CAPITAL AREA HEALTH ALLIANCE

HEALTHCARE WORKFORCE COMMITTEE

**Summary of Committee Discussions on Nursing Workforce – June 15, 2107**

Recruitment and retention strategies are a cornerstone for assuring a continuous supply of high quality nurses for the region.

Recruitment is a continuum of activities from a period as early as elementary education to individuals who are seeking a second career (second degree) in nursing.

Recruitment can also entail attracting experienced nurses to the region.  This is often a high demand activity of employers in the region. Employers have shared that this is currently a high need.

Elementary through high school recruitment takes the form of programs such as "scrubs camps" for younger student to introduce them to the activities and tools of nursing.

Older students in career education programs have taken part in hospital-based programs that may be "internship" level activities; tours of special areas of the hospital; actual nurse assistant training and education.

For experienced nurses, recruitment to Lansing or back to the region might be through "Welcome Home" events when individuals come back to the community for family events such as Thanksgiving.

Another recruitment idea for experienced nurses is to connect with area employers who are hiring individuals from outside the region for their businesses.  This would be seeking "spousal" hires.

An ongoing thread in the nursing workforce discussion is to seek greater diversity within the nursing workforce. Studies indicated that parents are often the best outreach for early recruitment of interest of their children entering health care careers.