

Baptist Memorial Hospital Union City, TN

West Tennessee Rural Public Health Workforce
Training Network Program



Get Better.

Daily Hospital Services

- 137-bed facility
- Emergency
- Surgical
- Pediatric
- Maternity and Childbirth
- Newborn Nursery
- Intensive Care Unit
- Medical & Surgical Care

Preceding Events

- Respiratory Therapist were the critical frontliners helping manage the overwhelming number of patients needing respiratory support
- Paramedics were essential during the pandemic in transporting our most critical patients from our rural facility to a higher level of care



Preceding Events

- Shortage post Covid-19 pandemic
- Delay in patient transfers due to inadequately staffed ambulance service
- Vacant positions remaining open for months with no applicants for full time Respiratory Therapist positions
- Workload increased for our current respiratory therapy staff which means late medications etc.

Rural Public Health Workforce Training Program

- Goal: Reduce the shortage of healthcare workers from the Coronavirus pandemic in the targeted area in the Northwest region of Tennessee: Obion, Weakley, Henry, Dyer, Lake, Carroll, Benton, Gibson, and Crockett.
- Improve the public health capacity by educating about these two professions and training respiratory therapist and emergency medicine personnel and employing these individuals in our rural targeted area

Grant Objectives

- Relieve the financial burden of attending school
- Help with job placement
- Provide internship opportunities
- Educated and reduce the barrier of knowledge regarding these two professions

Grant Program Partners

- Partnered with two local community colleges
- Genesis Marketing
- Two hospitals: Baptist Memorial Hospital-Union City and Baptist Memorial Hospital-Carroll County
- Baptist Priority Ambulance
- Northwest Tennessee Workforce Board

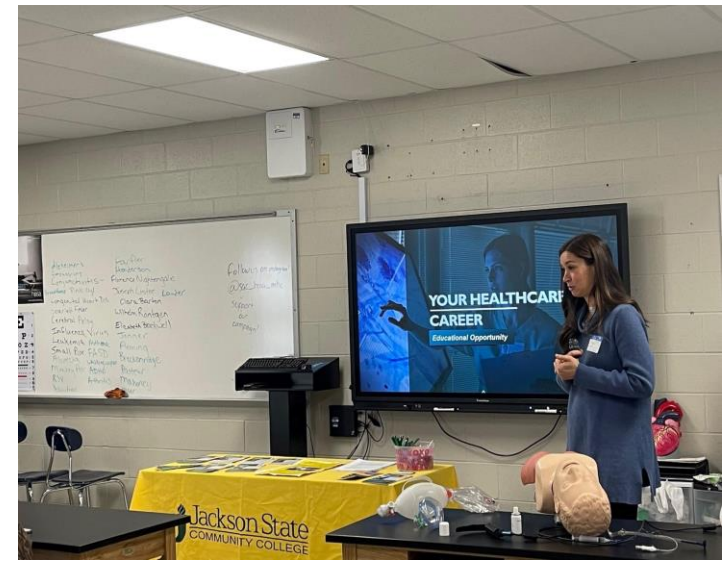
Workforce Board Partnership

- The Northwest Tennessee Workforce Board establish relationship
- Reached out to the contact person specifically for our area
 - Find online by looking for your local workforce board
- Online form request on their website for “Partner Referral & Service Request”
- Proposed partnership, discussed how they can serve best in our network, and created a letter of support

Workforce Board Role

- Assist the network in educating high school kids in our nine rural areas
- Workforce sets up a date and time for the network to visit the HOSA classroom
- Workforce Board members provide a brief presentation on these two professions as well as schooling requirements, salaries, etc.

Grant School Visits



 **BAPTIST**[®]

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Make a Difference in Your Community With a Career in Emergency Medical Services!

The Dyersburg State Community College Emergency Medical Services Program is an accredited program that offers EMT Basic, AEMT, and Paramedic tracks.

Benefits of the program include:

Full Tuition Scholarship Opportunities

Selected grant recipients will have all expenses paid for the duration of the program, including tuition, fees, uniforms, and books, PLUS a \$1,000 yearly stipend.

Paid Internships Available

Students who are selected as paid interns will have exposure to Priority Ambulance and the 9-1-1 sector, providing experience, knowledge, and pay as they work towards obtaining their certification.



Jump Start Your Future With a Career in Respiratory Therapy!

The 21 month Respiratory Care Program can help you begin a successful career in Respiratory Care!

Benefits of the program include:

Full Tuition Scholarship Opportunities

Selected grant recipients will have expenses paid for the duration of the program including: tuition, fees, uniforms, and books. A \$1000 yearly stipend will be awarded as milestone goals are met.

Paid Internship Opportunities

Respiratory Interns enjoy a flexible work schedule and have the opportunity to earn an income while gaining additional hands on experience in Respiratory Care.

Job Placement Assistance

Students receive career counseling support, and area healthcare employers are provided with student contact information as they approach completion of the program.



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Workforce Board Financial Role

- Help students with costs associated with school for in demand professions
 - Refer them to the form for their specific area, fill the form out as a job seeker, and a career counselor contacts them to review edibility requirements
 - Can call the American Job Center in their county and ask for the WIOA Career Advisor as well to set up an appointment
 - All locations are found for Northwest TN on the website www.NWTNjobs.org.

Workforce Board Sustainability

- Continue educating high schools about these two professions
- Focus on developing a talent pipeline
- Identify students in financial need and refer to the workforce board for assistance

Impactful Activities

- Respiratory therapy internship started in both hospitals
- Helped over 45 EMS students complete the program
- 6 RT students graduating May 2025 and 6 in May of 2026
- Fully staffed with Respiratory therapist
- Local ambulance service only has one full time job open with the goal of 2 paramedics per ambulance

Our WHY?

“Y’all don’t know how thankful I am of all the help y’all have given me!!! I’m so very grateful!!! I would not have been able to go back to school and accomplish this without y’all’s help. Thank y’all so much!”

