



Meet Cheryl Gustason

**Administrator, Field Crest Care Center & Assisted Living
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SE MN Workforce Development Board Member since 2016



Why did you decide on a career in healthcare and who or what influenced you to decide on that career choice? My great grandma had 20 kids. I spent a lot of time around the elderly when I was growing up and felt very comfortable interacting with them.

What are some of the healthcare careers available at Fieldcrest Care Center? We have many different jobs at Field Crest Care Center. Our largest department is Nursing and includes Director of Nursing (DON), Registered Nurse (RN), Licensed Practical Nurse (LPN), Trained Medication Aide (TMA) and Certified Nursing Assistant (CNA). Other departments are Dietary, Activities, Environmental Services, Maintenance, Social Services, and Finance. Each Department is administered by a Director who oversees the various employees in their department. We also have a RN Director of Health Services and Resident Assistants in our Assisted Living.

When recruiting for a CNA position within your organization, what qualities make a job candidate appealing to a hiring manager? They need to be certified, compassionate, caring, honest, respectful, and reliable. We conduct a background check, which now uses a finger print.

What is the average wage for CNA careers at Fieldcrest? We can hire a Personal Care Assistant (PCA) at \$14.46 and pay for their CNA training. The starting wage for a CNA is \$14.63 for 1st shift, \$15.63 for 2nd shift, and \$17.63 for 3rd shift. We offer scholarships to employees to further their education leading to advancement in the field of Long Term Care or within the facility. We also offer medical insurance.

Job outlook/employment trends: What do you predict the future demand will be for healthcare careers? We know that our current population has a high number of older workers and this will only keep increasing. There are 60,000 people in MN turning 65 every year for the next 15 years, so the demand is and will be high for careers in the health care field.

What advice do you have for someone who's thinking about pursuing a career in the healthcare field? Follow your heart. People that work in the healthcare field, especially with the elderly, are very passionate about their careers. Caregiving is in their DNA and they love what they do.