“Growing Our Own”

Presented by:

Martha Gragg, CEO
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Sullivan County Memorial Hospital, Milan, Mo.
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Healthcare Career Day

- Initiated proactive response to future hospital workforce needs
- Collaborated with area guidance counselors and A+ coordinators
- Developed relationships with high schools and post secondary education institutions
- Collaborated with Missouri Hospital Association and AHEC

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Healthcare Career Day

- CEO/COO/Department Managers visit invited high schools
- Meet with all sophomore, junior and senior students
- Provide information on advantages of a healthcare career
- Share statistics on projected shortages
- Students register for 5 of 13-15 careers available
- Register for 3-4 schools/recruiters of their choice

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Healthcare Career Day

- Scheduled annually – usually in October
- Grown from 6 to 10 high schools – 6 counties
- Increased from 80 to 240 students registering
- Includes sophomores – juniors – seniors
- Draws recruiters from universities, colleges, vo-tech schools
- Military recruiters attended in 2012
- Resources and materials proved to all attendees
- missourihealthcareers.com

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Evaluation

- Student evaluations the day of the event
- Counselor feedback
- Our observations
- Replication of event in other areas of the state

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CNA Class

- Sponsored by SCMH
- Collaborated with Kirksville Vocational Technical School
- Fully funded by SCMH
  - Instructor - 75 class hours
  - Clinical Supervisors – 100 clinical hours
  - Books
  - Final testing
- Opportunity to apply for hospital job openings

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CNA Classes - Results

- Number of students hired
- Exposure of students to available hospital healthcare careers
- Students pursuing further education in area of healthcare
- Increased health literacy for students and family

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WHAT IS HOSA?

- National high school student organization endorsed by the U.S. Department of Education and the Health Science Education Division of ACTE

- MISSION- to enhance the delivery of compassionate, quality health care by providing opportunities for knowledge, skill & leadership development of all Health Science Education students, therefore, helping the student meet the needs of the health care community

- MOTTO- “The hands of HOSA mold the health of tomorrow.”

- SLOGAN- “Health Science and HOSA: A Healthy Partnership”

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MILAN HEALTH CAREERS CLUB  BACKBONE

- NEMO AHEC Regional HOSA Chapter – hosts Milan Club
- Regional Coordinator – Michelle Mollick, NEMO AHEC
- Regional Advisor – Nancy Johnson, NEMO AHEC
- Club Advisers- Melissa Vandusseldorp, Counselor and Helen Leslie, School Nurse @ Milan C-II School
- Health Care Champions – SCMH and Dr. Essmyer, local physician
- Interested Students – Sophomore – Senior w/ 2.75 GPA or higher

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MILAN HOSA ACTIVITIES

- Jump Start Your Health Career – CPR, blood pressure, vital signs
- Dissection at ATSU KCOM Lab
- Career Activities- local health expert presentations
- Job shadow or volunteer in a health care setting for 16 hours per school year
- Health screenings at SCMH health fair – blood pressure/accuchecks
- Food Power Presentation for elementary students

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MILAN HOSA ACTIVITIES

- Field trips (hospitals, medical and nursing schools, museums)
- On-line education w/ quizzes
- Twice monthly club meetings
- SCMH Healthcare Career Day
- State Leadership Training for club officers
- Opportunity to attend one week summer health exploration

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STATE CONVENTION BOUND

Milan C-II HOSA Group

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HOSA STATE CONVENTION
COMPETITIVE EVENT TOPICS

- Nutrition – received a Gold Medal
- Medical Photography – received a Bronze Medal
- CPR
- Epidemiology – received a Bronze Medal
- Medical Math
- Medical Terminology
- Physical Therapy
- Students received mentoring by local health care professionals on topics to prepare for competition

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AREA HEALTH EDUCATION CENTER (AHEC)

- Missouri AHEC - Statewide health workforce model with seven independently operated branch offices, three medical schools, and a network of cooperative colleges/universities and hospital. [www.mahec.org](http://www.mahec.org)

- NEMO AHEC – Founded in 1989 in Macon – currently serves 21 NEMO counties and is headquartered in Kirksville. [www.nemoahec.org](http://www.nemoahec.org)

- Early Youth Recruitment – career days, experiential workshops, summer camps (M*A*S*H Camp), HOSA, linkages to financial aid, & student support

- Clinical Training- students in undergraduate and graduate health careers in rural communities via job shadowing, medical & dental rotation, and community emersion

- Community Health Education – health literacy education, health fairs, and participation in various outreach groups.

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M*A*S*H CAMP

- Typically a day-camp for two days
- 6th, 7th, or 8th grade students
- Fee – typically $30 – some financial aide available
- What do they do?
  - Tour local hospital and shadow health professionals
  - Biology lab (usually dissection)
  - Chemistry lab
  - Scrub & Suture lab
  - Emergency care visit/demonstration
  - Nutrition, therapy and allied health activities
  - Leadership & character building activities
  - Clinical case discussion

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Other Methods

Provide exposure and opportunities

- Provide mentor/preceptor opportunities
- Encourage and support job shadowing
- Annual scholarships to area high school seniors
- Assist employees through funding/benefits to pursue further education

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Start Young

- Library books for elementary students – careers
- Third graders tour hospital annually
- Third grade poster contest for Hospital Week
- Collaboration with AHEC, area schools & MHA

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Questions???

Thank you.

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