



**Iowa Department of Public Health
Bureau of Health Care Access
Center for Health Workforce Planning
Federal Earmark: Benefit to the State of Iowa
July 2002 – August 2006**

The mission of the Center for Health Workforce Planning is to:

- **Assess and forecast health workforce supply and demand**
- **Promote recruitment and retention of health workers, faculty and students**
- **Support strategies that prevent shortages at the local level**
- **Engage in activities to sustain a competent and diverse health workforce in Iowa**

Funding for the Center was fueled by the efforts of Senator Tom Harkin and administered through the Bureau of Health Professions, Health Resources and Services Administration, U.S. Department of Health and Human Services.

What Iowans Have to Say About Results Achieved Through Earmark Funding Targeted Toward Health Workforce

“Educational loan repayment to nurses who practice and teach in Iowa has a real impact on the quality of life in this state. Nurses are the foundation of our health care system and this is a proactive step toward keeping them in Iowa.” -Lt. Governor Sally Pederson

***“A center and funding stream that supports those who dedicate their lives to the care of others is a catalyst to bring about social and policy change.”
-Diana Findley, Iowa CareGiver’s Association***

***“This funding draws new people into nursing as they see Iowa’s commitment to excellence in preparing nurses for their career.”
-Sheryl Titus, Ottumwa Regional Health Center***

“Working in human services and health care is all I have ever done or known for over 15 years. With this money for reimbursement of tuition and other school-related expenses I can finally become a nurse and bring the culmination of a dream.” -Gregg Cochran, Waukee

“The funding allows us to attract and retain quality personnel to serve elderly Iowans.” -Matt Garcia, Bishop Drumm Care Center, Des Moines

“Your support in Iowa’s Direct Care Worker Registry has helped impact not only 77,400+ Direct Care Workers, it has also impacted 2,200+ Health Care Facilities and all citizens of Iowa who are using or considering use of a Health Care Facility.” - Iowa Department of Inspections and Appeals

“The Center’s commitment to improving and supporting the direct care workforce for direct care workers, for employers, and for Iowa citizens is unmatched.” -Sarah Dixon, State Public Policy Group, Inc.

Introduction

Federal funding secured by Senator Tom Harkin and administered through the U. S. Department of Health and Human Services has helped Iowa to reverse the threat of health professional shortages and build a competent and diverse health workforce.

Since 2002 over \$4,000,000 has been targeted toward increasing the number of qualified health professionals in Iowa, with special focus on nurses and nursing assistive personnel (direct care workers). The money helps individuals to train, practice and teach in Iowa – and increases access to qualified caring health workers by Iowans of all ages in hospitals, clinics, long-term care facilities and at home.

In 2006, the Robert Wood Johnson Foundation highlighted Iowa as one of “Five State Nursing Workforce Centers with Progressive Data Initiatives” in its publication “Charting Nursing’s Future” available at <http://www.rwjf.org/files/publications/other/ChartingNursingFuture1105.pdf>.

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Preparing the health workforce in Iowa

Over \$260,000 was awarded to 12 individuals, 3 schools and 13 health facilities to support tuition reimbursement for entry-level preparation and professional advancement and to provide scholarships for tuition and expenses related to child-care and transportation. Institutional awards also supported retention bonuses for exemplary performance, developmental activities in the areas of leadership, professional practice, cultural and ethnic diversity, safety and quality of care.

Individual recipients received awards up to \$2,500:

- Melanie Lynn Burham Cave – Eldora (experienced RN completing an advanced degree in nursing)
- Gregg Eugene Cochran – Waukee (entered a nursing program following a career in human services)
- Anne Marie Ericson – Hawarden (RN to BSN degree with special interest in nursing management)
- Glenna Guttau – Mondamin (RN completing a BSN program and progressing to the master's level)
- Cora Beth Haverdink - Orange City (RN to BSN degree with interest in serving at-risk populations)
- Kathryn Claire Hirl - Solon (BSN degree with intent to earn a master's degree in public health)
- Amber Marie Hunwardsen – Correctionville (RN with health background progressing to advanced degree)
- Rebecca Lynn McCann – Greenfield (RN dedicated to assisting families in need progressing to BSN)
- Crystal Dawn Poulard – Bettendorf (Medical Assistant progressing to an Associate Degree in Nursing)
- Karen Schuknecht – Paullina (progressing to RN level following LPN and Nursing Assistant experience)
- Renea Lynn Seagren – Fonda (RN to Masters level in Health Care Administration and Public Health)
- Camie Jean Stoltenberg – George (RN to BSN degree with interest in mentoring and teaching nursing)

