



Georgia Department of Public Health

DPH WIC Dietetic Internship Update

June 15, 2016



We Protect Lives.

DPH Vision

A Healthy and Safe Georgia

DPH Mission

To prevent disease, injury, and disability; promote health and well being; and prepare for and respond to disasters.

Georgia WIC Program

Vision Statement

A leader in promoting health behaviors that improve lives.

Mission Statement

The mission of the Georgia Special Supplemental Nutrition Program for Women, Infants and Children (WIC) Program is to improve health outcomes and quality of life for eligible women, infants, and children by providing nutritious food, nutrition education including breastfeeding education and support and referrals to health and other services.

Objectives

- Upon completion of this session, the following information will be addressed:
 - NSD Dietetic Internship model survey data
 - Review internship eligible survey data
 - Discussion of data collected
 - Decision making/planning

Pass Rate Data

List years sequentially from least recent to most recent (e.g., 2006, 2007...2010)	(A) # of Students Taking the Exam for the First Time	Students Passing the CDR Exam		Pass Rate Percentages	
		(B) # of Students Passing on Their First Try	(C) # of Students Passing within One Year of Their First Try YTD (if available)	(B/A) First-Time Pass Rate	(C/A) One-Year Pass Rate (if available)
2011	16	10	11	63%	69%
2012	2	0	0	0%	0%
2013	9	3	3	33%	33%
2014	10	9	9	90%	90%
2015	12	8	10	67%	83%
Current Five Years 2011-2015	49	30	33	61%	67%

2016-17 Class

- Districts participating
 - Rome, Gwinnett, Dekalb, Coastal, Albany, Valdosta, LaGrange, Clayton, Augusta
- Applications
 - First round
 - 10 applications, 9 interviewed, 6 accepted
 - Second round
 - 3 applications (Interviews scheduled for June 13)

Georgia Licensure Law

§ 43-11A-18. Exceptions

Nothing in this chapter shall be construed to affect or prevent:

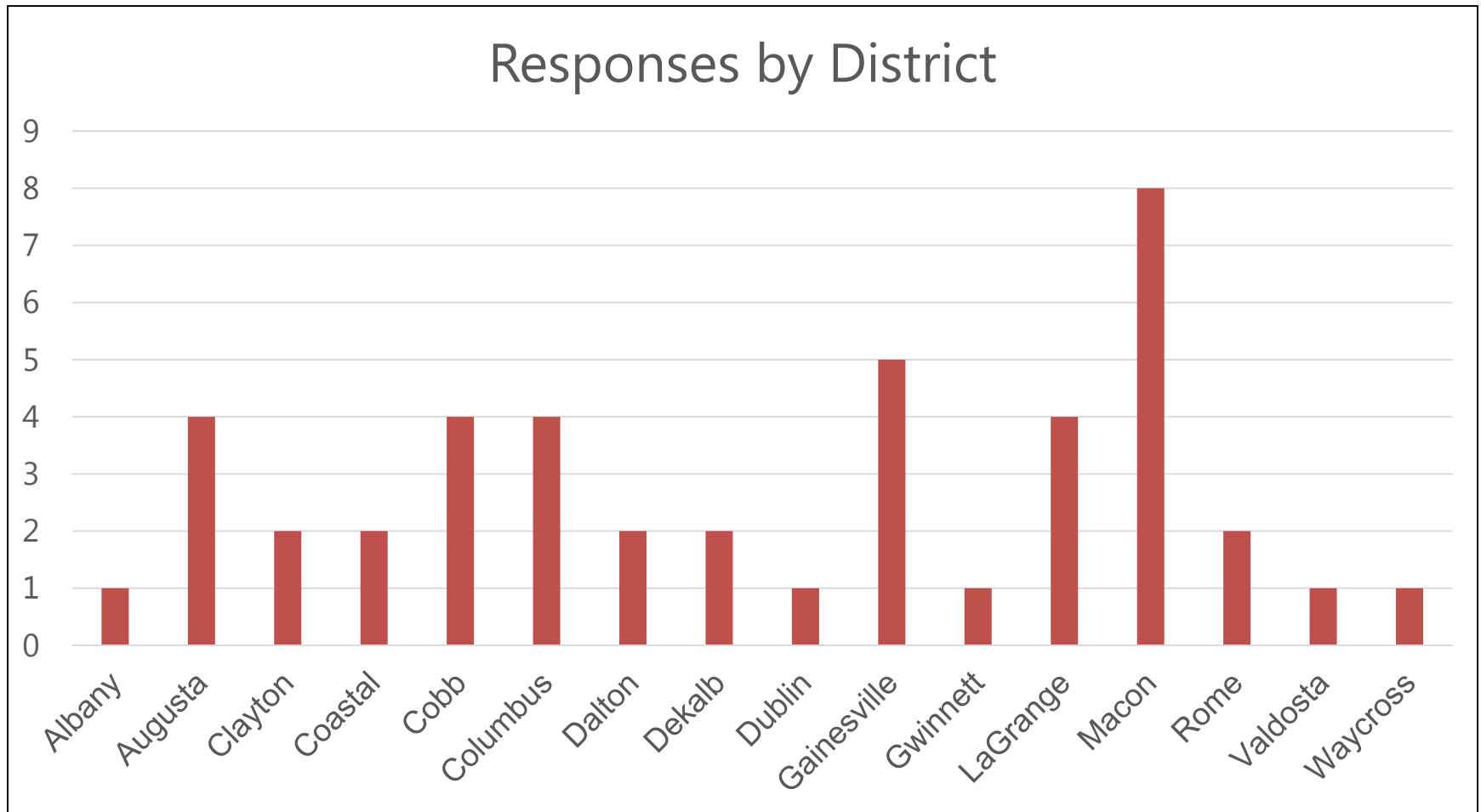
(5) Employees of a department, agency, or division of state, county, or local government from engaging in the practice of dietetics within the discharge of official duties when such practice is directed by or in consultation with a dietitian licensed under this chapter;

WIC Dietetic Internship Eligible Survey Results

The purpose of the survey was to inquire about interest and barriers to accessing the Dietetic Internship offered by Georgia WIC.

