

NRC *insights*

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Educating the public and caregivers about a variety of issues related to aging.



Northfield
Retirement Community
Innovation. Choice. Tradition.

CREATING SOLUTIONS THROUGH EDUCATION

As Baby Boomers age and the demand for senior care and housing increases, the nation is facing a senior health care worker shortage.

According to the Bureau of Labor Statistics, employment of nursing assistants and resident aides is projected to grow 17 percent from 2014 to 2024 in Minnesota. Similar projections are also predicted for registered nursing positions, with an anticipated growth rate of 16 percent. Nationally, demand for nursing assistants and resident aides to provide support to residents will continue to increase.

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Committed to our mission of supporting independence, dignity and quality of life for the aging, Northfield Retirement Community is combating the reality of the health care worker shortage by developing unique employment programs and providing professional development opportunities.



Preparing Our Workforce

REACHING LOCAL YOUTH

Through an educational partnership with Northfield Public Schools, NRC engages local youth in early workforce exploration in health care fields with an aging population. During their junior and senior

years, Northfield High School students have the opportunity to take a nursing assistant training course held at NRC, where they receive training to become a Certified Nursing Assistant at no cost. This unique educational experience, made possible by funding from a LeadingAge Minnesota grant, includes benefits like hands-on instruction and regular meetings with mentors. Upon course completion and passing the required test at the end of training, students receive certification and are able to pursue employment as a CNA at NRC. Youth are introduced to the field early and have the ability to develop their skills in a supportive work environment that encourages individualized learning.

TRAINING AND EDUCATIONAL OPPORTUNITIES

NRC makes training easily accessible to those who wish to start working at NRC as well as current employees. From a first-year mentoring program to free certification trainings and tuition reimbursement for employees for approved courses, NRC supports professional development by offering opportunities that enhance the skills needed for launching and continuing meaningful careers.

NRC President and CEO Kyle Nordine says, "We are dedicated to shaping the future of our industry and developing a workforce that is equipped to provide the best possible care."

LEARN MORE OR WORK AT NRC:

Visit northfieldretirement.org/join.

NRC STAFF FACTS

*in the last 24 months



235
total NRC staff



EIGHT*
have received tuition reimbursement in some form



40*
have received free training

Learn, Excel, Grow at NRC

Since Shawna was young, she knew she wanted to be a nurse. "I want to make sure that people get the very best care possible," says Shawna.

Shawna was introduced to senior health care and began her journey into the field through the educational partnership between NRC and Northfield Public Schools. Shawna was just a junior in high school when she enrolled in Certified Nursing Assistant (CNA) training at NRC. During this training, Shawna formed relationships with mentors and residents. One special person – Bobbi – just happens to be both.

Bobbi is a resident of ParkView East, one of NRC's assisted living housing options, and a former nurse. A continuous mentor, Bobbi has supported Shawna from the beginning.

"I knew that since Shawna trained at NRC she would be ready to work hard and prepared to pass all of the tests," says Bobbi.

After Shawna completed CNA certification at NRC, she continued her nursing journey at Riverland Community and Technical College. "Training at NRC exposed me to in-depth personal care services, which made concepts in nursing school more familiar to me. My professor asked me to explain a concept to the class that I already knew about from my training at NRC," she continues.

Shawna passed her Board of Nursing examination and started working full time at NRC as a Licensed Practical Nurse (LPN). "NRC is a great facility that offers so many opportunities. If you want to be in the health care field, this is the place to be," Shawna says. "I received the support that I needed through tuition reimbursement and free hands-on training."

READ THE FULL STORY: northfieldretirement.org



“

Whether you're a resident or a staff member, Northfield Retirement Community is a place where you're treated well."

– Bobbi, ParkView East resident

Foundation Focus

INSIGHTS FOR OUR FRIENDS IN GIVING

A Warm NRC “Welcome Home”

Twenty-three years ago, Charles Anderson carried his wife Shirley over the threshold of their newly purchased home in Red Wing. Last month, he did the same thing – this time over the threshold of their new ParkView West apartment at Northfield Retirement Community. With moving assistance from four generations (including their great, great grandkids!) Charles and Shirley were able to make a smooth transition to NRC.

