



DMF HEALTHCARE WORKFORCE SURVEY RESULTS

28 facilities in DMF's service area completed a survey in the summer of 2010 to share information about our regions healthcare workforce vacancies.

1. Current healthcare vacancy numbers:

Family Physicians: 45

Other Primary Care Physicians; please identify number and type: 10

Internal Medicine: 7

Pediatric: 3

Other Specialty Care Physicians; please identify number and type: 30

Orthopedics: 6

Urologist: 5

General Surgeon: 3

ENT: 2

Orthopedic Surgeon: 2

Specialty Care Physicians: 2

Cardiovascular: 1

Dermatologist: 1

Endocrinologist: 1

Gastroenterologist: 1

Medical Oncologist: 1

Neurologist: 1

Neurology Surgeon: 1

Ophthalmologist: 1

OT: 1

Pain: 1

ER (number needed not specified)

Psychiatrist (number needed not specified)

Physician Assistant: 7

Nurse Practitioner/Advanced Practical Nurse: 11

Nurse Anesthetist: 16

RN: 131

LPN: 33

Clinical Nurse Specialist: 1

CNA: 38

Patient Care Managers: 4

2. Number of licensed professional staff over age 50:

Physicians: 613

Providers: 239

Nurses-RN/LPN: 1,212

3. Most frequent reason for vacancy:

Accepted employment outside of facility: 17

Retirement: 4

Family relocation: 7

Promotion within facility but remained on site: 1

Termination: 1

Other: Growth

4. Offers healthcare professional education/loan repayment options:

Yes: 19

No: 8

5. Average number of full-time employees:

Less than 25: 1

25 – 50: 4

50 – 100: 11

100 – 125: 1

125 – 150: 0

More than 150: 11

6. Average number of part-time employees:

Less than 25: 7

25 – 50: 11

50 – 100: 3

100 – 125: 1

125 – 150: 1

More than 150: 5

7. Please identify your top projected healthcare workforce needs over the next five years:

RN: 13

Laboratory Technicians: 12

Physician: 6

Primary Care Physician: 5

Radiology Technicians: 5

Nurses: 5

LPN: 3

Speech Therapist: 3
CNA: 2
Coding: 2
Dietitian: 2
Family Practice MD: 2
Midlevel providers: 2
Physical Therapist: 2
Occupational Therapist: 2
Audiology: 1
EMS paramedic: 1
ENT: 1
ER: 1
Housekeeping: 1
IT: 1
Nurse Therapist: 1
Ortho: 1
Radiation: 1
Respiratory Therapist: 1

Additional comments:

- Providing salary increases appropriate to licensure, cost of insurance benefit increases, reimbursement for health care services provided.
- Increase reimbursement rates from Managed Care and Medicare/Medicaid. Add electronic medical records to all clinics.
- We will need a new Director of Nurses because our Director is planning to retire from that position although she plans to stay on as a staff nurse. We may have 2 retirements in our radiology department although we recently advertised for on call CT for weekends and had 10 applicants so we are not sure that there is a shortage in that area.

8. Facility has access to career ladder opportunities, i.e. distance education, “grow your own” programs:

Yes: 13
No: 14

Examples/comments:

- RN Leveling Program, CNA education and certification preparation.
- BTWAN – Inhouse grants/loans.
- Tuition assistance, nursing program.
- Distance education, loan repayment.
- Have done targeted programs based on specific needs.
- We do collaborate with our local college for LPN and RN clinical experience.
- Distance learning for LPN/RN certification has been offered at NDHC.
- We offer distance education and support our nurses that go back to school with scholarships/loans. We have had several CNAs go to LPN programs and complete them.
- We have lead status available.
- We are working with Lake Region College to train LPNs and RNs - loan repayment for MDs only.