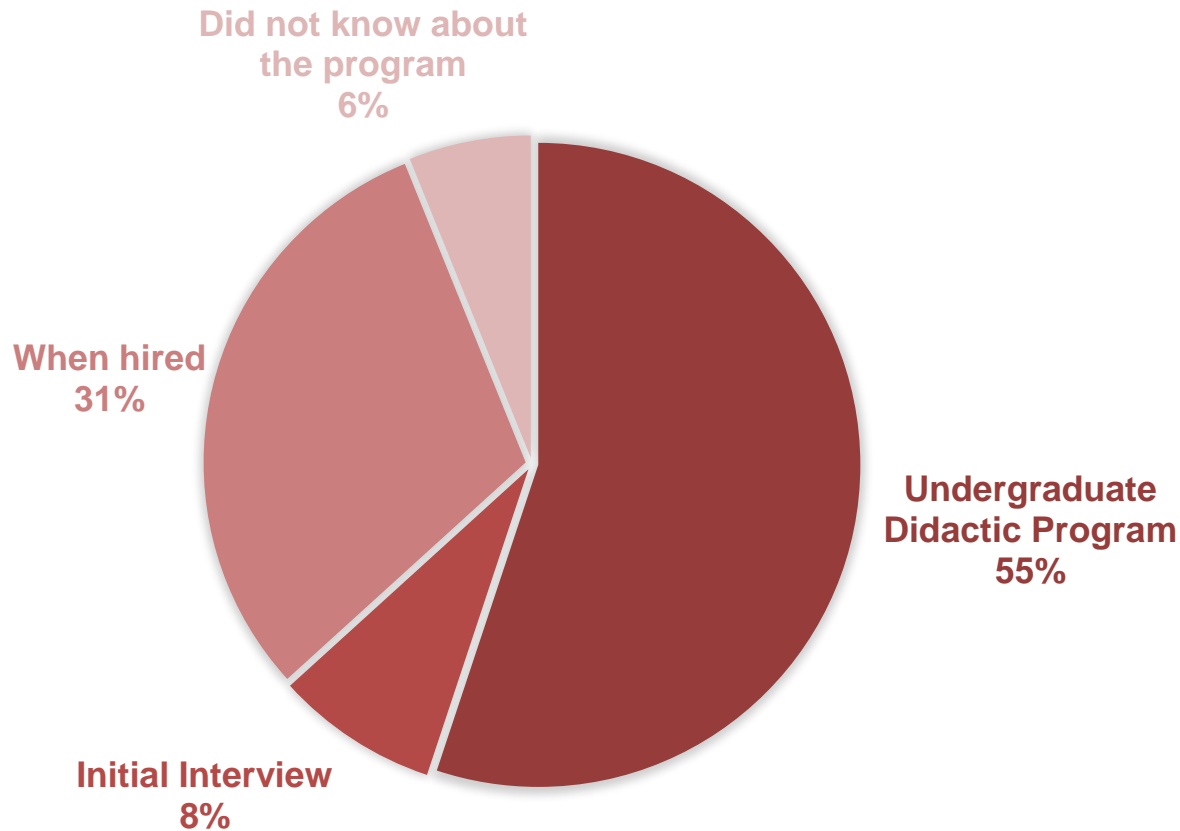
- 80 surveys sent to nutritionists with a verification statement on file at the state WIC office
- 44 responses received

