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**Dietitians Are in High Demand.  
HOW MAPLE GROVE  
HOSPITAL SECURES  
TOP TALENT.**

A Case Study

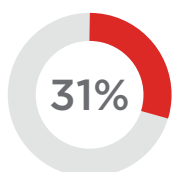


# DIETITIANS ARE IN HIGH DEMAND

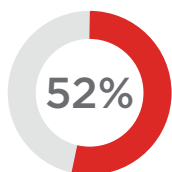
Healthcare staffing vacancies and long fill times cost hospitals money and put their patient safety, patient care outcomes and profitability at risk. As a result, patient satisfaction and scores are also negatively impacted. **One of the positions hospitals struggle most to fill is for highly trained and experienced dietitians.**

As the correlation of healthcare and food becomes increasingly more important to today's patients, the role of dietitians in hospitals is becoming more vital to an organization's success. Today's patient demands for healthier, tastier and more sustainable food options are among the trends impacting the skill set dietitians need now and in the future.

Healthcare hiring is harder than ever, according to **Leaders for Today:**



**31% OF HOSPITALS CAN'T FIND ENOUGH HIGH-QUALITY CANDIDATES TO FILL OPEN POSITIONS**



**52% CAN'T FIND QUALIFIED CANDIDATES IN A REASONABLE AMOUNT OF TIME**

In recent years, interest in the role of food in promoting health and wellness has increased, particularly as a part of preventative healthcare in medical settings, according to the **Bureau of Labor Statistics**. Dietitians carry a unique set of skills that position them front and center for the coming paradigm shift in patient nutrition, stated the **Council of Future Practice**.

**Many trends are impacting the demand for dietitians:**

- 1/3 of U.S. adults are obese and more dietitians are needed to provide care for these people — **BLS**
- 76% of cancer programs have dedicated dietitians — **Advisory**
- As Baby Boomers continue to age, they look for ways to stay healthy — **BLS**
- 52% of Americans admit that doing their own income taxes is easier than knowing how to eat a healthy diet — **International Food Information Council Foundation**



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# ARAMARK'S REGISTERED DIETITIANS SUPPORT MULTIPLE DEPARTMENTS AND PROVIDE UNPARALLELED ASSISTANCE THROUGHOUT MAPLE GROVE HOSPITAL

Each year more than 30 hospitals participate in the Aramark Dietetic Internship program, and many hire registered dietitians after program graduation. As a result, the hospitals are able to avoid the costly hiring process and long delays filling these vital positions, and they gain a highly educated and experienced team member whom they already know.

Aramark's Dietetic Internship offers students a master's degree in Human Nutrition through the University of Alabama. Interns participate in a robust training experience, including clinical dietetics, management, and health and wellness. The 1,200-hour internship program has been fully accredited by the Accreditation Council for Education in Nutrition and Dietetics (ACEND) for more than 25 years. Aramark's extensive resources give interns the practice experience they need to pass the Registered Dietitian (RD) exam and become entry-level clinical dietitians or managers.

## The Aramark Dietetic Internship Report Card

**100%** OF ARAMARK GRADUATES ARE RATED AS WELL-TRAINED BY EMPLOYERS

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**96%** ARAMARK STUDENT RD EXAM PASS RATE (COMPARED TO THE NATIONAL AVERAGE OF 80%)

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**96%** ARAMARK GRADUATES ENTER THE WORKFORCE WITHIN ONE YEAR OF GRADUATING

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**700+** GRADUATES HAVE BECOME REGISTERED DIETITIANS IN 25+ YEARS

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**300+** STUDENTS APPLY FOR 60 INTERNSHIP PROGRAM POSITIONS EVERY YEAR

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# 5 BIG ARAMARK-MAPLE GROVE RD INTERNSHIP WINS



## Win 1

### SECURING TOP TALENT ALREADY IN HOSPITAL HALLS

Maple Grove Hospital in Maple Grove, MN, has supported dietetic interns since 2014 and has had 11 interns through its program, many of whom stayed within the hospital system upon graduation. Hospitals gain the value of a new team member who is already steeped in their culture, completely bypassing the often-long time it takes to hire and train new staff members.

