



# Rogue Workforce Healthcare Partnership

**Meeting Notes** · Thursday February 17, 2022 · 11:00 AM to 1:00 PM

Via Zoom VideoCall: <https://zoom.us/j/7286917462> or phone: +1-669-900-6833; Access Code 728 691 7462

| Item  |  |
|---|--|
| <b>Welcome &amp; Introductions</b> (5m)   |  |
| Brent Kell, Glenn Skinner, Nikki Schmelzle  | <i>Valley Immediate Care</i>             |
| Jennifer Susi   | <i>Asante</i>                            |
| Misty Pantle, Leigh Ann Gustafson, Shannon Blood  | <i>Providence Medford Medical Center</i> |
| Joan Eberling   | <i>Pacific Healthcare Training</i>       |
| Hope Guerrero   | <i>Rogue School of Phlebotomy</i>        |
| Marla Ipsen   | <i>Woollard/Ipsen Management</i>         |
| Catherine Goslin  | <i>Rogue Valley Manor</i>                |
| Peter Weston  | <i>VA-SORCC</i>                          |
| Stacey Derrig, Larry Gibbs  | <i>Southern Oregon University</i>        |
| Dan Peterson  | <i>Oregon Institute of Technology</i>    |
| Lisa Parks, Diane Hoover, Donna D’Inzillo, Sara Channell, Julie Toledo  | <i>Rogue Community College</i>           |
| Devi-Ana Stone  | <i>Equus Workforce Solutions</i>         |
| Tiffany Grimes  | <i>Evolutionary Consulting / Empower</i> |
| Polly Farrimond, Guy Tauer  | <i>Oregon Employment Department</i>      |
| Karla Clark, Brian Robin  | <i>Southern Oregon ESD</i>               |
| Hal Jones   | <i>Medford School District</i>           |
| Amy Browne  | <i>SORED I</i>                           |
| Tammy Schroeder   | <i>WorkSource Rogue Valley</i>           |
| Heather Stafford, Ida Saito, Tami Allison, Jim Fong   | <i>Rogue Workforce Partnership</i>       |
| <b>Roundtable &amp; Check-In</b>  |  |
| <i>Valley Immediate Care</i>  |  |
| <ul style="list-style-type: none"> <li>• Recruitment and retention are going well</li> <li>• Scaling to grow</li> <li>• Want to get involved in Career Pathways conversations</li> <li>• Helping prepare for tours, events, etc.</li> </ul>   |  |
| <i>Medford School District</i>  |  |
| <ul style="list-style-type: none"> <li>• 1706 out of 3700 high school students have completed a MyPlan career interest survey</li> <li>• About 300 have identified healthcare as their primary career interest</li> <li>• Hundreds of students engaged in health career pathways at North and South Medford high schools</li> </ul> |  |
| <i>Evolutionary Consulting / Empower</i>  |  |
| <ul style="list-style-type: none"> <li>• Coaching about 400 individuals per year (job seekers as well as those working with TANF)</li> </ul>  |  |

- Six rounds of workshops every two weeks focused on essential employability skills rubric
- Engaged and working with schools

#### *Rogue Community College*

- Donna D’Inzillo – new Career Pathways Coordinator for Allied Health working directly with students
- Lisa Parks – Director of Allied Health – have toured over 200 students at the new RCC Health Professions Center
- Helping to collaborate together

#### *Equus Workforce Solutions*

- Devi-Ana Stone – facilitates healthcare cohort
- Working specifically with people who are working toward self-sufficiency
- Helps people interested in looking at healthcare as a career pathway
- Partners with WSRV as well as Empower and RCC
- Will connect with other organizations for in person or virtual tours

#### *Southern Oregon University*

- Offering [professional development](#)
- Making connections and helping organizations with long-term planning
- Now offering 29 micro credentials
- Ensuring that students get internship opportunities

#### *Oregon Employment Department*

- Provides labor market information
- Working with Brian Robin and CTE programs
- 5-year data will be available soon

#### *Asante*

- Focusing on recruitment and retention
- Excited about professional development and will reach out to Stacey Derrig

#### *Southern Oregon Education Service District*

- Glad to see how the group has grown
- Currently working with three more high schools to implement health sciences programs of study
- CTE is growing at amazing rates – districts are expanding CTE programs
- Based on data, healthcare is very much in demand

#### *Rogue Community College*

- [RCC Continuing Ed course offerings for Spring Term](#). There are many health care related ones, including Spanish for Medical Professionals.
- Challenge to get students in the seats
- Working on medical office assistant bridge
- Community outreach efforts
- Focus on working with low income or first-generation individuals
- Supports for transitioning to college life