Districts Represented in Survey



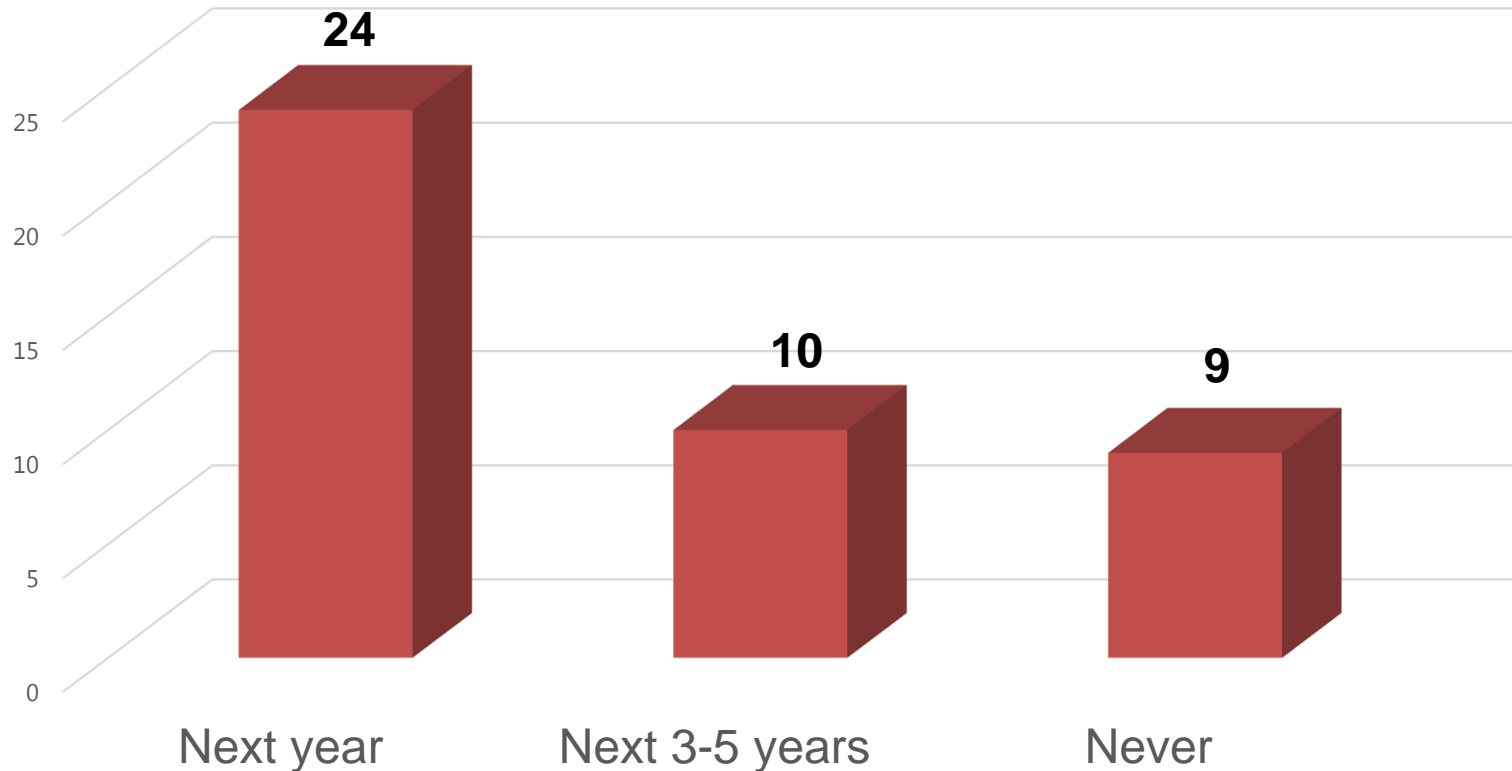
Georgia WIC Dietetic Internship

HOW DID YOU HEAR ABOUT THE GEORGIA WIC DIETETIC INTERNSHIP PROGRAM?



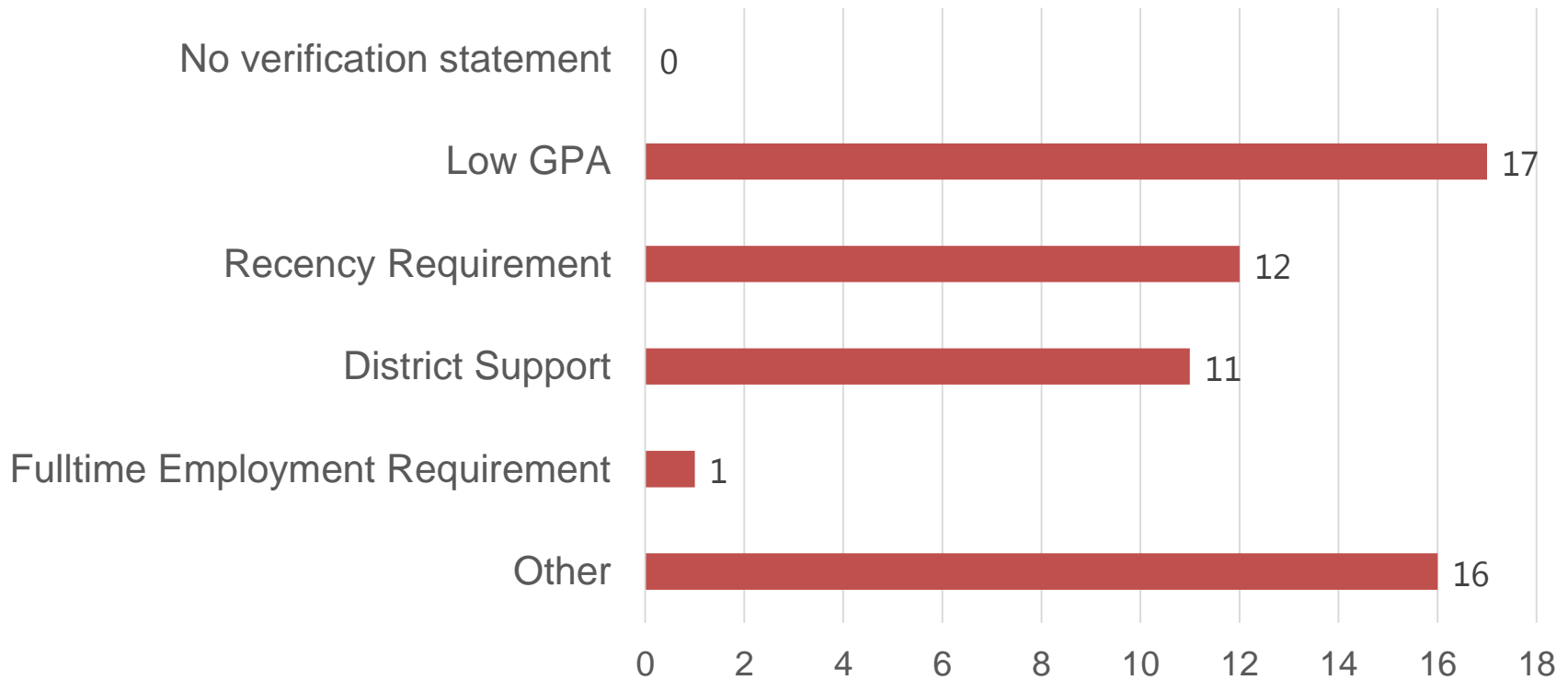
Application Interest

When do you plan to apply for the Georgia WIC Dietetic Internship Program?



Application Barriers

Please check any barriers that may exist that prevent you from applying to the program.



Other Barriers

“I am not currently a full time employee.”

