



Healthcare Workforce Steering Committee

Date: June 12, 2018 ♦ 8:30 to 10:30 a.m.

Location: Providence Medford Medical Center – Mary Norbert Hall ♦ 1111 Crater Lake Avenue ♦ Medford

A. Welcome & Introductions (5m)


Brent Kell & Paul Macuga

B. Career Pathways / Work-Based Learning Work Group

Program Development & Coordination

- **Providence Healthcare Training Program - Pilot (10m)** *Jessica Wynant, Dana Shumate*
- **Caregivers School of Learning - Update & Coordination (10m)** *Marla Ipsen*
- **K-20 Education Coordination (5m)** *Jim Fong*
 - Joint RWP & Superintendents Meeting in August
 - Honing Sector Strategies Alignment with K-12 & Higher Education*

Communications & Engagement Plan

- **SORED I Edge Posters & Quest Project (10-15m)** *Dana, Kathy Trautman & Rob Merriman*
- **Information Handout & Careers NW Website (25m)** *Jim, Jessica & All*
 - High School Students | Adult Career Seekers
 - Careers NW Website: <https://careersnw.org/healthcare-jobs-oregon-washington/#healthcare-pathways>
 - Draft Flyer 
 - Small Group Breakout - *please review the website & flyer & be prepared to provide feedback during this brief 8-minute small group breakout*

C. SOHOPE Program update (20-25m)

Teri Smith, Lisa Parks

D. Medical Assistant Training Alignment (15-20m)

All

E. Summarize Agreements, Assignments & Next Steps (5m)

Brent & Paul

- **Next Meeting Agenda Items**
 - Update & Next Steps Coordination on Items from June 12th Meeting (*as needed*)
 - Dental Assisting Training / Career Pathway with LaClinica
 - Legislative & Policy Alignment
 - Nurse Educator Incentive Tax Credit - *update & any next steps locally by partners?*
 - Action Plan – *Input & Updates*



Healthcare Workforce Steering Committee Notes

Date: April 17, 2018 ♦ 8:30 to 10:30 a.m.

Location: Asante – Smullin Center ♦ Room 102 ♦ 2825 E. Barnett Rd ♦ Medford

Attendance:

Joan Eberling
John Gates, Paul Macuga
Teri Smith, Dana Thorp Patterson, Brett Harrington
Cynthia Anderson, Donna D’Inzillo
Marla Ipsen
Brent Kell
Joanne Noone
Kelly Williams
Jessica Wynant
Guy Tauer
Tami Allison, Jim Fong

Pacific Health Care Training
Asante Health Systems
Rogue Community College
WorkSource Rogue Valley
Woolard/Ipsen Management
Valley Immediate Care
Oregon Health Sciences University
Pacific Retirement Services
Providence Medford Medical Center
Oregon Employment Department
Rogue Workforce Partnership

Welcome & Introductions

The group did introductions.

A. Action Plan Review & Workgroup Report Out

Some groups have not formally met.

- **Caregivers School of Learning** – Jim reported that what spurred this group was web searching and the Washington state caregiving model coupled with online learning modules which resulted in getting \$50/hour jobs in Seattle. Marla came up with the idea of a “School of Learning” to expose people to the opportunities in healthcare and help to incentivize and promote the healthcare pathways especially for high school students. Marla and Joan both spent a lot of time talking to providers about their needs, and resulted in finding out that there is 80-100% turnover in this area and a huge amount of openings for home care workers. Marla also contacted the state about their program that hires in-home care workers and they indicated that the need for these positions continues to grow. The state also has an enhanced personal care worker program that allows you to step up into other positions.

The next step is to pull together the employers that Marla and Joan surveyed to discuss/answer some key topics/questions.

The group discussed the fact that we have put together a lot of pathways; however, our recruitment methods have not been successful. Currently we are discussing this with high schools to see if there is interest. Joan indicated that she has appointments to meet with Phoenix, Central, Crater and College Dreams and thinks that the focus should be reaching out to juniors and seniors.

Teri indicated that RCC already has beginning healthcare at Crater, Eagle Point, and Grants Pass high schools. There was a conversation going on with Medford School District; however, that conversation has dropped off.