#### *Woollard/Ipsen Management*

- Implemented behavioral support service programs to help facilities manage difficult people
- Doing a caregiver program with high school students

- Have learned valuable information going into the schools and meeting with students

#### *Pacific Healthcare Training*

- Saw a change in attendance 7-8 months ago
- Teaching for Avalon and Avamere as well as some companies on the coast
- Seeing many students coming from WSRV
- Working with Crater HS, Rogue River HS
- Offering weekend as well as evening cohorts
- Seeing a lot of diversity in the classroom which is making instruction challenging
- One nursing assistant class per month
- Nursing assistants making \$25-\$35 / hour

#### *Rogue Valley Manor*

- Starting to see an uptick in applications
- Recruiting for 27 dining positions
- Recruiting for a director of nursing – housing is an issue

#### *Providence Medford Medical Center*

- Recruiting for positions
- New role as Patient Care Tech has been opened
- Deepen ability to reach students
- Follow up conversation (RWP and Chris Pizzi) very supportive of University of Providence model

#### *Rogue School of Phlebotomy*

- Classes begin the week of 2/21/22
- Focusing on high school as well as others interested in phlebotomy certification
- Advanced program for current medical assistants and RN's to be cross trained in how to draw blood

#### *Oregon Tech*

- Doctorate program of physical therapy starting next year

#### *Veterans Administration – SORCC*

- Recently held two job fairs (clinical and non-clinical positions) and was pleased with job seeker turnout
- Big need for nurses as well as housekeeping and food service
- A couple veterans have reported securing employment in caregiving

#### *Southern Oregon Regional Economic Development, Inc.*

- Partnering with SEDS program and talent initiative, workforce and K-12

#### *WorkSource Rogue Valley*

- Careers in Gear happening on April 27, 2022
- Afternoon and early evening will be a job fair for the public
- Flyers will be coming out next week

#### *Rogue Workforce Partnership*

- Current grant with OHA originally intended to deal with the compression and expedite identifying people going into caregiver positions.
- Paying incentive amounts for those who were willing to be on call as caregivers – have had limited success
- Priority for RWP to have one-on-one discussions with businesses to identify their needs – expect a call from Heather

- Requested extension of grant to train caregivers and CNA's

## Filling the Talent Pipeline

### ► **Communications & Engagement**

- Rogue Career Ads – *Social media, NFL Football & Olympics ads*
  - ▶ Jim shared the [communication and engagement slide](#) from the last workforce board meeting
- Success Stories – *update & Next Steps*
  - ▶ More content is needed on (RWP & WSRV) websites
  - ▶ Communications team (videographer and editing team) through WSRV will be assisting
  - ▶ Please send us any information you have on people who can be influencers
- High School Communication Staff Coordination – *update & next steps*
  - ▶ Started conversations with MSD communications team and will be plugging into their social media
  - ▶ Southern Oregon CTE is working with Rogue Careers to link our high school students that are participating in YouScience (aptitude testing)
- Other follow-up assignments under way
  - ▶ Will report out as information is available
- Healthcare Heroes Event – *debrief & next steps*
  - Visited Pacific Healthcare Training and then met at RCC's new Health Professions building.
  - Event was valuable – students asking about career pathways – powerful for all to come together
  - Helps people navigate the systems and have questions answered in real time
  - Create a pipeline for 3-5 years in the future
  - Very collaborative and very community oriented
  - ▶ *Adding employers to RCC site tours of high school students & adults*
    - Lisa Parks is entertaining tours of the new Health Professions building
    - Want to add to existing tours and invite any employers who want to attend to replicate the events and create mini job fairs of employers.
    - Create places for employers to connect with job seekers in real time, virtually, etc.
    - Rogue School of Phlebotomy interested in the next event
    - RCC will post their schedule of tours on the Rogue Careers calendar
    - Pacific Healthcare Training coordinating with RCC to come in during orientations to answer questions
  - ▶ *The option of scheduling follow-up orientations for jobseeker with employers*

## ► Filling Positions / Building Training Capacity

### • 1-on-1 Employer Confers & Next Steps

- Asante, LaClinica, Valley Immediate Care – *next steps timing*
  - Some conversations have started – will tee up others
  - Each employer has capacity to do their own incumbent worker training
  - Have identified LPN and RN capacity – how do we grow?
  - If maxed out local capacity, how can we leverage other capacity?
  - Retaining RNs is more challenging than recruiting for them
  - Advocating with legislators for additional funds
  - Promoting career pathways when recruiting seems to be successful
- Training & Hiring Priorities: CNAs Dental Assistants, Environmental Service & Food Service workers
- Expanding Capacity & Throughput: LPNs, RNs & other next step career occupations beyond CNAs

