mentor/support group program where each nursing student is offered a nurse mentor and group meetings to offer additional support to nursing students, consider eliciting support of retired as well a active nurses</p> <p>b) Offer a Summer Nurse Extern Program/Residency Program within community</p>	<p>Recruitment committee members Sharon Groschwitz to research other programs currently using this initiative</p>	<p>JoLynn to share ideas request feedback at next steering committee</p>		
	<p>Recruitment committee members</p>	<p>JoLynn to share ideas request feedback at next</p>		

<p>III. Outreach/Engaging Current Healthcare or Other Workers</p> <ul style="list-style-type: none"> <li>a) Encourage participation in mentoring/support group for nursing students</li> <li>b) Involve physicians to help support and advocate for recruitment initiatives</li> <li>c) Explore FNP interest in development of additional strategies related to the NP role.</li> <li>d) Consider program for re-entry nurses and foreign nurses similar to the “WIN” program in Portland.</li> </ul>		steering committee		
<p>IV. Media/Public Outreach</p> <ul style="list-style-type: none"> <li>a) Utilize Media as needed to support and promote initiatives</li> <li>b) Plan more involvement for Nurses Week May 09</li> <li>c) Place article in local newspaper regarding SO Workforce Initiative/steering committee.</li> </ul>	Combine efforts with education and retention workgroups	JoLynn to share ideas request feedback at next steering committee		