



Looking to the Future:
 Preparing for the Next Generation
 in Health Careers

**Forum Implementation Team
 Summary of Results
 April 2009**

UNM Health Sciences Center Office of Diversity and UNM Hospitals convened its statewide health careers pipeline forum in May 2008. The event, *Looking to the Future: Preparing for the Next Generation in Health Careers*, brought together stakeholders from middle and high schools; colleges, universities, and professional schools; healthcare employers, providers, and professionals; and citizens from rural and tribal communities from all regions of New Mexico. Over 100 people took part in the event.

After the forum, an implementation team was established to advance the participants' recommendations. The team meet regularly from October 2008 through April 2009. The team reviewed the recommendations and chose to focus on two projects which would advance ideas in six of the recommendations. The results of these projects are highlighted below. *(The full report, containing all 19 final forum recommendations, is available at www.nmfirst.org).* The implementation team is chaired by Valerie Romero-Leggott, M.D. and Arthur Kaufman, M.D. from Albuquerque.

Priority	Objectives	Key Results
<p>Web-based Career Information</p> <p><i>(Advancing forum rec. 2, 8, 13, 16, 18)</i></p>	<p>Create a web portal for Health Careers in NM loosely based on the look/feel of the social networking system Facebook to be made available to all stakeholder groups (e.g., schools, colleges, recruiters, students, health clubs, etc.) and for all disciplines.</p> <ul style="list-style-type: none"> ▪ All stakeholders can create a group and provide content. ▪ The site can provide links to local, state, and national information. ▪ The site should be easy to navigate and use of the site can be tracked. 	<p>The subcommittee created a prototype web portal for Health Careers in NM and invited feedback from others in the health careers community. Based on feedback, the committee improved the appearance of the site and removed ads. The site was piloted on a limited basis to learn more about how community members use the site.</p> <p>At this stage, other organizations have been invited to provide content and links (e.g., Las Vegas Public Schools, various colleges at NMSU and ENMU, NM Math, Engineering & Science, ENLACE, NM College Access Network, etc.) and the site usage is growing.</p> <p>The UNM Health Sciences Center Office of Diversity has agreed to continue to promote the site and to assume the site management responsibilities.</p>

Priority	Objectives	Key Results
<p>Nursing Clinical Education</p> <p><i>(Advancing forum rec. 7)</i></p>	<p>Increase availability and access to nursing and allied health clinical education opportunities and sites, both rural and urban, in New Mexico.</p> <ul style="list-style-type: none"> ▪ Explore web-based system for coordinating and scheduling clinical multi-disciplinary rotations ▪ Increase clinical educational opportunities to meet learning objectives ▪ Increase utilization of simulations ▪ Create a professional development path for clinicians ▪ Insert Evidence-based Nursing Practices (EBNP) into clinical education 	<p>This subcommittee sent a survey to nursing schools and employers through the NM Hospital Association, the NM Health Care Association (long term care), the NM Association for Home and Hospice Care, and the NM Department of Health. The main needs identified include:</p> <ul style="list-style-type: none"> • More clinical sites, particularly specialties • Additional clinical faculty and preceptors • Coordinated scheduling among sites <p>An open forum was held to discuss the results of the survey and determine next steps. Recommendations include:</p> <ol style="list-style-type: none"> 1. Standard affiliation agreement 2. Three month contract with uniform language 3. Statewide clinical agreements 4. Clinical education council 5. Legislative policy for clinical education 6. Clinical experiences listed with the curriculum 7. Preceptors should get vouchers to attend school; teaching should be used for credits <p>Next steps include:</p> <ol style="list-style-type: none"> 1. Recommendations will be considered by the Education Committee of the Nursing Council of New Mexico to be addressed at the state level 2. Recommendations will be provided to the Community Action Teams of the Nursing Council of New Mexico to be addressed at the local level.