



VIZIENT CONNECTIONS SUMMIT

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Starting Early: Growing Talent Through Community Partnerships

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Learning Objectives



- Describe healthcare career pathway strategies in partnership with community education organizations.
- Discuss nursing pipeline programs that support recruitment and transition to practice.



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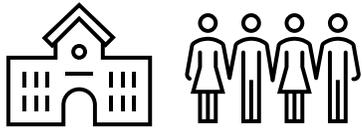
Starting Early: Growing Talent Through Community Partnerships

Overview and Background

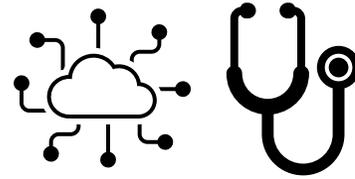


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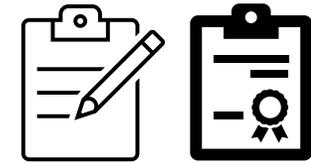
Intervention Details, Outcomes and Impact



Cooperative Education



Internship/Externship



NCLEX Review

Lessons Learned



- Pivot from the devised plan, if necessary
- Communicate in a timely fashion – Crucial and key
- Build your healthcare teams from the residents in municipalities, towns, neighborhoods that make up the footprint of your organization
- Begin small with programs such as the co-op program
- Support those students who are preparing to take the NCLEX exam by providing resources for them to set them up for success
- Seek funding/grants, additional funding through your organization such as Philanthropy
- Speak to others about your organization and programs. Don't underestimate the word of mouth is a powerful tool
- Build and tend relationships with your local Chamber of Commerce, (other community organizations) that together support building that pipeline
- Try and try again. Build on what you learned did and did not work. Continue to look at change positively – the landscape is ever-changing which means so is our “game plan”

Key Takeaways



- Make connections with your community
- Talk with school leaders, set up meetings and talk about healthcare
- Plan to talk with school leaders. Schedule times to speak with students about healthcare careers
- Build, cultivate relationships – community and the staff at your organization – we cannot do this work alone. (HR, recruitment, managers, etc.)
- Create programs - Pipeline Programs and how they operate; continually evolving and changing as program grows and healthcare landscape changes
- Communicate, communicate, communicate

Thank You



- **Amanda Cresswell, MSN, BSN, RN**

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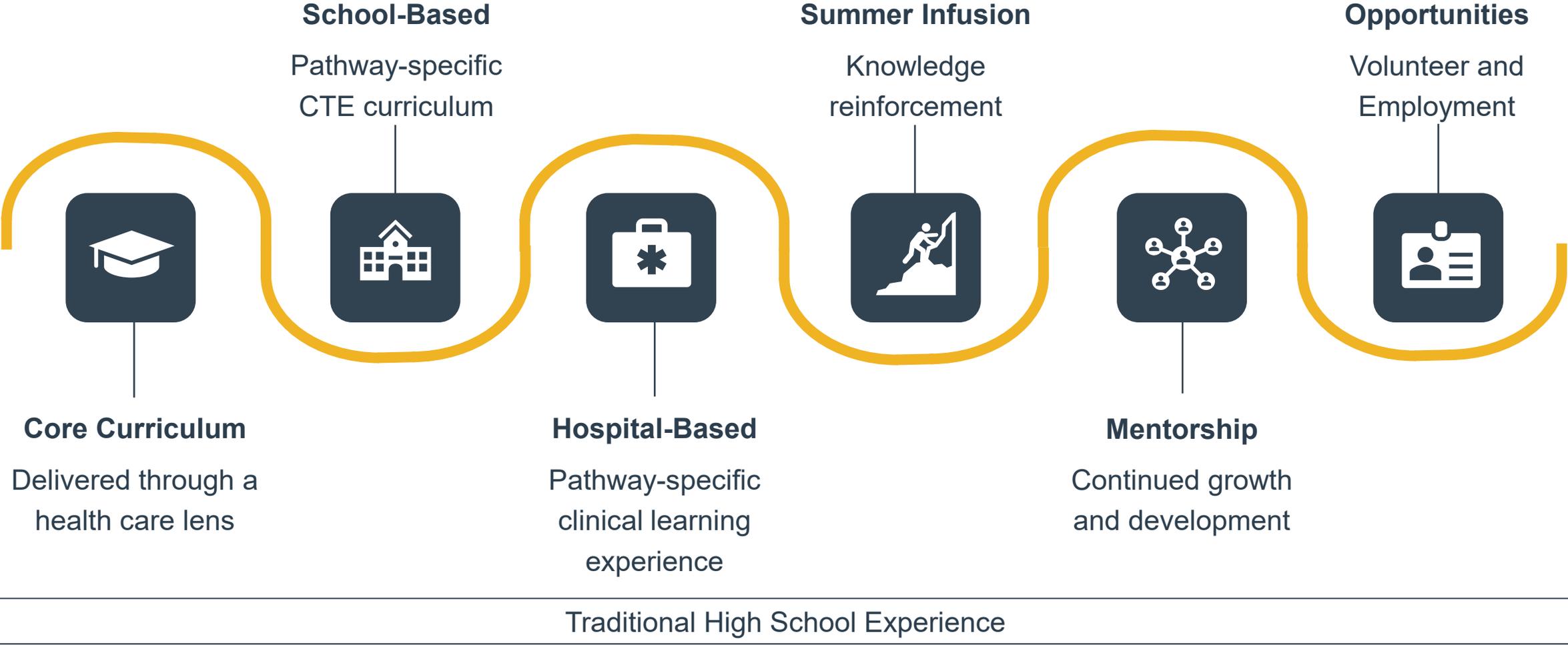


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Community Partnerships Launches Healthcare Careers and Strengthens Workforce



HEAL Incorporates a Blended Learning Model



Lessons Learned



When the partnership is centered around a shared vision, all challenges are achievable.



Students and Employees

Enhancing employee engagement and growing students' professional and technical skills



Families and Community

Advance health literacy, community health, and health equity



Market Healthcare Workforce

Help mitigate the shortage of health care professionals with highly skilled graduates

Key Takeaways

- Develop employer-led model aligned with workforce strategy
- Be strategic in gaining buy-in
- Establish clear governance and communication structures
- Engage in taskforces at local and state levels
- Transformational partnerships
- No one entity can do it alone

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Thank You



- Caitlin McVey, MBA, RN, NE-BC, CLSSBB
- Dr. Adrian Bustillos, PhD

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Independent School District

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Questions?

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