As conversations are being held with school districts, there is a need to coordinate with RCC pathways. Teri did note that there seems to be a void on the survey for caregiver's data. Guy Tauer indicated that caregivers are listed on the survey as home health aides. *Jim and Tami will work offline with Guy to update the information.*

Joan indicated it would be very beneficial to offer free training "right in their backyards" at facilities scattered all over Southern Oregon which would give individuals options that they currently do not have. Brent added that a big concern is the need to cultivate interest in the entry level of the medical field or we will not have enough people to staff the facilities.

- **Career Pathways Mapping Team-** Brent Kell reported on the recent Career Highlights that have been taking place.

Marla suggested combining the Caregivers School of Learning group with this group and extend some of the Career Highlight events to the employers that Joan and Marla recently surveyed. *Jim and Tami will take next steps on convening both of these groups together.* If there are other contacts at schools that you want to have join, please let us know.

The group noted some of the events/activities that they have available:

- RCC Demonstration Days – half day of hands on activities in allied health programs, nursing, massage and EMF targeted toward high schools
- OHSU has a wide variety of career exploration activities, nursing clubs that are reaching out to high schools, targeting diverse populations as well as middle and high school students

The group discussed the general lack of awareness of what's available in our region, including the educational and career awareness/development opportunities. With the recognition that many of our community members aren't aware of what programs exist, how do we collectively get that information out? It was decided that since everyone probably has a calendar, or some sort of information that shows what their organization/business offers- this might include career exploration activities as options for students, alternative learning opportunities for community members, etc. – we would put together a template and send it out to the group to start collecting these options as part of the development to inventory the assets in our community.

Donna D'Inzillo mentioned the Area Health Education Center that used to have a presence in Jackson and Josephine Counties but is now focused on the Roseburg area. She will reach out to them to see if they will share their model.

Tami will create a spreadsheet / template consisting of:

- *Business/Organization Name*
- *What is the asset provided?*
- *Who is the target audience?*
- *What is the capacity?*
- *Are you currently at capacity?*

Tami will email the spreadsheet / template to the group asking them to fill out the template, send her an email with the information, or call her with the information.

Other ideas shared:

- Reach out to high schools with measure 98 funds to see if there are marketing students that could be a resource in developing this information.
- Need posters like the “Edge” posters for healthcare

Pursue a conversation with SOREDI regarding the cost for a Healthcare Edge Campaign.

- **Nurse Educator Incentive Tax Credit** - _Linda Wager was not present today; however, Teri Smith indicated that the proposal is currently at President’s Council.
- **HECC/PHCT – M.A. Application** - Joan indicated that the application should be approved within a week.
- **Asante/Providence/OHSU** - Joanne reported that the previous MOU was sent to Asante for review. Some discussions have taken place and Joanne is meeting with Amber later this week. More discussion will happen off line.
- **Call for Champions/Nominations for the workgroups** - Brent Kell, Marla Ipsen, and Jessica Wynant will champion the combined Caregivers School of Learning and Career Pathways Mapping Team group.
No other champions volunteered or were nominated.

B. Healthcare Demand Occupations Handout

Jim presented the revised survey which is now titled, “Master Information Table” and indicated that the Help Wanted On Line (HWOL) information is realistic; however, some industries and occupations are skewed as not all show up on the online postings. This Master Information Table is what could be used to populate the healthcare demand occupations handout.

The group was asked to share what data on the table is helpful / is the table valuable:

- Post-secondary education and training
- Determine future capacity
- What are we doing with the information?
- Use to advocate with lawmakers/legislators for more resources
- Slim down the list and indicate the positions the categories cover
- Create one category and work with Guy to make sure the data aligns
- Medical secretary numbers need some clarification
- Instead of all of this data, do a “gut check” with Guy and his team about the priority positions
- Another option is track through community health needs assessment – Jessica will ask about using some of their data to support this work.

More discussion took place about data and what different organizations / employers have available:

- OHSU expanded capacity for nurses by 8 last year
- RCC will have a new Health Professions Building in 2021
- Hospitals are an opportunity for clinical sites as well as long-term care settings
- Both RCC and OHSU feel they have a good system in place and have community advisory boards
- Both Providence and Asante have started nurse residency programs

Discussion moved to the issue of needing more nurse educators in order to expand. RCC employs adjunct faculty but it is a challenge to retain them because there are no health benefits. Options such as job sharing

and joint hiring were mentioned. As part of the past MOU between OHSU, Providence and Asante, educators were employed through Asante and called Asante Nurse Faculty.