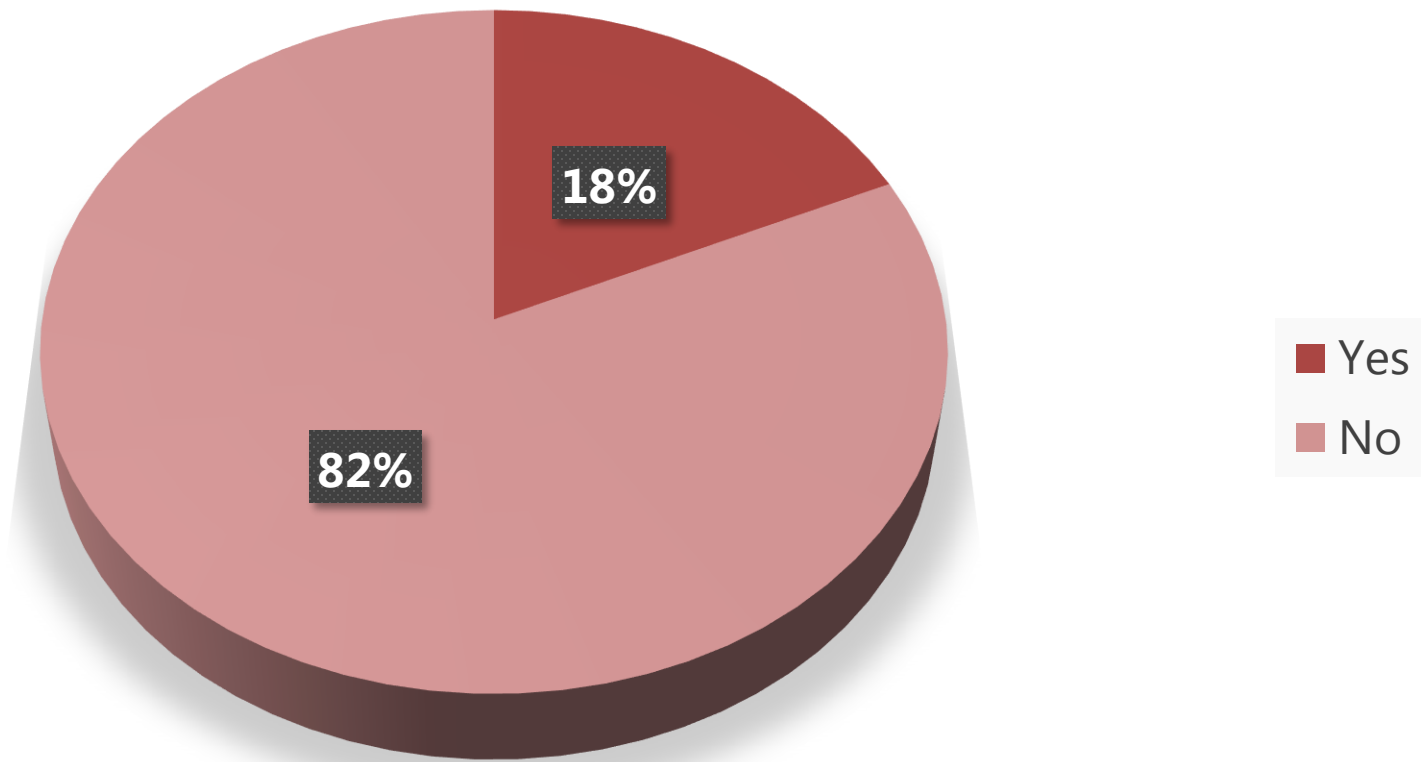
“Don't want to be in current position as an RD for 2 years following the internship”

“I have not been employed for a year yet.”

“I was unaware the district was supporting the dietetic internship this year. I did not know that we were able to apply. In recent years we were told there was not adequate staffing at the district (mentor) to support anyone to go through the internship.”

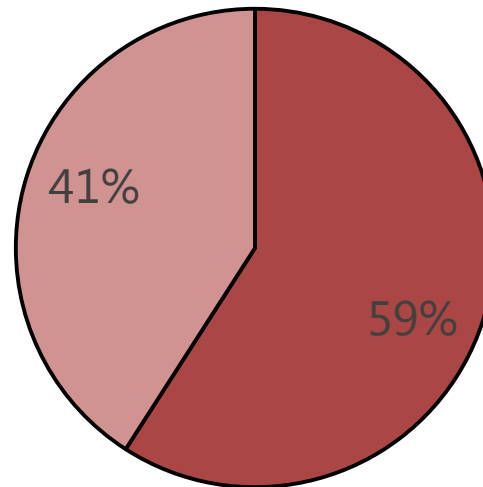
Master's Degree

Do you have a completed master's degree?



Master's Degree Continued

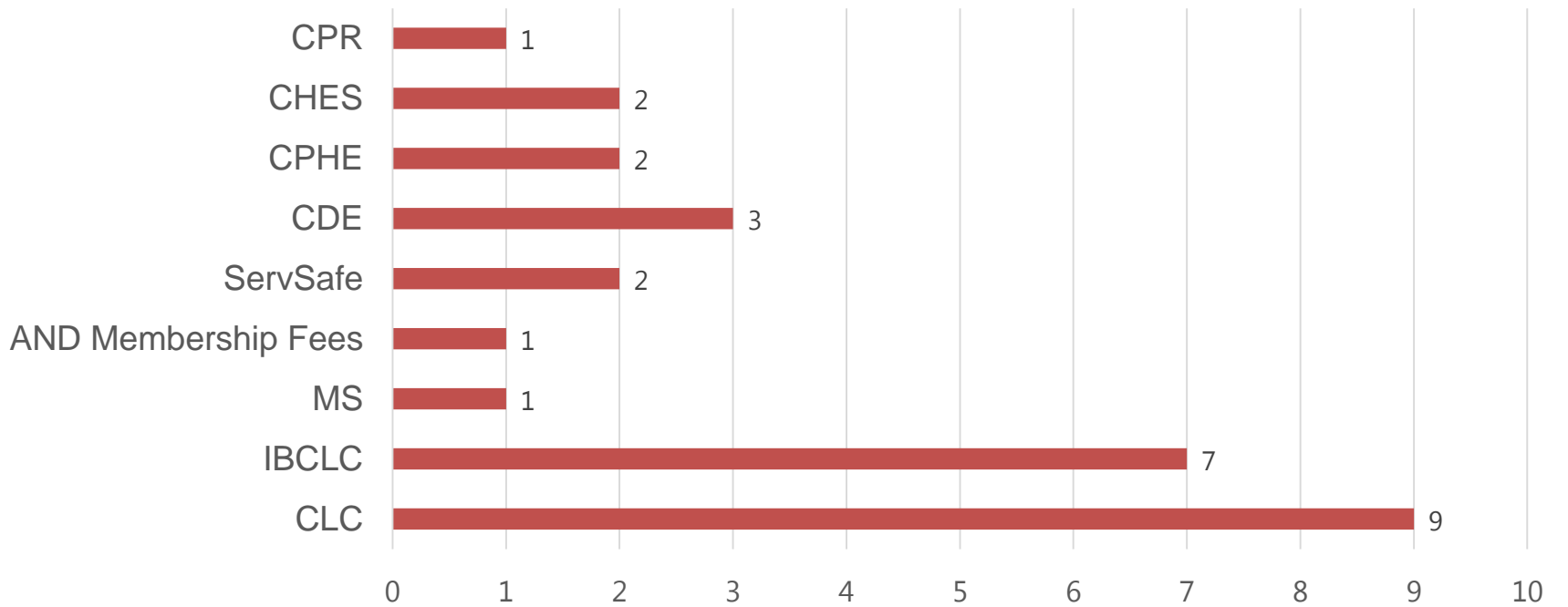
Are you aware that as of January 2024 a completed master's degree in addition to an internship will be required before you can sit for the RD exam?