Education Programs received amounts up to \$15,000:

- Mercy College of Health Sciences - Des Moines
- Iowa Central Community College - Fort Dodge
- Iowa Lakes Community College - Emmetsburg

Health Facilities received amounts up to \$15,000:

- Allen Memorial Hospital – Waterloo
- Brentwood Good Samaritan Center– LeMars
- Calhoun County Department of Public Health – Rockwell City
- Cass County Memorial Hospital – Atlantic
- Genesis Medical Center – Davenport
- Great River Medical Center – West Burlington
- Greenbelt Home Care - Eldora
- Guthrie County Hospital - Guthrie Center
- Hancock County Memorial Hospital – Britt
- Hancock County Nursing Services – Garner
- Johnson County Public Health – Iowa City
- Marshalltown Medical and Surgical Center – Marshalltown
- St. Anthony Regional Hospital - Carroll

One student, Gregg Cochran, spoke for many when he said, *“Working in human services and health care is all I have ever done or known for over 15 years. With this money I can finally become a nurse and bring the culmination of a dream.”*

Providing and promoting new educational loan repayment programs

A total of \$41,900 provided educational loan repayment to 6 health professionals who work in Iowa through the Primary Care Recruitment and Retention Endeavor (PRIMECARRE). This has strengthened the primary care infrastructure in Iowa by assuring a two-year practice commitment in public or non-profit hospitals or clinics located in health professional shortage areas.

Recipients were awarded up to \$11,900 in the following professional categories:

- Dentist: Siouxland Community Health Center – Woodbury County
- Social Worker: Plains Area Mental Health Center – Plymouth County
- Physician: Evansdale Family Practice – Black Hawk County
- Physician: Grundy Center Family Practice – Grundy County
- Physician Assistant: Siouxland Mental Health Center – Woodbury County
- Psychologist: Woodward Resource Center – Boone County

In 2004, Iowa initiated a Nursing Education Loan Repayment Program that allows RNs who graduated from Iowa nursing programs and agree to work in Iowa after graduation and licensure to have all or part of their student loans repaid. The Center participated in several planning sessions with the Iowa Student Loan Liquidity Corporation, Iowa College Student Aid Commission and all levels of nursing education programs. The Center provided extensive data pertaining to the supply of nurses and nursing faculty, and the academic requirements to teach nursing in Iowa. Of this new program, Lt. Governor Sally Pederson said, *“[It] will have a real impact on the quality of life in this state, especially as our population ages. Nurses are the foundation of our health care system and this is a proactive step toward keeping them in Iowa.”*

Fueled by the grassroots efforts of nurses throughout the state and supported by data provided by the Center, the Iowa General Assembly approved funds in the amount of \$50,000 to initiate a Registered Nurse Recruitment Program in 2005. This registered nurse forgivable loan program, administered through the Iowa College Student Aid Commission, is a state-supported program for Iowans enrolled on a full-time basis in programs that will qualify them to teach nursing in Iowa colleges and universities. Legislation in 2006 expanded the program to nurses enrolled in graduate education on a part-time basis, allowing nurse educators to earn masters and doctoral degrees while maintaining full-time faculty status.