Joanne noted that OHSU (and RCC?) - in consultation with Asante and Providence - had increased their capacity of nurse training slots to meet the maximum capacity of these large employers to onboard newly graduated nurses. Paul and John shared that Asante is also still actively recruiting nurses from out of the area. It was also noted that this is becoming more of a challenge due to recent changes in the IRS laws around deduction for relocation expenses.

OHSU and RCC noted that they track graduates until their first job; however, it is not feasible to track past that point. Jim noted that we are starting to have conversations about tracking longitudinal data.

The group moved to reviewing the Workforce Demand Occupations Handout and discussed choice points. The group decided that it would be beneficial to have three different types of healthcare workforce / career pathway information flyers:

- High School Students
- Adult job/career seekers
- Legislators

The following suggestions / ideas were shared:

- Need visuals to show the pathway
- Joanne has documents they developed for use with high school students
- Hone down projected openings and remove the ones with small amounts and no wage information
- Don't use the document as a standalone, use as part of a toolkit
- Simplify the information – bullet information that matches the highest need
- Education, and placement rates are very important to show
- Model as a type of “Career Tree”
- Simplify to a “Yelp” structure (\$,\$\$,,\$\$\$; low, medium, high demand)
- Add a resource list to show advising contacts

C. SOHOPE Program

Due to time limitations, this agenda item was deferred to the next meeting.

D. Medical Assistant Training Alignment

Due to time limitations, this agenda item was deferred to the next meeting.

E. Next Meeting

The next meeting is scheduled for June 12, 2018 8:30-10:30 a.m. at Providence Medford Medical Center, Mary Norbert Hall.



Join the country's fastest growing field

Healthcare workers are in high demand in our valley and across the nation. There are more jobs in healthcare than just those that exist in doctor's offices...from [routine x-rays](#) in hospitals and filling [pharmacy](#) orders to [administrative assistants](#) in [medical clinics](#) and live-in [caregivers](#), there's an abundance of opportunities to enter the field and grow. There are more than 400 occupations in healthcare and a great many don't require a college degree.

Top Occupations



CNA & CNA II **Certified Caregivers** **Occupational Therapy Assistants**
Physical Therapy Assistants **Home Healthcare Workers**
Clinical Lab Assistants **Speech Therapists**
Nurses/RNs **Leadership/Management Training**
Data-Driven Performance Mgmt Training
Licensed Practical Nurses **Surgery Technicians**

Finding Your Purpose, Passion & Why

Learn more about how your personality aligns with opportunities in healthcare

<https://medfordonestop.traitify.com/sessions/new>



*A Comforting Meal
Can Make A World
Of Difference.*



*Compassion
Consideration
Understanding.*



*Helping Others
Towards A Better
Quality Of Life.*

People with a strong sense of compassion and empathy make excellent healthcare workers. Making an impact in people's lives, on a daily basis, is what most people love about their jobs in healthcare.

There are many different types of positions, at all levels, in a wide variety of settings that people don't often think about when thinking of healthcare jobs. And many don't require college degrees.

ROGUE VALLEY STATS

11,613
2014
Healthcare Jobs

3,584
New Jobs by
2024

ENTRY LEVEL



CAREGIVERS
\$11-\$15
Hourly Wage



CERTIFIED NURSING ASSISTANT 1
\$11-\$18
Hourly Wage



MEDICAL CLERK/ ASSISTANT
\$13-\$25
Hourly Wage



STERILE PROCESSING TECH
\$14-\$27
Hourly Wage



DENTAL ASSISTANT
\$15-\$27
Hourly Wage

MID LEVEL



MEDICAL ASSISTANT
\$12-\$22
Hourly Wage



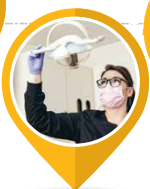
CNA II
\$19-\$30
Hourly Wage



MEDICAL RECORDS CODER
\$13-\$29
Hourly Wage



MEDICAL SECRETARY
\$13-\$25
Hourly Wage



DENTAL HYGIENIST
\$30-\$45
Hourly Wage



SURGICAL TECHNOLOGIST
\$19-\$30



COMMUNITY HEALTH WORKERS
\$13-\$42
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UPPER LEVEL



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ROGUE WORKFORCE PARTNERSHIP