



## *In This Issue:*

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**Educational Resources** – Welcome to the first issue of an ongoing series highlighting the recruitment strategies contained within the Indian Health Recruitment Toolkit. We designed these tools to help you recruit the most qualified, motivated and talented health care professionals and clinical staff available.

Each issue contains recruitment tips and tactics focused on five specific recruitment issues: Educational resources; policy/legislative programs and opportunities; financial considerations; working and living in Indian communities; and making the best use of marketing. Use and share these strategies throughout your organization to build your own successful staff.

## **Local Educational Support**

Continuing education is important to employees and, therefore, to job candidates as well. In a recent Indian health survey, three of the top four successful strategies for retaining employees were educational interventions, whether through conference attendance, continuing medical education (CME) or on-site training.

When recruiting health care professionals, it is beneficial to place an emphasis on your support of staff training and education. Providing educational support to your health care professional staff demonstrates your commitment to building a strong recruitment- and retention-focused working environment.

## Experiential Training



An Indian health career offers numerous educational opportunities, including health profession scholarships, externships and residency rotations throughout the Indian health system. Continuing educational programs not only attract new recruits to IHS, but also provide a means to retain your valuable professional staff. For example, there are a number of graduate and pre-graduate programs, as well as externships available to those seeking an Indian health nursing career, including the IHS Scholarship Program; the American Indians into Nursing Program, authorized by the Indian Health Care Improvement Act (IHCIA); and the Health Resources Services Administration's (HRSA) Nurse Corps program. These types of programs are beneficial for nurses who may be required to have experience before joining the Indian health system, as well as to encourage and prepare them for the rigors of practicing in rural Indian Health care facilities.

Regardless of discipline, developing this type of capacity or sustaining momentum will assist sites in identifying potential new long-term employees, as well as create a learning environment for all who participate. An analysis of learning organizations, published in the *International Journal of Training and Development* by ET Welsh, et al., provides six important concepts to determine organizational proficiency and appeal within their respective learning environments.\* The concepts the authors cited are:

- Consistency.
- Improved delivery.
- Convenience.
- Decreased information overload.
- Quality initiatives.
- Improved costs.

\* Welsh, ET, Wanberg, CR, Brown, KG and Simmering, MJ (2003). *E-learning: Emerging uses, empirical results and future directions. International Journal of Training and Development*, 7(4), 245-258.