- This past year local nursing home hosted long distance LPN program with Lake Region.
- The majority of those nurses went on to LRSC to obtain their RN 2 year Associates. As a hospital we need RNs as everyone cross trains and RNs are the only ones who can take ER coverage, etc.
- We have provided career ladders in several positions throughout the organization and are continuing to build these in other areas. We have a University and a Technical College right here in Grand Forks/EGF, which offers students an opportunity to work and go to school, do their clinical practice within our system and hopefully maintain employment here at Altru once they have completed school. We have funded some grow your own programs over the years, including CRNAs, Nurse Practitioners, Pharmacists, and RNs.
- Leadership opportunities/education for physicians.

9. Groups/individuals that are leading healthcare workforce development efforts in your region:

AHEC: 6

UND: 5

UND Center for Rural Health: 4

Lake Region State College: 2

Essentia Health: 2

MSCTC: 2

NDSCS: 2

Not aware of any: 2

Sanford Health: 2

ARCH: 1

Area tech schools: 1

Ashley Medical Center: 1

Bridges Medical Center: 1

Catholic Health Initiative: 1

Co-op program with UND: 1

Development Group: 1

Golden Acres Manor: 1

Kris Olson, VP of Marketing, Quality, and Physician Services: 1

Mayville State University: 1

Mission Physician: 1

MN Hospital Association: 1

ND Health Association: 1

NDSU: 1

School to Career through the high schools: 1

Shadowing program: 1

Sharon Cromwell-Rick, VP of HR: 1

Tri-County Hospital/Fair Oaks Lodge: 1

Unsure: 1

Additional comments:

- Many colleges for nursing/CNAs etc. On-line transcription education.
- Sanford is working to help train new grads for us ~ Lab, RN. Health Occupation classes for past 5 years and continue to have great participation. Sanford Health tech staff speaks to classes via teleconferencing at the hospital in Mahanomen.
- Many of the independent clinics in FM working as teaching clinics for the local colleges

- Long term care has been sending personnel to nursing programs. NDSCS has done some LPN training years ago and tried to get another one off the ground last year or so but was unsuccessful due to the time frames outlines, cost and planning for pre-reqs – there was definitely plenty of interest for the program.

10. How can Dakota Medical Foundation improve healthcare workforce development efforts in your region?

- Provide scholarships for those interested in the medical profession.
- Offer scholarships or loan repayment for a commitment to work in rural area.
- Tuition assistance for healthcare professionals.
- More grants offered for continuing education, education materials, etc.
- Funds to support outreach education and family practice enrollment ~ rural experience opportunities.
- Grant dollars to help future employees go to school.
- Promote our region to upcoming graduates ... help us provide incentives.
- Educational funding to support persons interested in healthcare professions.
- Provide options for CME.
- Develop materials on the benefits of rural life and practice and provide support for rural education rotations of physicians and professionals.
- Continued support of healthcare related programs – any matching of high recruit (challenging position) would benefit communities.
- Grants for the development of healthcare workforce. Training, seminars, education opportunities.
- It would be nice to have grant funding that would allow RNs to receive their Master's Degrees in Education that would allow them to be on site preceptors for the RN program. Many of our nurses are willing to obtain the degree but cannot afford to go back to school and loose income at the same time as all are the major earners in their respective households.
- More physicians.
- Help provide CNAs to the area.
- Provide assistance in recruiting professional level positions.
- Provide information to inform and educate facilities in the opportunities available from state, federal, or private sources to the benefit of rural healthcare facilities. Provide resources for the education and training of current employees.
- Continue to support the medical community as you currently are.
- Leadership education for our existing workforce so when vacancies occur such as what we will have with the Director of Nurses, we would have employees that have been educated in leadership qualities as well.
- Support with min-grants to Mayville University and training site hospitals for equipment or offset to instructor salary.
- Develop workforce groups for smaller facilities in greater MN (not the metro). Our needs are different.
- Funding support for startup educational programs to help them get off the ground.
- If there are programs available, work to coordinate resources, etc. with organizations offering this to employees and other interested people in the region.