

Strategy	State Activity	For More Information Contact
<b>Pipeline: K-12</b>		
Science or math enrichment	AHEC Programs	UVM AHEC Program (802)656-2179
Awareness of healthcare careers	Health Careers Week Activities	UVM AHEC Program (802)656-2179
Active exposure to healthcare careers	AHEC programs: Medquest and shadowing; health career academies	UVM AHEC Program (802)656-2179
<b>Pipeline: Higher Education and Training Programs</b>		
Higher ed, training program and employer partnerships	Nursing externships with hospitals, statewide	UVM Office of Nursing Workforce Research Planning and Development (802)656-3131
Technology based educational initiatives (such as for distance learning)	UVM College of Medicine/VDH/Bistate Telepsychiatry consultation project for CHCs	BiState Primary Care Association (802)229-0002
Revision of traditional education/training to meet the needs of nontraditional students	Web-based instructional network established for staff in Home Health, Hospice and Nursing Homes	Vermont Association of Home Health Agencies (802)229-0579
Increasing capacity (faculty, regional distribution of programs etc)	Northern NE Dental School  Statewide Nurse Educator Loan Repayment	Vermont Health Care Association (802)229-5700  VT Office of Rural Health and Primary Care (802)951-4006  VT Office of Rural Health and Primary Care (802)951-4006
Reciprocal training programs		
Bridge programs		

Scholarships, loan forgiveness or tuition remission	<p>Loan forgiveness through VT Student Assistance Corp(\$80K) targeting dental hygienists and nurses statewide</p> <p>Loan Repayment through AHEC (\$1.4 Mill) targeting MDs, Pas, Nurse Faculty and Dentists in underserved areas statewide.</p> <p>National Health Service Corps</p>	<p>VT Office of Rural Health and Primary Care (802)951-4006</p> <p>UVM AHEC Program (802)656-2179</p> <p>VT Office of Rural Health and Primary Care (802)951-4006</p>
Placement of health professions students in rural settings.	Conrad J1 Waiver program placing MDs in underserved areas statewide	VT Office of Rural Health and Primary Care (802)951-4006
<b>Recruitment</b>		
Marketing	<p>Vermont Health Careers website and VT Health Careers Week targeting high school students statewide</p> <p>Vermont Dentist Workforce Development Committee : Residencies, dental school development, dental school student recruitment</p>	UVM AHEC Program (802)656-2179
Loan repayment	See above AHEC, NHSC	
Regional recruitment centers	<p>Vermont Recruitment Center (BiState Primary Care) targeting MDs and Pas statewide</p> <p>Vermont Dental Society Recruiter targeting dental students from other states</p>	<p>BiState Primary Care Association (802)229-0002</p> <p>VT Dental Society 1-800-640-5099</p>
Business collaboration with colleges and universities	Community College of Vermont Collaboration with VNA in Chittenden County targeting personal care attendants and professional caregivers	Vermont Association of Home Health Agencies (802)229-0579
Working with employers in		

declining industries			
Community based approaches such as “the recruitable communities approach”			
<b>Retention</b>			
Career ladder	Magnet Hospital: SWMC	CareWell, Beyond Basics, Elderwise are all professional development programs developed for professional caregivers	VT Hospital Association (802)223-3461
		Northern New England Leadership, Education and Advocacy for Direct Care and Support (LEADS) Institute began offering training and support to frontline caregivers providing LTC services in Vermont	Community of Vermont Elders (802)229-4731
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Cross training			
Career lattice – promoting excellence in a profession; specializing in specific areas	Champlain Long Term Care Coalition and the Community of Vermont Elders (COVE) hosted an all day event focusing on best practices in recruitment, support and retention of Direct Care Workers		Community of Vermont Elders (802)229-4731
	Annual 5 week course for nurse managers		Vermont Health Care Association (802)229-5700
	Statewide curriculum for LNA II (in progress)		Vermont Health Care Association (802)229-5700
Transitioning/retraining older workers to remain in the healthcare setting	Transitioning med surg nurses from hospital settings to home setting		UVM Office of Nursing Workforce Research Planning and Development (802)656-3131
Management and supervision practices			
Workplace culture change	Gold Star Employer Program is designed to recognize nursing		Community of Vermont Elders

	homes that employ <i>Best Practices</i> for recruitment and retention of caregivers, particularly direct care staff	(802)229-4731 Vermont Health Care Association (802)229-5700, Mary Val  UVM Office of Nursing Workforce Research Planning and Development (802)656-3131  UVM Office of Nursing Workforce Research Planning and Development (802)656-3131  VT Hospital Association
Compensation structures (wages, insurance, bonuses)	Magnet Hospital: SWMC  CareWell, Beyond Basics, Elderwise are all professional development programs developed for professional caregivers  Northern New England Leadership, Education and Advocacy for Direct Care and Support (LEADS) Institute began offering training and support to frontline caregivers providing LTC services in Vermont	Community of Vermont Elders (802)229-4731  Community of Vermont Elders (802)229-4731
Facilitating re-entry into healthcare workforce	Office of Nursing Workforce older nurse transitioning program, statewide  On line re-entry into healthcare workforce	UVM Office of Nursing Workforce Research Planning and Development (802)656-3131  VT Board of Nursing (802)828-2396
<b>Additional Strategies</b>		
Forecasting workforce needs	VT Healthcare Workforce Development Partnership Reports	VT Hospital Association (802)223-3461

<p>Changing the image of health careers</p>	<p>VT Healthcare Workforce Development Partnership</p> <p>AHEC Programs media campaign</p> <p>Office of Nursing Workforce Healthcare Heroes</p> <p>Vermont Health Careers Week</p>	<p>VT Hospital Association (802)223-3461</p> <p>UVM AHEC Program (802)656-2179</p> <p>UVM Office of Nursing Workforce Research Planning and Development (802)656-3131</p> <p>UVM AHEC Program (802)656-2179</p>
<p>Advocacy for policy and system changes.</p>	<p>VT Healthcare Workforce Development Partnership</p>	<p>VT Hospital Association (802)223-3461</p>
<p>Advocacy for new programs or workforce legislation</p>	<p>VT Healthcare Workforce Development Partnership</p> <p>VT Association of Professional Care Providers targeting direct care workforce</p>	<p>VT Hospital Association (802)223-3461</p> <p>Community of Vermont Elders (802)229-4731</p>
<p>Streamlining state credentialing or licensing requirements</p>		