■ Yes ■ No

Other Certifications

What other professional certifications/registrations would you like an opportunity to receive as a WIC employee?



DI Eligible Survey Summary

- Majority learned about the program from their undergraduate DPD program
- 24 employees interested in applying next year
- Major barriers for applying included low GPA, district support, recency requirement
- Majority of employees do not have a master's but are aware of the 2024 master's requirement
- Interest varies in NDTR credential
- High interest in CLC/IBCLC credential

Benefits of Supporting Interns

- **Interns:**
 - gain experience and confidence
 - develop skills
 - make connections
 - learn more about the field of nutrition
 - assess their interest and abilities

Benefits of Supporting Interns

- **Districts:**
 - Recruitment/Retention
 - Need for quality RDs in WIC/PH
 - Staff with advanced skills
 - Improved Collaboration/Relationships
 - Interns network with community organizations, schools, hospitals, other PH programs

Benefits of Supporting Interns

- **Preceptors:**

- Interns can assist preceptors get projects completed
- Helps develop “best practices”
- Improved employee morale and performance
 - Employees who are given a role in teaching interns often feel a greater sense of importance and contribution to the team
- Role model/mentor/ sharing experiences

Benefits of Supporting Interns

- **Preceptors:**

- Improves knowledge
 - Keep up to date on current practices/research
- Challenged professionally
- Professional development opportunities
- Network with other districts and community organizations
- Participate in events/projects
- Giving back to profession

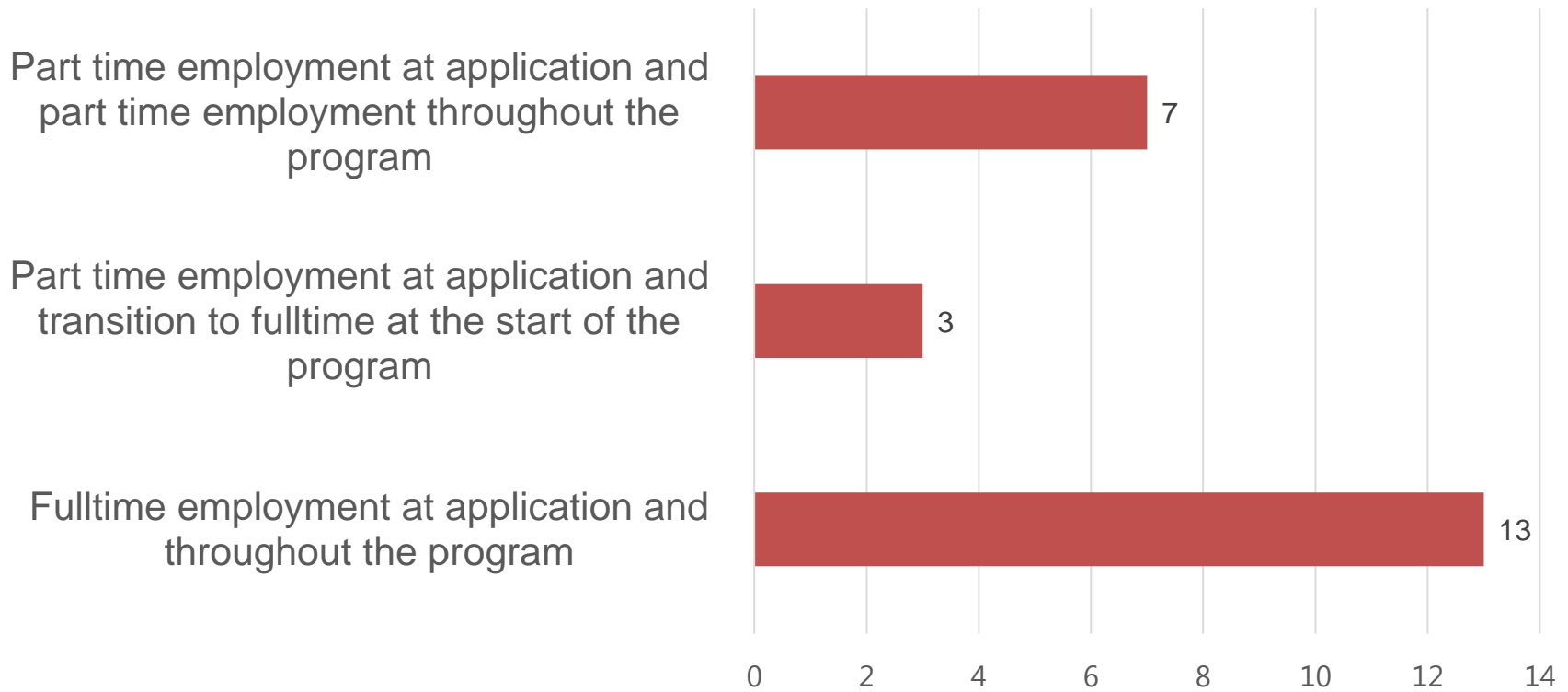
WIC Dietetic Internship Model Survey to NSD's

The purpose of the survey was to inquire about interest in and support for a part-time employee option for the DPH WIC Dietetic Internship.