Marla noted a disconnect between the suggestions for involving youth and the teacher standing in front of the class and suggested gathering healthcare teachers in the valley and present to them the available options. “Many teachers are not connected to what they can provide their students”, stated Marla. Educators around the table liked the idea, and Brian Robin indicated that he has access to health science teachers across the valley as well as federal funding for professional development of high school teachers.

Karla talked about teacher externships and the soft-skills training and may have a way to introduce healthcare for the educator externships.

#### **Next Steps:**

- **Tami will convene Marla, Brian, Karla, Hal, Brent, Jen (or Asante staff person) to meet and discuss the above.**

### • Public Workforce & Education System Innovation

- Blend, Braid & Stack Public Workforce Training Funds

RWP will convene the right groups of people to create the protocols for blending, braiding, and stacking; recognizing the public workforce system has limited resources, we would need funds from schools and employers for high school students.

- Funding is currently available for adults and at-risk youth.
- MSD offered to utilize Measure 98 funds to support this work long-term
- Brian and Hal are talking to other districts about this as well

The future vision is to get the Essential Employability Skills Rubric on a web platform so that HR departments and company supervisors can use this provide assessments, and we can then partner with employer to do incumbent worker trainings.

▶ **Increase Training Investment Levels**

- An extension on the wildfire grant has been received to provide increases training investment levels.

▶ **Career Accelerator Program Launch**

- Generating information documents to show how to plug into these opportunities
- Program would add a training voucher credit as people advance through training

▶ **Next Generation Youth/Adult Apprenticeship**

- BOLI and ODE have put forth a concerted effort to create openings for part-time employment for youth aligned with their career interest.
- Legislature in 1993 created a fund to reimburse employers to hire 16-18 year olds.
- RWP and Hal Jones from MSD are working with BOLI and ODE to ensure there is a bridge between the two organizations

• **Behavioral Health Workforce**

- ▶ Conversations are taking place and Bridges to Well-Being will be included soon
- ▶ Looking to obtain additional grant funding for behavioral health workers

**Equity & Holistic Focus**

- Latino/a/x Community Partnership
- Personal Effectiveness & Essential Employability Skills -[Empower](#), [Wings](#), [Bridges to Well-Being](#), [CenterPoint](#), [SOU Professional Development](#), etc. & *teeing up our next meeting agenda*  
Working intensely with Unete, Migrant Seasonal Farm (MSFW) Worker to better serve the Latino/a/x community

Tiffany shared that as we are skilling up in technical skills, we also need to have the conversation about skilling up in personal and soft skills. Tiffany shared briefly what she is doing with “Empower” and the “LaunchPad” series

- 6 workshops – self-coaching model, building personal integrity, working with respect, solution-focused thinking, Succeed together, The fine art of listening. Have had very positive feedback on this series. Modules can be done at any point and can be done within two weeks. Have also added Introduction to Equity, Diversity and Inclusion.

Jim shared the Essential Employability Skills Rubric that was developed by the Business Education Partnership group and is a tool that is being used in various places around the valley where job seekers and students can see where they are at, get feedback, etc. Trever Yarrish is working to put this on a web platform to allow self-assessments. Want to add more company logos for those companies who support the EESR.

Stacey added that she is always ready to have conversations about what is relevant and what is needed. Wants to hear from people. Please reach out to Stacey if there is something SOU can do.

We aren't competing, we are all working to fill the skills gap. There is not one level of job seeker coming in – need to be able to meet them where they are at.

Hal added that MSD wants to make this part of transition planning for seniors. Very different for a professional to be offering the skill development versus a subject matter teacher. Opportunity to coalesce what is being offered.

Hope interested in being able to integrate this with their skills training before students going out into the workforce.


Devi-Ana noted that if students are going through WSRV, these LaunchPad trainings will be available to them.

### **Final Thoughts, Reflections, Check-Out**

- The group expressed thanks to everyone who joined today and the great information that was provided.
- Excited about conversations taking place
- Unsure where the adult job seekers have gone – focus on youth and get them involved early

### **Summarize Agreements, Assignments & Next Steps** *(5m)*

### **Adjourn**

 = Handout link inserted or will be handed-out at meeting or displayed on screen