|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Community programs that drive entry into health careers and nursing practice. | **Y** | **N** |  |
|  | Employee workforce mentoring, development and support programs. | **Y** | **N** |  |
|  | Health career mentoring projects such as job shadowing. | **Y** | **N** |  |
|  | In-service education and tuition reimbursement programs for current employees. | **Y** | **N** |  |
|  | Job creation and training programs. | **Y** | **N** |  |
|  | Participation in community workforce boards, workforce partnerships, and welfare-to-work initiatives. | **Y** | **N** |  |
|  | Partnerships with community colleges and universities to address the health care work force shortage. | **Y** | **N** |  |
|  | Programs primarily designed to address workforce issues of the health care organization. | **Y** | **N** |  |
|  | Recruitment of physicians and other health professionals for areas identified by the governments as medically underserved (MUAs) or other community needs assessment.  | **Y** | **N** |  |
|  | Recruitment of underrepresented minorities. | **Y** | **N** |  |
|  | Routine staff requirement and retention initiatives. | **Y** | **N** |  |
|  | Scholarships for nurses and other health professionals. | **Y** | **N** |  |
|  | School-based programs on health care careers. | **Y** | **N** |  |
|  | Workforce development programs that benefit the community, such as English as a Second Language (ESL) training.  | **Y** | **N** |  |