Recruiting and retaining health workers

Over \$718,000 was awarded to demonstration projects that have improved recruitment and retention of nurses and direct care workers. Every project has been/may be replicated in other Iowa settings:

- Generations Incorporated - Des Moines: recruited 15 new home care aide trainees through tuition reimbursement and trainee stipends
- Hancock County Memorial Hospital: provides orientation and preceptor training to 80 percent of all nursing and direct care worker staff
- Iowa Association of Colleges of Nursing: created sustainable partnerships that support leadership training for new baccalaureate nurses in 10 towns
- Iowa CareGivers Association: established and provides leadership training and peer mentoring for direct care workers throughout Iowa
- Mercy Medical Center – North Iowa: models a six-month internship program that helps new nurses to enter and succeed in specialty areas at risk for shortage
- Ottumwa Regional Health Center: prepared new associate degree nurses for work in critical care, obstetrics, emergency services and the operating room
- Southeastern Community College -West Burlington: provides a model re-entry program for RNs and LPNs in SE Iowa who wish to return to practice

Diana Findley, Iowa CareGiver's Association, said of one project, *"A center and funding stream dedicated to those who dedicate their lives to the care of others will be a catalyst that will bring about social and policy change."*

Sheryl Titus, Ottumwa Regional Health Center, said, *"This funding advances the skills of entry level nurses. We believe it will draw new people into nursing as they see Iowa's commitment to excellence in preparing nurses for their career."*

Building the mental health workforce in Iowa

A total of \$85,000 expanded the use of telehealth services by Iowa's professionals who provide mental and behavioral health services to adults, children and families in rural areas. In 2006, plans are being formulated to increase the number of physician assistants and advanced registered nurse practitioners who are trained in Iowa, expand educational loan repayment to health professionals who practice in the state and assist employers to hire mental health workers in areas most at-risk for shortage. This project has been informed by three comprehensive studies completed by the Center that identify the health professions most at risk for shortage and describe the mental health workforce in Iowa, available at the following URL: http://www.idph.state.ia.us/hpcdp/workforce_planning_reports.asp

The funding supports Center personnel who facilitate joint planning with the Iowa Department of Human Services and educational institutions to create and expand mental health training opportunities in Iowa. With new state funding in 2006-2007, these initiatives will provide post-graduate psychiatric training programs for Physician Assistants and Advanced Registered Nurse Practitioners through the Cherokee Mental Health Center and University of Iowa Department of Psychiatry, and create a new web-based advanced proficiency curriculum in Psychiatric/Mental Health Nursing through the University of Iowa College of Nursing.

Mentoring nurses and direct care workers

Over \$86,000 was provided for mentoring programs to reduce turnover in hospitals, long-term care facilities, and home/community based agencies. These programs have eased transition into new roles, increased job satisfaction and improved the quality of practice. Local experts who now assist statewide colleagues to implement mentoring programs include the following:

- Bishop Drumm Retirement Center - Des Moines
- Central Iowa Health Systems – Iowa Methodist Medical Center, Iowa Lutheran Hospital and Blank Children's Hospital
- Genesis Medical Center - Davenport
- Mercy Medical Center, North Iowa – Mason City
- Ottumwa Regional Health Center - Ottumwa
- Southeastern Community College - West Burlington
- St. Anthony Regional Hospital - Carroll
- St. Luke's Regional Medical Center - Sioux City

Linda Fennelly, Genesis Medical Center, Davenport, reported, *“By mentoring our nursing students and new professionals, we ease successful integration into the nursing profession and increase the likelihood of long-term commitment, both of which are critical in meeting the current serious challenge facing nursing.”*

Matt Garcia, Bishop Drumm Care Center noted, *“Our goal is to build positive relationships with our new nurses and nursing assistants. This project allows us to attract and retain quality personnel to serve elderly Iowans.”*

Expediting entry and portability in the direct care workforce

A total of \$213,250 has reduced the time required to hire direct care workers by weeks through enhancements to Iowa's Direct Care Worker Registry. In 2006, the Iowa Department of Inspections and Appeals, the entity that houses the Registry asserted, *“The funding received from the Center for Health Workforce Planning in the Iowa Department of Public Health has helped impact not only 77,400+ Direct Care Workers, it has also impacted 2,200+ Health Care Facilities and all citizens of Iowa who are using or considering use of a Health Care Facility.”*

An additional \$68,000 supports a Direct Care Worker Task Force appointed by Governor Tom Vilsack in 2005 to streamline the education and training requirements of Iowa direct care workers. The task force will submit recommendations to Governor Vilsack and the Iowa General Assembly in December 2006. The outcome will increase the portability of direct care workers who care for patients in many Iowa settings. *“The Center's commitment to improving and supporting the direct care workforce for direct care workers, for employers, and for Iowa citizens is unmatched.”* -Sarah Dixon, State Public Policy Group, Inc.

