

MINUTES
EMPLOYER STRATEGIES WORK GROUP
October 11, 2007 11:00 am - 2:00 pm
Telephone Conference Call
Phone Number: 888-677-9189; Access Code: 0685

Meeting attendees: Sally Lundeen, Sue Dean-Baar, Jo Ann Appleyard, Katherine Pakieser-Reed, Jess Allison, Denice Dorpat, Bob Herdrich, Shelly Malin, Heather Seager,

- 1) Call to order/review of minutes from February 5, 2007 meeting
 - a) The meeting was called to order at 11:15 by Jo Ann Appleyard.
 - b) The minutes of the February 5th meeting were approved.

- 2) *SWIFT* Nurse Educator program update and related discussion
 - a) The no-cost extension was approved, so the grant will now be completed on June 30, 2008.
 - i) We went through a Department of Labor (DOL) audit in May 2007. There were a few corrective actions recommended, but overall the audit went very well.

 - b) Current status of sponsoring employers and candidate applications
 - i) Review summary worksheet
 - (1) We have simplified the worksheet and are now only listing those employers that have signed *SWIFT* agreements with us.
 - (2) We are still trying to get a few employers to participate, but we will not be focusing on this as we approach the end of the grant. We will focus on the evaluation phase during this period.
 - (3) MATC (Madison & Milwaukee) are interested in supporting candidates as well.
 - (4) We recognize that we will not meet the goal of 120 candidates by the end of the grant. The DOL is aware of this as well.
 - ii) *SWIFT* candidate applications for Spring 2008 semester
 - (1) MATC (Milwaukee) applicants – Two candidates will begin on a part-time basis and then will have a paid sabbatical so that they can go to school full-time for a while as well.
 - iii) Potential applicants for Fall 2008 semester
 - (1) Both Froedtert and Children's Hospital will be recruiting 3 more candidates for the Fall 2008 semester (total of 6 additional candidates).
 - iv) Current candidate status

- (1) Shelly reported that some of their candidates are beginning to ask about what will happen after they finish graduate school.
 - (a) Some of the early conversations with the Employer group included how to get the budget allocation for a person that has just graduated from a graduate program.
 - (b) How do you craft a role in the organization that an educational institution could buy out in the future? We will need to look at issues such as this as we enter into the Evaluation phase of the project.
 - (c) Aspirus plans to allow their employees to teach where there is a need, but also continue to work at Aspirus. Our next few Employer meetings should include discussion regarding how the dual roles of teacher and practitioner will work.
 - (i) The benefits of going through master's education are great, however the work balance issues for *SWIFT* candidates can be quite difficult.
 - (d) Froedtert is beginning to talk about how they need to increase their CNS employees.
 - (e) It would be useful to develop a table that summarizes these issues for reporting (including stories).

- c) Overall candidate update
 - i) Health Professional Education Certificate (HPEC) candidates
 - (1) Out of the 17 that were in the program, 14 have completed their certificates.
 - (a) All 14 are teaching at least part-time.
 - (b) The final 3 will finish by May 2008 (1 in December 2007).
 - ii) Progress of currently enrolled candidates
 - (1) There are currently 32 students in the program.
 - (2) The 12 students in the Wheaton cohort are scheduled to complete the program in May 2008.
 - (3) The bulk of candidates that began in January 2007 will finish in December 2008 or May 2009 (depending on which school they are attending and whether they are going to school during the summer sessions.)
 - (4) There is no evidence at this point that there have been any significant issues with these students working fulltime and going to school fulltime.
 - (5) Children's Hospital has provided each *SWIFT* candidate with a mentor that is master's-prepared and teaching. They sponsored a breakfast to get people together with their mentors. This strategy has been very well received.
 - (6) Children's currently has about 50 employees that are in masters programs.
 - iii) Another essential lesson we have learned from this project is that the culture of the organization is key to making this work. Even if the employer is willing to sponsor, they have to send the message to their employees that furthering nursing education is important and will be supported.

- d) Report from Steering Committee meeting June 28, 2007

- i) Review of meeting minutes and discussion of strategies noted on pages 3&4
 - (1) We may want to involve other schools preparing nurse educators (Alverno, Concordia, etc) about the students that are in master's programs but not in *SWIFT* . Employers of these students might be willing to consider them *SWIFT* candidates and work with them to find part-time teaching roles after graduation.
 - (2) In terms of the possibility to connect with other schools, it will be important for the *SWIFT* staff to talk to those schools first and then the employer can work with the candidates.
 - (3) Has the presence of *SWIFT* encouraged some people to go back to school and to teach? We may never know what the number is, but the project and its marketing materials may have contributed to that decision.
 - (a) Perhaps we could survey at all of the students that are in the UW graduate programs to learn if *SWIFT* contributed to their attending graduate school.
 - (i) Some students came to the information sessions and didn't get supported as *SWIFT* candidates but went ahead with graduate school any way.
 - (4) Wisconsin Lutheran has just received permission to begin a baccalaureate degree. They are marketing toward candidates that will go right on to the nurse educator degree.
- 3) Strategic work plan for the rest of the grant
 - a) Employer recruitment
 - i) We will not be focusing our efforts on recruiting a large number of statewide employers to participate in the *SWIFT* program.
 - ii) We will either do a focus group or survey (perhaps both) to understand what motivates the participating employers.
 - b) Academic elements
 - i) The DOL has asked us to develop materials regarding changes in the academic approaches to preparing nurse educators; we plan to develop a brochure that will include the following elements:
 - (1) The Direct Entry Masters curriculum
 - (2) The educational competencies developed to assure that *SWIFT* candidates are prepared to teach
 - (3) Advising and program planning elements
 - (4) The development of online curriculums among the UW graduate nursing programs.
 - c) Evaluation plan
 - i) Jo Ann will share the evaluation plan with interested employers.
 - d) Website development
 - i) We will develop a more detailed website that will allow other states and interested parties to learn about what we have done.

- e) Workforce Development Board (WDB) participation
 - i) The partnership here has not developed as was intended.
 - (1) We intended to provide matching funds from the grant to WDBs that would help to support students that are in the *SWIFT* program. However, the WDBs have to apply federal standards to people they assist with their federal dollars, and nursing salaries are too high.
 - (2) We are now looking at how we can utilize this matching funds not being utilized through the WDBs. Discussion then focused on ideas from the employers.
 - (a) It seems that any additional financial support that would be available would help in motivating students to return to school.
 - (b) If we were able to utilize this money for students (not through the WDBs), we may have to develop a means table to determine who would be eligible for additional support.
 - (i) Children's has a scholarship fund that was set up based on a weighted ranking scale instead using pure socio-economical criteria.
 - 1. Shelly will share the tool with the group.
 - (c) Perhaps we could use the money for employees intending to become nurse educators that are in graduate programs in other schools to include them into the *SWIFT* project.
 - ii) The Milwaukee WDB is now aligned with the Mayor's office, and we now have a new liaison. Jo Ann will be meeting with him on 10/12.
- 4) Next meeting date
 - a) We will plan the meeting for January
 - b) Shelly and Bob have offered to host the meeting at their location

Attachments:

1. Minutes February 5, 2007 meeting
2. Employer Strategies Work Group roster
3. Summary sheet for employer and candidate status
4. Minutes June 28, 2007 Steering Committee