“NRC is a new start for us,” says Charles. “We were on the waiting list for over a year, and we are very pleased to be here now.”

Charles and Shirley are globe trekkers, having traveled extensively in 80 countries on all seven continents. However, their journey to Northfield – all 38 miles of it – is just as special. Strong ties bring Charles and Shirley to Northfield. The move returns the couple back to Shirley’s hometown as well as the church where she was confirmed and the couple was married over 60 years ago. Additionally, Charles and Shirley both studied at St. Olaf College, where they met on a blind date. Charles is a retired pastor, having served for 45 years in five congregations and four synod offices in three different Lutheran synods. Shirley is a retired nurse.

Although the two graduated from St. Olaf in 1956, their involvement with the college didn’t stop then. Charles and Shirley received St. Olaf College’s Distinguished Service Award in 2010, recognizing the Andersons for their Grandparent Ministry, where the couple has served as adoptive grandparents to hundreds of Oles since the 80s. In this new phase of life, the couple plans to continue their involvement with St. Olaf. “We were ready to downsize and live simply,” Charles says. “NRC is the perfect place for this chapter of our lives.”



“We were ready to downsize and live simply. NRC is the perfect place for this chapter of our lives.”

– Charles Anderson, ParkView West resident

Donors like you ensure NRC is a wonderful place to call “home.” Thank you for your support!

Gifts to the NRC Foundation are tax deductible and help fund the growth of Pathways of Faith Park, our spiritual chaplaincy work and the NRC Family Fund.

Scholarship Fund Fosters Employee Growth

Earlier this year, NRC was awarded funding from the Minnesota Department of Health through the Home and Community-Based Services (HCBS) Employee Scholarship Grant Program. The two-year grant, in excess of \$49,000, provides employees scholarship opportunities to become licensed nurses, either as Registered Nurses (RNs) or Licensed Practical Nurses (LPNs), as well as Registered Nursing Assistants. The grant dollars support a nursing assistant training instructor and cover 24 current employees to take and complete the required Registered Nursing

Assistant course at no cost. An additional four employees will have the cost of their tuition, books and test fees reimbursed as they work to become RNs or LPNs. These funds allow employees to advance their careers and enable NRC to hire individuals interested in health care careers while providing the education necessary for building a path for the future.

NRC President and CEO Kyle Nordine says, "We look forward to helping individuals expand their career opportunities through



excellent and thorough training. This grant gives us an accessible way to provide support to those wishing to enhance their skills in an innovative and caring environment."



Visit Pathways of Faith Park

NRC's Pathways of Faith Park is located on the west side of our 30-acre campus. Generous donors have helped to create a dedicated place in our Northfield community for all to gather and visit with one another. Walking paths, benches commemorating loved ones and a water source encourage visitors to admire the gardens and relax, restore and renew. Contact DawnMarie at 507-664-3471 for more information on how you can help us to grow Pathways of Faith Park with a gift of your time or resources.

New Technology to Cope With Memory Loss

NRC recently purchased the It's Never 2 Late (iN2L[®]) system, an adaptive technology program that improves the lives of aging adults suffering from memory loss, using proceeds raised at NRC's 2016 and 2017 Golf Classic events to fund the purchase. iN2L enables users to stay connected with their friends and family and provides meaningful activities designed to enhance cognitive function, socialization and quality of life. Your support empowers NRC to offer residents an expanded person-centered programming experience.

It's Never 2 Late 
dignity through technology



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For nearly 50 years, NRC has provided high-quality housing and services specifically designed to meet the physical, social, emotional and spiritual needs of older adults.

 **Independent Living**

 **Care Center**

 **Assisted Living**

 **Short-term Care**

 **Memory Care**

Northfield Retirement Community is an Equal Opportunity Provider. 

NRC BLOG EDUCATES ON AGING

NRC's *Education in Aging* blog serves to keep readers current on the ideas, stories and perspectives that matter most as we age. New content is released regularly and serves residents, staff and the community as a whole.

With a wealth of content, the blog covers topics like:

- Health-related stories and wellness tips
- Retirement goals
- Lifestyle advice
- Aging trends

WANT TO LEARN MORE? CATCH UP ONLINE:

northfieldretirement.org/blog

