

Written Statement  
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While there are many who will say there is no longer a nursing shortage, rest assured that once we turn the corner related to our current economic situation the nursing shortage will be even deeper than we could imagine. Please recognize many of our staff are waiting for an economic recovery prior to announcing their retirement. I say that as I see our staff come to Human Resources weekly, checking on their retirement benefits. Therefore, programs must be in place now to address what could be a mass exodus of our caregivers in the future.

In an environment in which costs are spiraling out of control, healthcare is challenged to reduce costs. One area we find in which costs can be reduced is in our on-boarding and orientation of candidates for various positions. Our environment is one in which more and more legislation requires more and more training, much of which we find ourselves responsible for in order to provide safe patient care. These type programs, while necessary, certainly do not reduce the costs of healthcare.

Within my organization we have identified issues that have an impact on on-boarding and implemented various programs to address skill gaps.

- Every new hire is required to have a thorough background check completed pre-hire. This check is conducted against a national data bank. It is unfortunate when we find a new graduate candidate that cannot pass the background check due to issues that may have occurred prior to even applying to nursing school. This type scrutiny, while necessary, also results in delays in the hiring process.
- We have found that Nursing schools have typically provided clinical assignments rotating students through the community. While these clinical assignments are necessary, they do not serve each organization well since equipment, documentation, and quality may differ throughout the community. As a result SRDH has developed a relationship with Roseman University (a for-profit entity) to provide an on-site nursing program tailored to the future needs of SRDH. These students learn one way to do things, the SRDH way, and are less likely to leave the organization since they have received their training with us.
- Due to the rotation of students throughout the community for their clinical experiences, we have found the need to implement the Versant Program which is designed to provide new graduates with the opportunity to have up to 18 weeks of additional training and mentorship within our organization as they transition from life as a student to life as a professional. That is 18 weeks of added costs to train a new graduate in areas important to the organization.
- We provide a multitude of certifications on site for staff to ensure they maintain the qualifications for their positions. Additionally, we provide education assistance programs to our staff.
- We recruit nationally for trained clinical staff. However, we are challenged by the current economic situation in which selling of homes in other parts of the country, makes it difficult to move to the once attractive Las Vegas market, even with our attractive housing buyers market.
- We continue to build relationships with the various schools throughout our community to ensure that their curriculum and students can better meet the needs of the employer upon graduation.

While we are regularly attempting to address issues related to the skill gap with our nurses, we all must be cognizant of the fact that shortages exist in virtually every other allied health profession.

- Nevada is ranked 32<sup>nd</sup> in the nation in respiratory therapists per capita.
  - We currently average 28.1 respiratory therapists per 100,000
  - The population over 65 is projected to grow by 90% by 2020
- Nationally the projected growth for imaging techs is 17% by 2018
  - Nationally we currently average 66.9 Radiologic technicians per 100,000
  - BLS predicts that 76,000 additional imaging and radiation technologists by 2018
  - American Registry of Radiologic Technologists (ARRT) Board of Trustees has formally approved the associate degree as the MINIMUM educational requirement for its certification examinations beginning Jan. 1, 2015.
- Coders will be required to learn and adapt to new requirements surrounding ICDT-10 in order for hospitals to be appropriately reimbursed.

Training needs within healthcare are complex and have resulted in the need for organizations to ensure that staff is trained appropriately. Additionally, the partnering with various educational systems to ensure that their curriculum is in alignment with our needs has become more necessary than ever. As we each find the need for more and more healthcare, we must find a better more efficient way to ensure that staff is appropriately trained and prepared to provide the care we need.

The support of government and the business community is essential to insure that Nevada has the healthcare professionals we need in the future. It is through these initiatives that we will train the leaders of the future and provide opportunities for Nevada to retain our investment in those who will care for current and future generations.