

## 2010 Action Plan

In 2010, the Oklahoma Health Care Workforce Center (OHCWC) will:

### Education and Training

- Expand health care education and training capacity in Oklahoma by:
  - Increasing the number of nursing and allied health faculty. Action items include:
    - Continuing to explore and share educational best practices;
    - Proposing that legislative funding and resources be allocated for high-demand professions and occupations;
    - Extending incentives for enticing more individuals into nursing and allied health education;
    - Providing financial assistance/scholarships for individuals seeking advanced health care degrees; and
    - Encouraging employers to establish incentives for present employees to obtain advanced degrees to teach students pursuing health care careers.
  - Maximizing clinical placement opportunities for nursing and allied health students. Action items include:
    - Assessing capacity to provide additional clinical placement resources;
    - Assessing the clinical rotation needs of educational institutions;
    - Defining and reducing clinical rotation supply and demand gaps; and
    - Exploring options to assist with effectively managing clinical placement supply and demand.
  - Expanding alternative educational delivery methods. Action items include:
    - Identifying and encouraging educational programs statewide to implement alternative, capacity expanding educational delivery methods;
    - Sharing how state-of-the-art clinical simulation technology is being used in health care education and provider settings; and
    - Working with nursing and allied health educators to gather information about common general education courses to determine where opportunities exist to create seamless curricula across educational institutions.
  - Advocating for the provision of student support to increase retention and graduation rates. Action items include:
    - Providing Web Links and resources to students to assist them in identifying alternative educational options available by degree pathway, along with links to financial aid resources for tuition and other needs; and
    - Developing content for online nursing preceptor training courses.

### Employee Retention

- Share resources with Oklahoma health care employers and educators to improve job satisfaction and retention rates among employees by:
  - Implementing strategies to retain health care professionals in Oklahoma. Action items include:
    - Sharing best practices related to promoting employee satisfaction, positive work environments, as well as effective approaches to reducing vacancy and turnover rates, and retaining mature employees;

- Sharing mentoring, leadership development, coaching, and orientation best practices; and
- Supporting efforts to assist currently-employed staff members in advancing their careers as desired.
- Providing leadership development and management training for middle managers, clinicians and others promoted to management positions. Action items include:
  - Developing, promoting, and implementing leadership development and mentorship training programs.

### **Health Careers Recruitment**

- Increase health careers awareness among Oklahomans by:
  - Developing, updating, and distributing health career promotional materials and products. Action items include:
    - Broadly disseminating existing health careers marketing materials; and
    - Expanding and updating [www.okhealthcareers.com](http://www.okhealthcareers.com).
  - Increasing health careers awareness among K-12 students, teachers, counselors, parents and other adults. Action items include:
    - Advertising to advance health careers recruitment efforts of OHCWC;
    - Expanding distribution of the Health Care Heroes coloring book to elementary schools;
    - Expanding an interactive area for K-4 students on [www.okhealthcareers.com](http://www.okhealthcareers.com);
    - Collaborating and supporting health careers presentations in K-12 classrooms and continuing to develop a speakers' bureau;
    - Revamping and distributing career speaker kits to middle and high schools;
    - Expanding and promoting health careers exploration experiences; and
    - Continuing the OHCWC presence at statewide career fairs/conferences.

### **Public Awareness**

- Increase public awareness about health care workforce shortages in Oklahoma and activities undertaken by the OHCWC to address the shortages. Action items include:
  - Identifying and responding to opportunities to increase public awareness of shortages and the work of the OHCWC; and
  - Growing opportunities to build support and involvement from other stakeholders.