

# Carilion Health System Employment

- Registered Nurses = 1948
- Nurse Anesthetists & Nurse Practitioners = 55
- Imaging Technologists = 242
- Respiratory Therapists = 118
- Medical Technologists = 116
- Speech, Occ., & Physical Therapists = 118
- Dieticians = 26
- Pharmacists = 65

# Carilion Health System Recruitment

- Carilion 140 new nurse graduates in FY 2004 from:
  - Jefferson College of Health Sciences
  - Wytheville Community College
  - Virginia Western Community College
  - Radford University
  - Patrick Henry Community College
  - Lynchburg College
  - Dabney Lancaster Community College
  - Liberty University
  - University of Virginia
  - Virginia Highlands Community College
  - Northern Virginia Community College
  - Bon Secours Nursing College

# Carilion's Recruitment Methods

- Website
- Employee referrals
- Professional journal advertising
- Campus-based recruitment
- Recruitment fairs
- Student internships
- Scholarships

# Extraordinary Measures . . .

- College loan assistance
- Tuition Waiver Program
- Temporary housing programs
- Adopt-a-Student-Nurse program
- Onsite child care and child care subsidies
- “Caring Careers” program
- Bridge programs
- NCLEX assistance

# Challenges

- Attracting high school graduates to the healthcare professions
- Adequately preparing students for healthcare professions
- Teaching state-of-the-art technology and methodology to healthcare students
- Knowing our available resources
- Developing faculty at the master's and doctoral levels