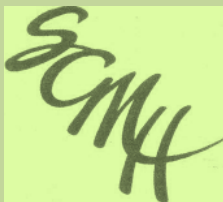


# “Growing Our Own”

Presented by:

Martha Gragg, CEO

Amy Michael, COO

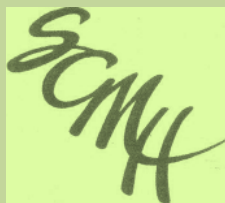


Sullivan County Memorial Hospital, Milan, Mo.

# “Growing Our Own”

## 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

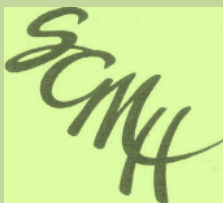


Sullivan County Memorial Hospital, Milan, Mo.

# “Growing Our Own”

## 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

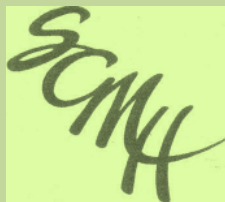


Sullivan County Memorial Hospital, Milan, Mo.

# “Growing Our Own”

## 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](http://missourihealthcareers.com)

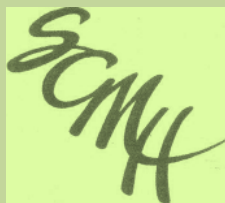


Sullivan County Memorial Hospital, Milan, Mo.

# “Growing Our Own”

## Evaluation

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

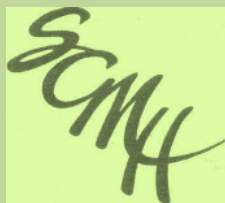


Sullivan County Memorial Hospital, Milan, Mo.

# “Growing Our Own”

## CNA Class

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



Sullivan County Memorial Hospital, Milan, Mo.

# “Growing Our Own”

## 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

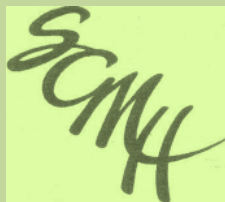


Sullivan County Memorial Hospital, Milan, Mo.

# “Growing Our Own”

## 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”



Sullivan County Memorial Hospital, Milan, Mo.

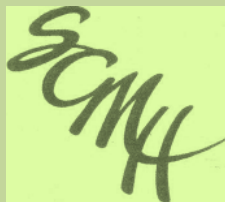


# “Growing Our Own”

## MILAN HEALTH CAREERS CLUB BACKBONE

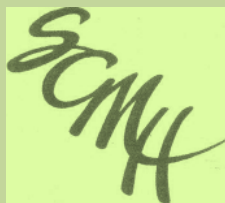
- NEMO AHEC Regional HOSA Chapter – hosts Milan Club
- Regional Coordinator – Michelle Mollick, NEMO AHEC
- Regional Advisor – Nancy Johnson, NEMO AHEC
- Club Advisers- Melissa Vandusseldorp, Counselor and  
Helen Leslie, School Nurse @ Milan C-II School
- Health Care Champions – SCM<sub>H</sub> and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

\*\*\*\* Funding was provided by a Missouri Foundation for Health grant



Sullivan County Memorial Hospital, Milan, Mo.

# “Growing Our Own”

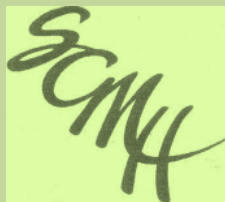


Sullivan County Memorial Hospital, Milan, Mo.

# “Growing Our Own”

## MILAN HOSA ACTIVITIES

- Jump Start Your Health Career – CPR, blood pressure, vitals
- 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

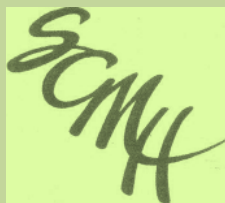


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# “Growing Our Own”

## 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

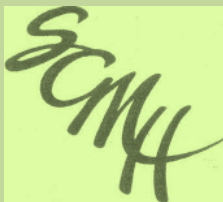


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# “Growing Our Own”

STATE CONVENTION BOUND

Milan C-II HOSA  
Group

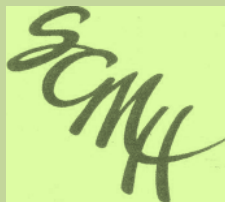


Sullivan County Memorial Hospital, Milan, Mo.

# “Growing Our Own”

## 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

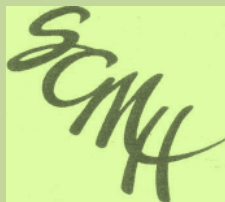


Sullivan County Memorial Hospital, Milan, Mo.

# “Growing Our Own”

## 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.



Sullivan County Memorial Hospital, Milan, Mo.

# “Growing Our Own”

## M\*A\*S\*H CAMP

- Typically a day-camp for two days
- 6<sup>th</sup> , 7<sup>th</sup>, or 8<sup>th</sup> 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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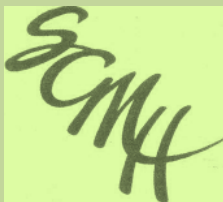


# “Growing Our Own”

## 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

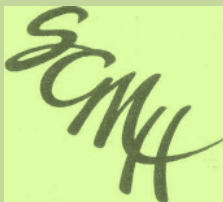


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# “Growing Our Own”

## 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



Sullivan County Memorial Hospital, Milan, Mo.

# “Growing Our Own”

Questions???

Thank you.



Sullivan County Memorial Hospital, Milan, Mo.