- 19 surveys sent
- 16 responses received

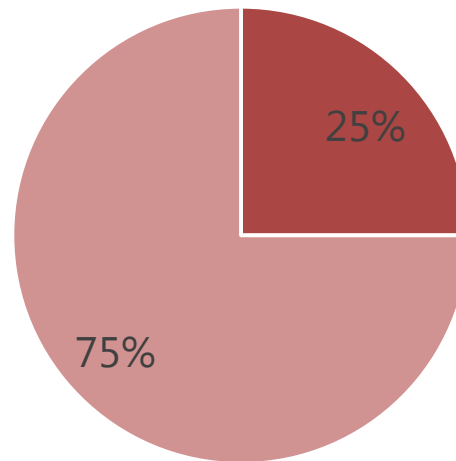
Work Status Options

What work status options would your district administration support?



Work Experience Requirement

Would you recommend changing the work experience requirement to 1 year total work experience at time of internship program start in August, rather than requiring 1 full time equivalent?



■ Yes ■ No

Application Deadline

Would changing the application deadline date help you in recruiting a replacement for your intern?

- Responses split 50/50, yes and no

Part-time Work Status Options

Answer Choices	Responses
The intern works for 16 hours per week, completes internship 24 hours per week and is paid for 16 hours per week and has a 6 month part time service pay back requirement post program completion.	90%
The intern works for 16 hours per week, completes internship 24 hours per week and is paid for 29 hours per week (the normal part time work week) and has a 1year part time service pay back requirement post program completion.	10%
The intern works for 5 hours per week, is paid for 5 hours per week, completes internship for 24 hours per week and has a 6 month part time service pay back requirement post program completion.	0%
The intern works for 5 hours per week, is paid for 29 hours per week, completes 24 hours per week of internship and has a 1 year part time service pay back requirement post program completion	0%

Additional Comments

“Prefer full-time employees only”

“I don't support the part time work status option”

“I do not support the part time idea. “

“Only if we have an appropriate candidate”

DI Model Survey Summary

- Majority support full-time employment status at application and during DI
- Majority do not support changing work experience at application from 1 year FTE
- Changing application deadline was split 50/50
- Majority support paying part-time employees the 16 hours per week they work with a 6 month part time service pay back requirement post program completion

Workforce Development Survey Results

The purpose of this survey was to explore perceived or real barriers to the recruitment and retention of nutritionist and RD's in GA WIC as well as why budgeted positions go unfilled.

- 18 surveys sent
- 14 surveys received

Vacant Nutritionist Positions

	Percentage ranked from 1-2	Total Responses
Location - position(s) are located in areas that are not desirable to job seekers.	60%	10
Location - position(s) are located in areas where there are limited qualified applicants.	58%	12
Caseload - position(s) are not recruited for because they are not needed due to decreased caseload.	23%	13
Budget - position(s) are needed but are not recruited for because there is not enough money in the budget	20%	10
Budget - position(s) are needed and recruited for, but are unfilled because there is not enough money in the budget to offer a competitive salary.	18%	11

