



## Healthcare Workforce Steering Committee

**Date:** October 10, 2017 ♦ 8:30 to 10:30 a.m.

**Location:** Higher Education Center – Third Floor- Room 309 ♦ 101 S. Bartlett St. ♦ Medford  
<https://inside.sou.edu/medford/parking.html>

### Agenda

- A. Welcome & Introductions** (10m) Paul Macuga & Brent Kell
- B. Survey Information** (25m) Brent
- Close the loop on assisted living responses
  - Identification of workgroup members for projections
  - Discussion & agreements for moving forward
- C. Priorities** (65m) Brent & Paul
- Check-in – Did you have any epiphanies since we last met?
    - Are there any priorities that need to be explored or added to the list?
  - Review the top 6
  - Where does the group want to focus their attention?
    - Small groups that have been identified – Any report outs? Volunteer point people? What resonates?
      - Healthcare Pathways Action Team
      - Legislative (Tax Credit) Workgroup
      - Nursing Shortage (legislative)
      - Retention
      - Healthcare Workers School of Learning
- D. Final Agreements & Next Steps** (20m) Brent & All
- Exploratory conversation around identification of metrics for tracking success
  - Other next steps
- E. Adjourn**

## Healthcare Workforce Steering Committee

**The Universe of the Possible – Doing Something Different  
Top 6 priorities**

Priority #	Description	Definition	# of Votes	Quadrant #
1	Recruitment, Internship, and Work-based Learning <ol style="list-style-type: none"> <li>a. Skill-up current employees who have already proven themselves</li> <li>b. Rogue Valley Recruitment Team to other regions/states</li> <li>c. More On-the-Job Trainings</li> <li>d. Apprenticeship Programs</li> </ol>	<ul style="list-style-type: none"> <li>• Offering student internship</li> <li>• MA's, CNA's – use free training funded by state for entry level positions</li> <li>• Similar to Vermont Hi-Tech &amp; SEIU</li> </ul>	15	2
2	Retention effort through growing & development	<ul style="list-style-type: none"> <li>•</li> </ul>	15	2
3	Recycle/Re-Use Workforce	<ul style="list-style-type: none"> <li>• 20 year critical experience – use in different capacity</li> <li>• Share the wealth – model between organizations</li> <li>• Nurses in their 50's – scale back – re-engage, re-passion</li> </ul>	15	2
4	Encourage student and adult lifelong career exploration and cross-training	<ul style="list-style-type: none"> <li>• Find your passion</li> <li>• Better coordination with high school counselors with tools for career pathway exploration</li> <li>• Connections to Business Education Partnership and Southern Oregon Success/ACES</li> <li>• Mentor</li> </ul>	15	2
4	Legislative and State Policy Alignment	<ul style="list-style-type: none"> <li>• Oregon State Board of Nursing</li> <li>• Oregon State Board of Medical Imagine</li> </ul>	15	1
6	Educator Shortage	<ul style="list-style-type: none"> <li>• RCC-growing their own but need \$ support to augment/make affordable to work for RCC-wages with benefits to pay off loans</li> <li>• Educators at hospitals with M.S. Degrees</li> <li>• Cohort of 8 nursing students               <ul style="list-style-type: none"> <li>▸ 0.1 or 0.2 FTE assigned to teach at RCC</li> <li>▸ 2 days per week clinical monitoring = 50-60% of workload</li> <li>▸ Lots of benefits to employers</li> </ul> </li> </ul>	20	1



## Healthcare Workforce Steering Committee Notes

**Date:** August 8, 2017 ♦ 8:30 to 10:30 a.m.

**Location:** Rogue Valley Manor ♦ Deschutes Room ♦ Skyline Plaza ♦ 1 Skyline Dr. Medford

### Attendance:

*Paul Macuga, Trish Olsiewski  
Craig Switzler, Stacey Derrig  
Catherine Goslin, Jonna Robinson  
Jessica Wynant  
Linda Wagner, Tiffany Malsberger, Kevin Hoff  
LeeAnn Maupin  
Joanne Noone  
Rachel Hansen  
Joan Eberling  
Marla Ipsen  
Brent Kell, Stephen Johnson, Mona McArdle  
Kim Oveson  
Brenda Dufour, Hal Jones  
Andrew Kovach, Ryan Swearingen  
Bambi Bevill  
Tabitha Carlson  
Aurora King, Dana Shumate, Tami Allison, Jim Fong*

Asante  
Southern Oregon University  
Rogue Valley Manor  
Providence Medford Medical Center  
Rogue Community College  
Oregon Institute of Technology  
Oregon Health Sciences University  
SEIU Local 503  
Pacific Healthcare Training  
Wooldard Ipsen Management  
Valley Immediate Care  
LaClinica  
South Medford High School  
Eagle Point High School  
WorkSource Rogue Valley - OED  
WorkSource Rogue Valley – ResCare  
*Rogue Workforce Partnership*

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## Healthcare Workforce Survey

The group reviewed the healthcare survey with information to date provided by Asante, LaClinica, Providence, Rogue Community College, Valley Immediate Care and Woollard Ipsen Management.

A previous list was referred to that ***Marla will take and try to get some accurate numbers for assisted living facilities. Tami will locate the list and send it to Marla.***

Trisha asked that the CNA numbers be reviewed as they do not look correct. Tami will review the spreadsheet and respond to Trisha.