Minimizing injuries in health workers who provide patient care

Approximately \$125,000 was used to improve retention of health workers in Iowa's nursing homes and home care agencies through the purchase of equipment and training. The purpose of this project was to prevent injuries related to lifting and turning patients and improve the quality of life for clients in long-term care facilities and their homes. Recipients included:

Long-Term Care Facilities were awarded up to \$7,000:

- Alverno Health Care Facility – Clinton
- Arbor Springs – West Des Moines
- Bethany Manor, Inc. dba Bethany Life Communities – Story City
- Calvin Community – Des Moines
- Cedar Foundation, Inc. dba Cedar Manor Nursing Home - Tipton
- Chautauqua Guest Home #3 – Charles City
- De Witt Community Hospital – dba Genesis Medical Center – De Witt
- Franklin General Hospital Nursing Facility – Hampton
- Gardenvue Care Center, Inc. - Shenandoah
- Hegg Memorial Health Center, Avera Health, Valley Manor Care Facility – Rock Valley
- Heritage Care Center – Mason City
- Lutheran Homes – Muscatine
- Mayflower Homes, Inc. – Grinnell
- Orange City Municipal Hospital dba Heritage House - Orange City
- Palo Alto County Hospital dba Palo Alto County Community Health- Emmetsburg
- Pleasant View Care Center - Whiting
- Webster Care Corporation dba Southfield Wellness Community – Webster City

Home Care Agencies were awarded up to \$1,000:

- Cerro Gordo County Department of Public Health
- Green County Medical Center Public Health Department
- Lee County Health Department
- Orange City Municipal Hospital dba Orange City Home Health
- Ottumwa Regional Health Center
- Palo Alto Community Health
- Ringgold County Public Health, Taylor County Public Health and Greater Community Hospital Outreach Services (Union County)
- Visiting Nurse Association – Dubuque

This project had the added benefit of improving patients' lives. One poignant example was shared by a nursing home in which a resident was able to leave his room for the first time in 3 ½ years because of the new lift equipment.

Enhancing learning resources in Iowa's health occupations programs

Nursing education programs were provided up to \$2,500 to purchase learning resources to accommodate increasing enrollments in Iowa's health programs. Recipients included:

- Allen College - Waterloo
- Clarke College – Dubuque
- Coe College – Cedar Rapids
- Des Moines Area Community College – Ankeny, Boone, Carroll
- Grand View College – Des Moines
- Iowa Lakes Community College – Emmetsburg
- Iowa Valley Community College District – Marshalltown, Iowa Falls
- Iowa Wesleyan College – Mt. Pleasant
- Morningside College – Sioux City
- Mount Mercy College – Cedar Rapids
- Northeast Iowa Area Community College – Calmar
- St. Ambrose University - Davenport
- University of Iowa – Iowa City

Assisting students to access health occupations education through E-learning technology

Over \$260,000 has been used to support the purchase and use of E-learning technology in Iowa health education programs for use by faculty and students through statewide face-to-face and online training and curriculum models, purchase of shared human simulation equipment for student clinical experience; and conversion of the state-approved Certified Nurse Aide curriculum to an online format. Recipients of awards to enhance E-learning in 2005-2006 included:

- Timothy J. Bristol, PhD, RN
- Indian Hills Community College – Ottumwa
- University of Iowa College of Medicine – Iowa City

Recruiting and retaining health occupations faculty

Over \$200,000 has been used to recruit and retain health occupations faculty in response to the need identified by the Iowa Council of Nurses, health professional programs and students experiencing waiting lists. Recipients included:

- Des Moines University – Des Moines
- Genesis Medical Center – Davenport
- Iowa Lakes Community College – Emmetsburg