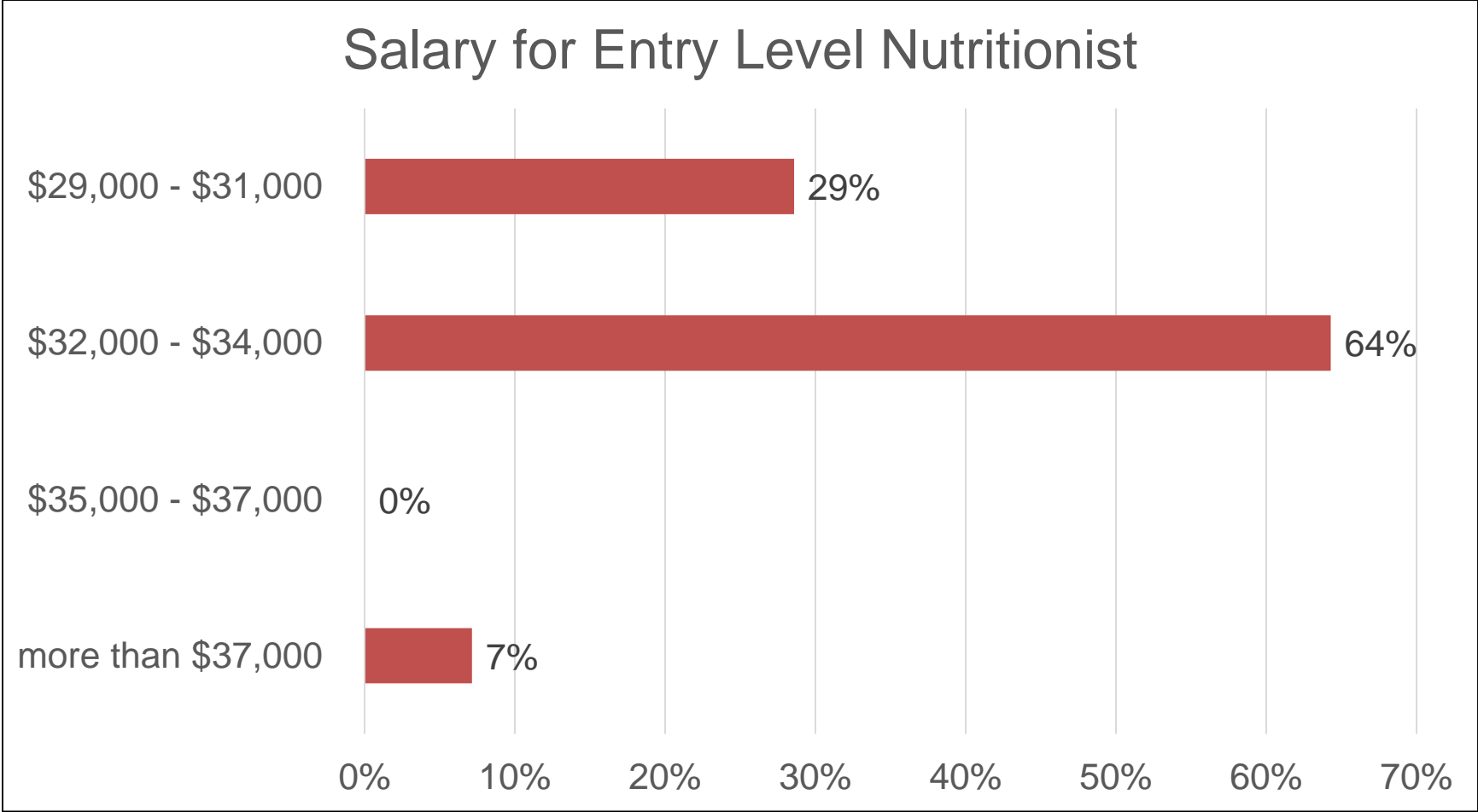
Vacant RD Positions

	Percentage ranked from 1-2	Total Responses
Location - position(s) are located in areas that are not desirable to job seekers.	67%	10
Location - position(s) are located in areas where there are limited qualified applicants.	55%	12
Budget - position(s) are needed and recruited for, but are unfilled because there is not enough money in the budget to offer a competitive salary.	40%	11
Caseload - position(s) are not recruited for because they are not needed due to decreased caseload.	23%	13
Budget - position(s) are needed but are not recruited for because there is not enough money in the budget	18%	10

Reasons for Leaving District

- Participants were asked to rank the reasons why Nutritionists/RD's have left employment with their district in the past year
 - Responses varied with no one standout reason for the employee leaving their district

Nutritionist Starting Salary



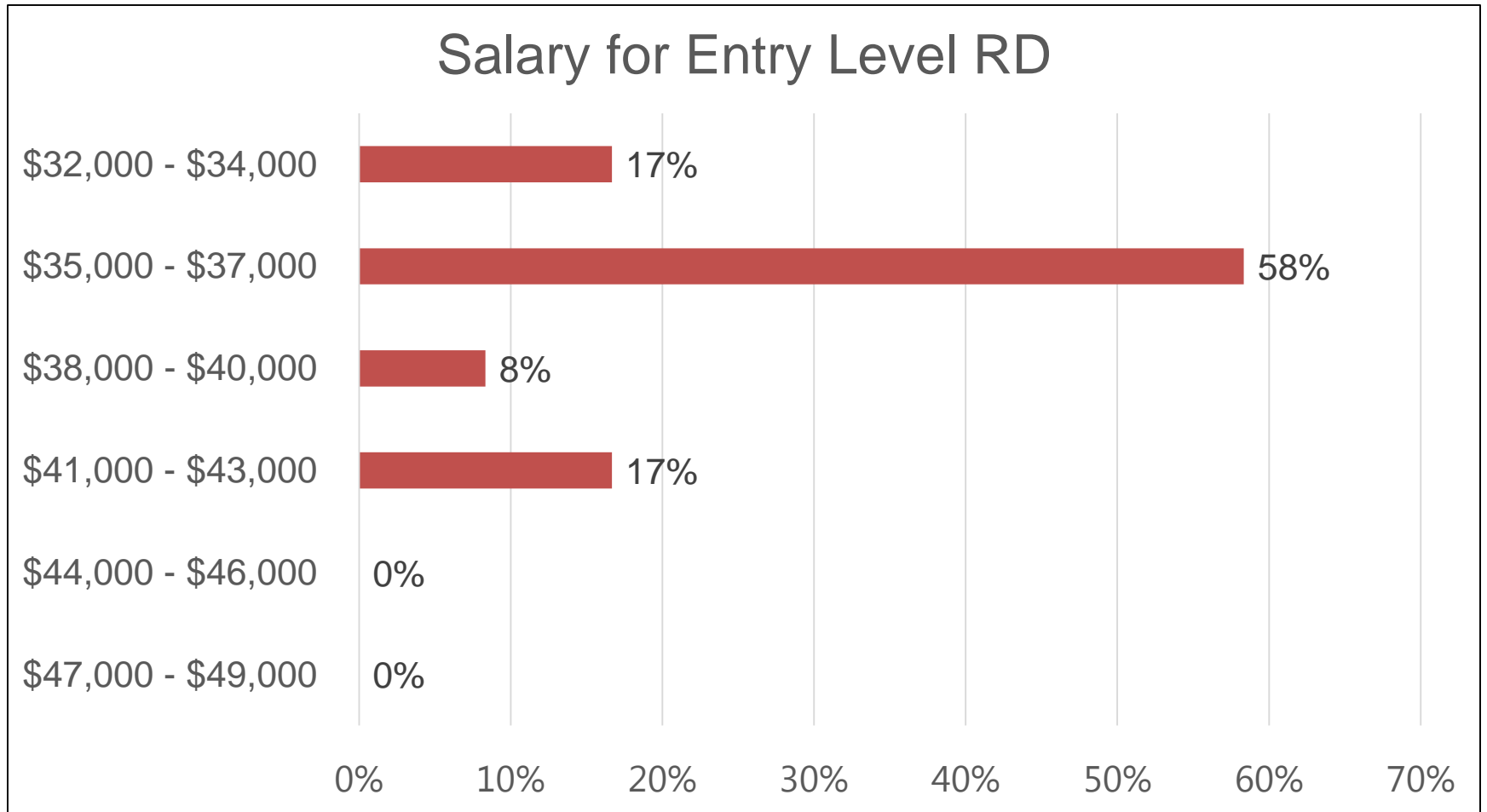
Entry Level Nutritionist Salary by Practice Setting