Suggestions for additions to the survey are as follows, and will be complete by the next meeting:

- ***Add a track to graduate nurse practitioners***
- ***Reach out to CCO's and get their numbers***
- ***Figure a ratio for in-patient / out-patient per bed to extrapolate the data for long-term care facilities***
- ***Add a ratio column to the spreadsheet***

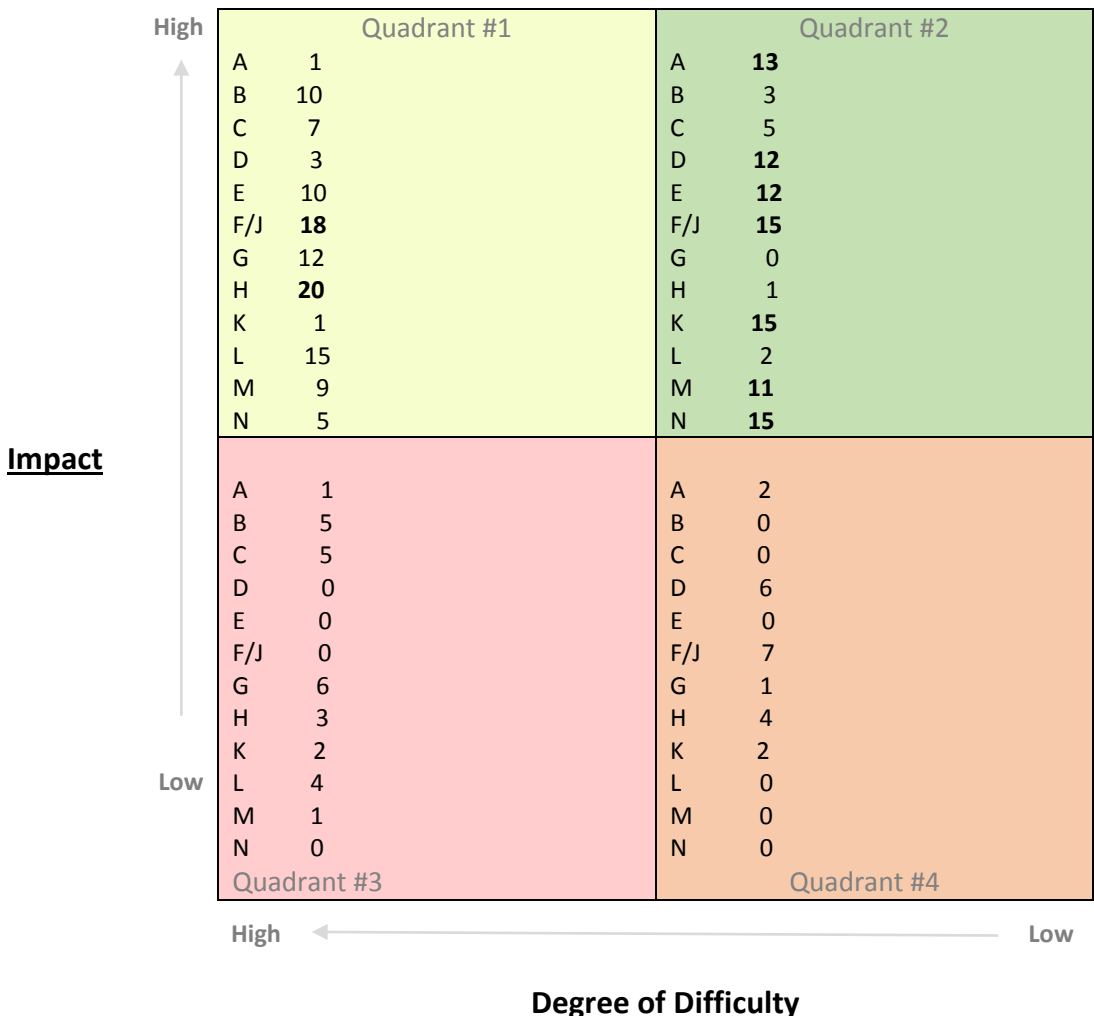
Hal Jones noted that there is a high need for people at entry level positions and we need to focus on partnering with local high schools and work together to provide certification at graduation. **A sub-group will be formed around this topic.**

### The Universe of the Possible - Doing Something Different

A list was generated from the brainstorming that took place at the July meeting to help “think outside the box”, see what could actually be possible, and then whittle it down to next steps. The exercise today will be to review the list, prioritize it based on “impact” and “degree of difficulty”, and discuss possible action steps. The group suggested some revisions that will be made to the list (combining some together, etc.) and brought back to the next meeting.

The group took about 10 minutes to prioritize their work into quadrants. See the results below:

#### Prioritizing our Work



The group feels it would be beneficial to look a little closer at the numbers to see how much each person’s experience contributed to their answers. Jim asked the group to put their names on their lists and turn them in so we can process either in the large group or breakout into subgroups by interest. **An analysis will be conducted and brought back to the next meeting.**

In briefly reviewing the outcome of the quadrant exercise, group members volunteered to participate in the workgroups listed below:

What	Who
Work with legislators in next session to craft a bill for the house or senate to allow for tax credits for incentives for nurse educators	Linda Wagner
Education and Talent Pipeline Alignment with Healthcare – K-12, apprenticeships, etc.	Hal, Brent, Aurora, Mona, Andy, Dana, Jessica
Legislative nursing shortage issue (will want support from business and educators)	Linda, Paul, Jim
Retention	Trisha
Care Giver Apprenticeship (formed after the meeting)	Joan, Marla, Jim

It was suggested that the top 5 items in each quadrant would be sent out to the group to review and make comments, as well as add what their instinctive sense is of what they want to work on.

The next meeting will be held on September 12, 2017 8:30-10:30 a.m. Trisha offered a room at Asante and she and Tami will connect to align details that will be sent out to the group.