A Blueprint for Success

Training and Recruiting Healthcare
Professionals for Our Future

A Presentation to the Board of Directors
of Palomar Pomerado Health
May 9, 2005

**PALOMAR
POMERADO
HEALTH**

In 2004, almost 70% of Northern San Diego
County voters chose to raise their taxes to
create a healthcare system of the future.

Today, we must work together to train and
recruit the healthcare professionals that will
support that system.

In February 2005, Health
Development published a white paper
on the nursing workforce shortage.

The white paper serves as our
blueprint for seeking resources and
funding to address this important
issue.

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White Paper Key Recommendations

4. Expand Clinical Rotations and Preceptorships:

In San Diego County, hospitals and nursing educators are finding it difficult to find enough clinical rotations for nursing students. Any increase in nursing programs' placement requests will exacerbate the problem.

White Paper Key Recommendations

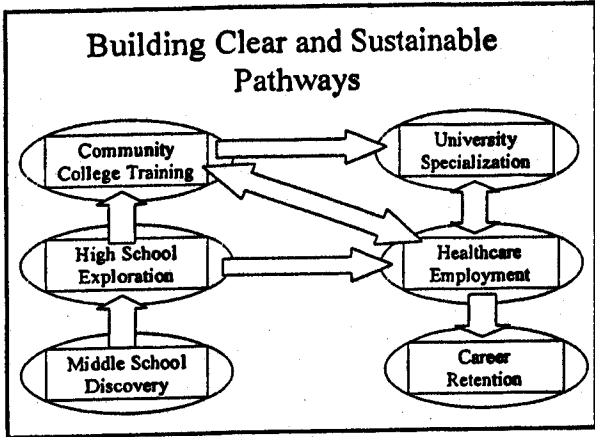### 5. Increase Nursing School Faculty:

Almost two-thirds of the nursing schools responding to a 2003 survey pointed to faculty shortages as a reason for not accepting all qualified applicants into entry-level baccalaureate programs. There is a shortage of nursing faculty at all levels. It is particularly difficult to find faculty willing to work evenings and weekends, which is needed to expand clinical rotations.

White Paper Key Recommendations
6. Recruit More Nurses:

"To dig us out of the nursing crisis we need to do things to differentiate PPH." Nurse Recruiter

- Nurse Refresher Course at CSUSM

- Salaries, Benefits and Work Schedules

- Human Resources Department Recruitment

- Selecting the Right Employee

- Recruiting Nurse Managers and Clinical Nurse Specialists

Building Clear and Sustainable Pathways

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Community                    University
College Training  ───────►   Specialization
    ▲                             │
    │                             ▼
High School       ───────►   Healthcare
Exploration                  Employment
    ▲                             │
    │                             ▼
Middle School                 Career
Discovery                    Retention
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Potential Funding Sources

- The California Wellness Foundation
- Robert Wood Johnson Foundation
- State of California
- Federal Government
- Workforce Partnership
- Other Foundations and Groups

Questions or Remarks?

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