Practice Area	Salary
Food/Nutrition Management	\$35,000
Acute care In-patient	\$30,000
Long term care	\$30,000
Community	\$33,000

Entry Level Community Nutritionist Salary Comparison

AND Survey	DPH Hiring Guidelines	Georgia HRA	Actual
\$33,000	\$34,000	\$27,000	\$33,000

RD Starting Salary



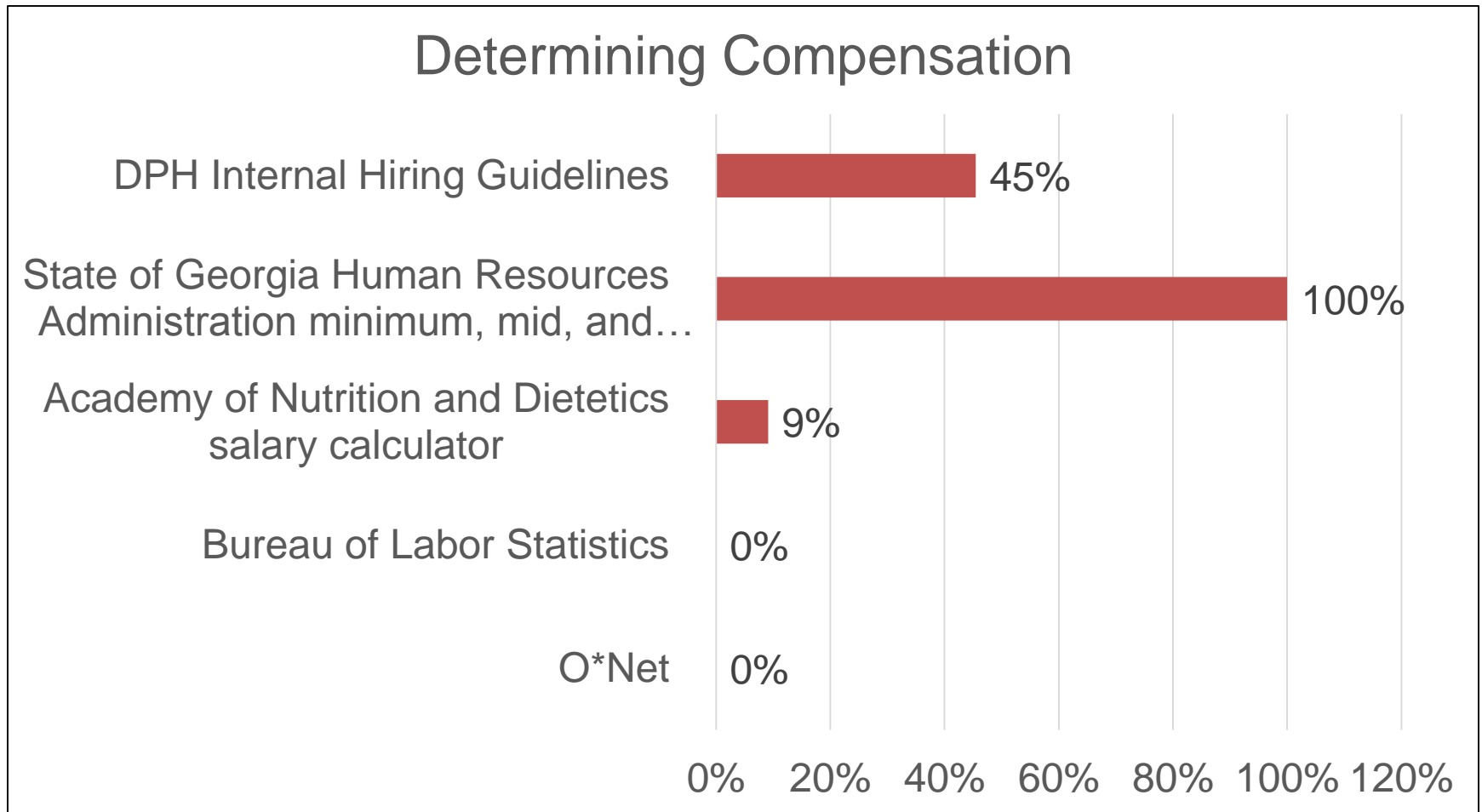
Entry Level RD Salary by Practice Setting

Practice Area	Salary
Consulting/Business	\$52,000
Food/Nutrition Management	\$51,500
Education/Research	\$50,000
Long term care	\$50,000
Outpatient	\$48,000
Acute In-patient	\$46,000
Community	\$43,000

Entry Level Community RD Salary Comparison

AND Survey	DPH Hiring Guidelines	Georgia HRA	Actual
\$43,000	\$40,000	\$32,000	\$36,000

Compensation Resources



Improving Vacancy/Turnover

- What strategies could the state office assist with to improve vacancy and turnover among nutritionists and RDs in your district?
 - Salary/budget
 - DPD Outreach
 - Internship
 - Advocacy

Professional Development

- What can the State WIC Office offer to assist your staff with professional development?
 - Interactive CEU opportunities
 - Provide online courses
 - Webinars/conferences

Workforce Development Survey Summary

- Majority feel location is a major factor for nutritionist/RD position vacancies
- No clear reason for employees leaving districts
- Starting salary for nutritionist \$32,000-\$34,000 and \$35,000-\$37,000 for RD
- More trainings/CEU opportunities provided through SWO could improve professional development