



Meet Jim Root

Vice President, Human Resources
Saint Elizabeth's Medical Center

Wabasha, Minnesota

SE MN Workforce Development Board (WDB) Member since 2007



- **Why did you decide on a career at a healthcare facility and who/what influenced you to decide on this career choice?** My father was the most influential person in directing me towards a Business Degree. I applied for an opening at St. Elizabeth's Medical Center in Material Management. I quickly learned that serving others was my calling. Working in healthcare, even in a non-clinical role, is extremely rewarding. I have the great fortune of caring for the people who care for our patients.
- **What are the top three healthcare careers available at Saint Elizabeth's Medical Center?** Certified Nursing Assistants, Nutritional Services, and Registered Nurse
- **What education, experience, and/or key job competencies are needed for those positions?** The Certified Nursing Assistant position requires an individual to successfully complete a 75-hour course and pass an exam. In Nutritional Services, we can train the individuals on the job. The Registered Nurse position requires a 2- or 4-year Nursing Degree. Working in health, for all positions, requires compassion and placing others ahead of yourself.
- **What are common/average wages for new hires entering those three positions in the area?** \$14.50/hr for a Certified Nursing Assistant, \$11.00/hr for Nutritional Services, and \$31.00/hr for an RN.
- **When recruiting for a position within your organization, what qualities make a job candidate appealing to a hiring manager?** The ability to get along with others, demonstrating an ability to care for others, and having good people skills.
- **What benefit(s) can a smaller healthcare facility offer employees that a larger healthcare facility cannot?** In a smaller facility, we provide the opportunity for individuals to have a variety of responsibilities, allowing staff to get involved in activities outside their home department. I have learned over the years that our small facilities allow us to form strong relationships with the people we work with as well as the people we care for. I believe our

staff feel that we care about them as a person. Small facilities have a strong connection back to the communities it serves.

- **How has technology evolved in the past five years in regards to long-term healthcare and what have been the benefits or drawbacks?**

We utilize technology to provide web based training to obtain certain certifications to begin their career at our organization, and then to use online learning to grow their career while working for our facility. We provide an onsite learning lab along with financial assistance for tuition or other life bills to remove some of the barriers that face the adult learner in juggling home and school responsibilities.

- **Job outlook/Employment trends: Are healthcare occupations currently in high demand? What do you predict the demand for healthcare occupations, specifically in smaller facility settings, will be in the future?** With the aging of our population, healthcare careers will continue to be in high demand. Our small facilities will need to continue to partner with high schools, technical schools, universities, and civic groups to help meet the future demands.

- **What advice do you have for someone who's thinking about pursuing a healthcare career, particularly in a smaller facility setting?** Follow your passion and consider a small facility to feel a sense of connectiveness to the facility and to the community.