Increasing diversity in Iowa's health workforce

Over \$230,000 has been used successfully to increase representation of racial and ethnic minorities, immigrants and refugees in Iowa's health workforce. As a result of this effort, Iowa has new model programs to recruit minorities into health occupations programs through academic opportunities, training and support services; a sustainable network among minority professionals and agencies, organizations, alliances, commissions and associations; recruitment and retention of additional bilingual public health workers; and recruitment of African American and Latino physicians to serve as clinical preceptors and lecturers. Recipients of awards targeting minorities in 2005-2006 included:

- Des Moines University Osteopathic Medical Center- Des Moines
- Iowa Division of Latino Affairs - state agency
- Mount Mercy College Department of Nursing – Cedar Rapids
- Northwest Iowa Community College - Sheldon
- University of Northern Iowa Center for Health Disparities – Cedar Falls
- Visiting Nurse Services of Des Moines

This year, Mount Mercy College Department of Nursing will develop and implement a Certified Nursing Assistant course for new immigrant members of the Cedar Rapids community in collaboration with the Catherine McAuley Center and St. Luke's Hospital. *"This course will enable these workers to make better-than-minimum-wages in their work and will assist in the current shortage of bedside caregivers, especially in the long-term care setting."* –Mary Tarbox, EdD, RN, Department Chair, Mount Mercy College Department of Nursing.

Comment [M1]: Is this supposed to say-of bedside caregivers?

Des Moines University (DMU) is addressing the shortage of underrepresented minority faculty and medical students in Iowa. *"Without the funding that this grant provides, DMU would not be able to recruit these faculty members or additional students This is a wonderful opportunity for DMU to increase the diversity among the faculty and student body and develop a model to be used by others wanting to accomplish the same goals."* --Carolyn L. Beverly, M.D., M.P.H.

Supporting the work of home care aides

Approximately \$50,000 was used to update training materials in every one of Iowa's 205 home health agencies to assist direct care workers to provide excellent care to clients who live at home. Training materials included four new videotapes and handbooks on prevention of back injuries, safety in the home, infection control and working with patients suffering from dementia and Alzheimer's disease.

Planning the nursing workforce in Iowa

Funding in the amount of approximately \$230,000 annually for three successive years has allowed the State of Iowa to create a unique Model RN Tracking System. This system has the capacity to enumerate and describe licensed RNs who practice and teach in Iowa, identify current job openings and project shortages across all employment settings. The information is being used to plan nursing program size, recruitment and retention strategies, continuing education topics and specialty training. It benefits nurses, hospitals, long-term care facilities, volunteer health agencies, public health agencies, continuing education providers, insurance companies and students. Additional information is being learned about the professionally inactive workforce to encourage return to practice as a nurse or direct care worker. By August 31, 2006, all RNs in 47 Iowa counties will be included in this nationally-recognized health professional tracking inventory developed and maintained by the University of Iowa, Carver College of Medicine, Office of Statewide Clinical Education Programs. With sustained funding for the five-year plan, RNs in all of Iowa's 99 counties will be included by 2008.

Funding in the amount of \$68,940 has supported two years of research by regional economists at Iowa State University to analyze Iowa's nursing workforce in order to better understand factors that affect the decision to either leave or stay in the field of nursing in Iowa, including wages, benefits and working conditions, skill level, length of journey to work and family environment. This information is being used to increase incentives to practice as an RN, LPN or direct care worker in all Iowa settings.

Based on these projects, the Robert Wood Johnson Foundation highlighted Iowa as one of "Five State Nursing Workforce Centers with Progressive Data Initiatives" in its 2005 publication "Charting Nursing's Future" available at <http://www.rwjf.org/files/publications/other/ChartingNursingFuture1105.pdf>.

Serving as a point of contact for information about Iowa's health workforce

Since 2002, Center staff have prepared white papers, issue briefs and reports that have been used to effect policy change at the state and local level. These documents have been made available to the public and used by education programs, professional organizations, state agencies and legislators. A full listing of reports may be found at the following URL: http://www.idph.state.ia.us/hpcdp/workforce_planning_reports.asp

For additional information, contact Eileen Gloor, the Center for Health Workforce Planning, at (515)281-8309 or egloor@idph.state.ia.us.

http://www.idph.state.ia.us/hpcdp/workforce_planning.asp