

2009 Action Plan

In 2009, the Oklahoma Health Care Workforce Center (OHCWC) will:

Education and Training

- Expand health care education and training capacity in Oklahoma by:
 - Increasing the number of nursing and allied health faculty. Action items include:
 - Continuing to explore and share educational best practices;
 - Proposing that legislative funding and resources be allocated for high-demand professions and occupations;
 - Extending incentives for enticing more individuals into nursing and allied health education;
 - Providing financial assistance/scholarships for individuals seeking advanced health care degrees;
 - Encouraging employers to establish incentives for present employees to obtain advanced degrees to teach students pursuing health care careers; and
 - Securing lobbying support to pursue funding of SB 0310.
 - Maximizing clinical placement opportunities for nursing and allied health students. Action items include:
 - Assessing capacity to provide additional clinical placement resources;
 - Assessing the clinical rotation needs of educational institutions;
 - Defining and reducing clinical rotation supply and demand gaps; and
 - Exploring options to assist with effectively managing clinical placement supply and demand.
 - Expanding alternative educational delivery methods. Action items include:
 - Identifying and encouraging educational programs statewide to implement alternative, capacity expanding educational delivery methods;
 - Sharing how state-of-the-art clinical simulation technology is being used in health care education and provider settings; and
 - Working with nursing and allied health educators to gather information about common general education courses to determine where opportunities to create seamless curricula across educational institutions.
 - Advocating for the provision of student support to increase retention and graduation rates. Action items include:
 - Creating resources for students to identify alternative educational options available by degree pathway;
 - Providing access to financial aid resources for tuition and other needs; and
 - Developing content for online nursing preceptor training courses.

Employee Retention

- Share resources with Oklahoma health care employers and educators to improve job satisfaction and retention rates among employees by:
 - Implementing strategies to retain health care professionals in Oklahoma. Action items include:
 - Sharing best practices related to promoting employee satisfaction, positive work environments, as well as effective approaches to reducing vacancy and turnover rates, and retaining mature employees;

- Sharing mentoring, leadership development, coaching, and orientation best practices;
- Supporting efforts to assist currently-employed staff members in advancing their careers as desired;
- Sponsoring retention enhancing summits for nurses, allied health professionals and educators statewide; and
- Increasing awareness of career advancement and funding assistance opportunities available to current employees in health care settings.
- Providing leadership development and management training for middle managers, clinicians and others promoted to management positions. Action items include:
 - Developing, promoting, and implementing leadership development and mentorship training programs.

Health Careers Recruitment

- Increase the health careers awareness among Oklahomans by:
 - Developing, updating, and distributing health career promotional materials and products. Action items include:
 - Auditing, revising, redesigning and broadly disseminating existing health careers marketing materials;
 - Expanding and updating www.okhealthcareers.com; and
 - Rebranding middle and high school marketing materials.
 - Increasing health careers awareness among K-12 students, teachers, counselors, parents and other adults. Action items include:
 - Advertising to advance health careers recruitment efforts of OHCWC;
 - Expanding distribution of the coloring book CD-ROM to elementary schools;
 - Developing an interactive area for K-4 students on www.okhealthcareers.com;
 - Promoting and increasing health careers presentations in K-12 classrooms;
 - Revamping and distributing career speaker kits to middle and high schools; and
 - Expanding and promoting health careers exploration experiences;
 - Increasing OHCWC presence at statewide career fairs/conferences.

Public Awareness

- Increase public awareness about workforce shortages in Oklahoma health careers and activities undertaken by OHCWC to address the shortages. Action items include:
 - Identifying and responding to opportunities to increase public awareness of shortages and the work of the OHCWC;
 - Growing opportunities to build support and involvement from other stakeholders; and
 - Creating an interactive, technology rich OHCWC Web site.