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## Win 2

### ARAMARK INTERNS COME PREPARED WITH INVALUABLE HANDS-ON TRAINING

As health continues to be a top priority for individuals and organizations, the need for registered dietitians within the healthcare space is rising faster than other professions. As a result, graduates who complete the internship program open up a wide variety of job opportunities for themselves within the dietetics profession. What's more, the skills students gain during the internship program provide hospitals across the country with a hiring pool of talented and prepared dietitians. This makes them some of the most coveted new recruits in the healthcare industry.



## Win 3

### ARAMARK DIETETIC INTERNS FILL SKILL GAPS IN HOSPITALS' DIETARY PROGRAMS

Graduates are well versed in policies and procedures and understand the corporate dietetics environment. They have seen and experienced all roles within a food and nutrition department — from a clinical dietitian to a patient services manager — and are capable of stepping into these roles as needed.

For example, Aramark interns have learned how to conduct nutrition-focused physical exams to assess for malnutrition. Assessment, and subsequent treatment of, malnutrition will contribute to a higher quality of care for patients and support additional reimbursements for this patient population. As a result, accounts that hire our graduates reap the financial benefits of their experience in assessing for malnutrition without an extended hiring period to find dietary professionals with a specialized skill set.





#### Win 4

##### **ARAMARK DIETETIC INTERNS POISED TO BE INNOVATORS**

Aramark graduates are positioned from the start to be on the cutting edge of their practice through their introduction to, and application of emerging trends in dietetics — from leadership to clinical nutrition management. As a result, they bring new skills, fresh insights, evidence-based research and innovative solutions to hospitals, which Maple Grove Hospital leverages, both in their internship capacity and once hired into full-time positions.



**We stay on top of cutting-edge practices for RDs, such as nutrition-focused physical exams, malnutrition documentation and reimbursement and implementing order-writing privileges,” said Amy Vajgrt MS, RD, LD, Aramark Food Service Director at Maple Grove Hospital. “We are a community hospital with surgical, intensive care, a family birth center and NICU. Our NICU RD is heavily involved with the team and does all discharge education with the families.”**



#### Win 5

##### **RDS PROVIDE INTERDEPARTMENTAL VALUE**

Dietitians are experts in fiber restrictions, specific diets to follow, new diagnoses, heart failure, AFib with Coumadin and diabetes. Virtually every department within a hospital or health system has the opportunity to gain value from the knowledge base of RDs — including nursing, pediatrics and the pharmacy.

“The dietitian can provide details the RN might not be aware of, as they are the experts,” commented the Maple Grove MSCC/ICC team. “RNs feel that the dietitians are great partners, building the RN confidence as they also learn from the dietitians.”

The RDs also support the pediatric department.

“We value working with the dietitians on the pediatrics unit,” said Christina Russell, MD. “They have been very helpful to our families with food allergies in particular, as well as when we have children on total parenteral nutrition (TPN) and tube feeds. It’s great to read a note from their team and know they’ve covered so much important nutrition information with families.”

RDs even collaborate with pharmacists in many areas.

“The area that we have the most interactions in patient care is coordinating TPN for our customers,” said Melissa Lerberg, Maple Grove Hospital pharmacist. “They are very helpful in calculating energy needs, rates and coordinating care inpatient and sometimes outpatient for customers going home on TPN.”

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# THE LABOR FORCE IS CHANGING — ARE YOU READY?



The care and management of the customer are best done in a collaborative and interdisciplinary team. The dietitian is such an important part of that team. They bring a dynamic and critical thinking that is specialized and focuses on each individual customer. The dietitian is crucial in assisting customers with their preferences.

Many customers appreciate the suggestions and ideas that the dietitian provides, such as adding BOOST for added nutrition support for healing. Often, the RNs notice a positive response from customers when they can directly work with dietitians, as they are more specialized and taken more seriously.”

—MAPLE GROVE HOSPITAL SPOKESPERSON



Aramark is helping its retail and patient dining customers fill vacancies faster, creating labor efficiencies and feeding the growing labor pool, helping hospitals and healthcare systems improve profitability, patient safety and patient outcomes. If you are ready to talk about how Aramark can help your healthcare organization, [contact us today.](#)

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