

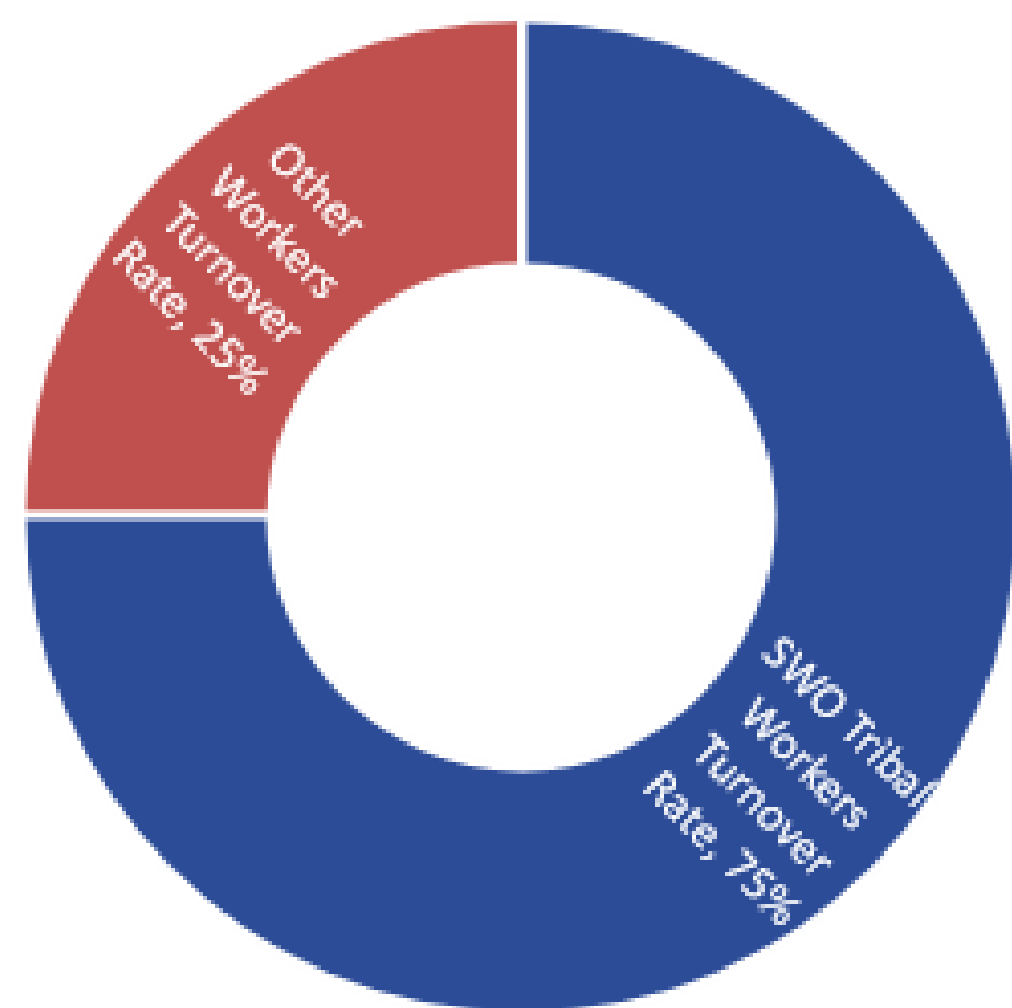


Working with Tribal Partners to Improve Recruitment and Retention

Project Goals

1. For the year of 2018 have a turnover rate below 45% For the year or 2019 have a turnover rate below 40%.
2. Set up introductory dinner, informational training meeting and policy review with SWO and BVHC Leadership staff.
3. Establish a relationship between workforce coaches and staff.
4. Begin workforce coach sessions and continue educational training.

Composition of 2016 Turnover Rate (51%)



Project Description

Browns Valley Health Center (BVHC) will be collaborating with Sisseton Wahpeton Oyate Tribe of the Lake Traverse Reservation (SWO) to form a partnership to better influence the workforce of Native American and other races at BVHC.

This partnership will provide an intercultural workforce coach to help retain our current employees and recruit those who are interested in the healthcare field.

We are able to recruit new hires from the SWO reservation, but are often unable to keep them as a regular scheduled employee for over a year.

Progress Report

From July through November, 2017, we completed the following work:

- Identified Workforce Coaches to help educate our leadership staff and to provide monthly support meetings.
- Developed and scheduled in-services on intercultural communication and sensitivity.

Next Steps

- BVHC will implement workforce coach sessions that will take place twice a month for up to 2 hours each time. This will be available during the day and evening hours to accommodate all staff during work times.
- Review employee related policies and edit if needed.
- Complete Leadership Team training using six meetings to improve understanding of Native American culture.

Project Team Members

Autumn Roark, Administrator

