

2005 HSCP Goals and Strategies Snohomish County Health Services Careers Partnership (HSCP)

1) Increase training capacity for high demand health occupations *(2005 Priority: Nursing, Imaging, Physical Therapy, and Occupational Therapy)*

Strategy 1: Identify and develop non-traditional training strategies

All four of the hospitals in Snohomish County joined forces to provide a **Med-Surg/Progressive Care Certification prep class** for over 70 of their nurses. The hospital participants were from Stevens Hospital, Providence Everett Medical Center, Valley General Hospital, and Cascade Valley Hospital. Attendees met between January and April 2005. The program was funded through the Governor's 503 Incentive funds.

A **special RN Nursing Cohort** was added to Everett Community College. 8 of the 10, remained enrolled throughout the first part of 2005 and 6 progressed through to the 5th quarter of the nursing program in the fall of 2005. This cohort used a non-traditional teaching strategy of video lecturing in the first quarter of the program. The program was funded through the Governor's 503 Incentive funds.

Strategy 2: Develop faculty recruitment and retention strategies

For the February 25, 2005 UWB-hosted **Nursing Career Advancement Day**, the WDC co-sponsored the event & the HSCP assisted in marketing the it and providing career resources for attendees. The event focused on getting nurses to continue their education and help prepare them for diverse advanced nursing opportunities, such as teaching.

A **HRSA grant was written** to assist Hispanic high school students in learning about and pursuing health careers, especially high demand health careers. The program included a funding request to pay the salary for an instructor.

Strategy 3: Identify and coordinate clinical site needs and expansion plans

A **Clinical Site Coordination meeting** was held at the Seattle Public Library on July 26th, 2005 to look at potential regional Clinical Site Coordination efforts. Clinical site coordination options were discussed for Radiologic Tech programs and nursing programs. The event highlighted a new clinical coordination software tool that the Oregon Center for Nursing has developed & is now promoting nation-wide.

A **draft clinical site coordination survey** was created in 2005 to determine the severity of clinical placement site shortages and site coordination needs of nursing schools throughout Washington State. The survey will be distributed in 2006.



2) Retain a greater number of health care professionals in high demand health occupations

Strategy 1: Use the partnership's collaboration to identify and implement retention strategies in high demand health occupations (2005 Priority: Nursing, Imaging, Physical Therapy, and Occupational Therapy)

Approximately 100 nurses participated in the first statewide nursing retention conference, **Nurses Count: Maintaining Your Value, April 2005**. The conference was aimed at valuing and appreciating nurses in Snohomish County and statewide. The conference allowed nurses to refresh and renew their commitment to nursing by learning techniques in a variety of topics surrounding communication, self-care, and personal/professional growth. Session comments included, "Excellent tool for my future in Nursing," and "Very informative to the insight of my career needs."



3) Interest and attract a diverse audience, including youth, into health occupations by developing, maintaining, and communicating comprehensive health career planning materials.

Using feedback from HSCP members, a **Career Tree and Career Maps** were created for Nursing, Physician Assistant, and Medical/Clinical Lab Tech positions. The mapping project was funded through the Governor's 503 Incentive funds, and was primarily created by EdCC & EvCC staff.

A **community educational video was created** with assistance from Providence Everett Medical Center to showcase a variety of entry level careers in the health services environment.

A variety of **health career planning resources were updated and distributed** at various events throughout the community. Resources include: high-demand health professions, local schools with health programs, nursing prerequisite information, financial aid for health programs, and other resources located at: <http://www.worksourceonline.com/js/healthcareresources.html>.

Health care career/education information was provided to K-12 youth and adults at various events, including: *The Snohomish County Youth Job Fair- May 2005, Everett School District Career/College Fair- October 2005, Nursing Career Advancement Day- February 2005, Providence Everett Medical Center Internal Career Fair- April 2005, Everett School District Career/Tech Advisory meeting-November 2005, and Nurses Count Conference- April 2005.*



The Long Term, ongoing Snohomish County HSCP goals are:

Goal 1: Develop and maintain private and public partnerships to respond to the health care industry's needs

The **HSCP continued to meet** and partner on ideas/projects for the 2005 year.

HSCP members contributed to the revision of the **2005 LMEA Demand/Decline List updates**, and subsequent development of the **2005 "Hottest Health Services Careers Handout"**

A representative from the **Arlington High School's Business Education Partnership (BEP)** program spoke at the May 2005 HSCP meeting to develop relationships with HSCP members, teach members about career development in the high schools, and to recruit for employers to assist in providing job shadowing and mentorship opportunities for students.

In response to the local shortage of workers in Physical Therapy and Occupational Therapy, a **PT/OT workforce assessment was conducted** in the fall of 2005 with over 450 local employers. The survey asked questions related to Physical Therapists, Physical Therapist Assistants, Occupational Therapists, and Certified Occupational Therapy Assistants. A list of strategies to combat the shortages was developed at the September HSCP meeting.

Through contact with representatives from the long term care industry, a **Long Term Health Care Industry Trends Report and Workforce Analysis** was conducted in June 2005. The report focused on the study of long term health care services in Snohomish County, including long term care in term of service, where and how it is delivered, who is delivering it, who is receiving the care, and what workforce trends, issues, skills gaps and training needs have been identified in the various long term care sub-sectors. The report was shared with the HSCP council.

Goal 2: Increase training capacity--traditional and non-traditional training delivery, without compromising quality

A cohort of 15 students was added to the Patient Care Technician program at Edmonds Community College. 12 students completed the program and at least 3 of the students continued on to the next step on the nursing career ladder, preparing for RN program admission. The program was funded through the Governor's 503 incentive funds.

Goal 3: Support recruitment and retention strategies within the health care industry

(See Nurses Count Conference on HSCP 2005 Goal #2, Strategy #1 on p. 1)

Using the HSCP Financial Aid Resources handout, a **Financial Aid/Financial Resources Workshop** was provided to incumbent workers at Providence Everett Medical Center in January 2005, to assist employees in the transitioning from H1B educational assistance to other educational financing options.

Career information and HSCP resources were provided at an **internal career fair at Providence Everett Medical Center** in April 2005.

Goal 4: Interest and attract a diverse audience, including youth, into health occupations

In October 2005, Over 1600 high school students and their families attended the **Career/College Fair at the Everett Events Center**, hosted by the Everett School District. The HSCP had 20 volunteer representatives help staff the health careers area and provide information to youth and their parents about health careers.

Health care career/education information was provided to K-12 youth and adults at various events, including: *The Snohomish County Youth Job Fair- May 2005, Everett School District Career/College Fair- October 2005, Nursing Career Advancement Day- February 2005, Providence Everett Medical Center Internal Career Fair- April 2005, Everett School District Career/Tech Advisory meeting-November 2005, and Nurses Count Conference- April 2005.*



Goal 5: Develop, maintain, and communicate comprehensive health career planning materials

(See HSCP 2005 Goal #3 on p.2)

A **healthcare resources website** was updated & revamped on the local WorkSource website, and includes health career resources and career ladder information to assist in making informed decisions about health careers. <http://www.worksourceonline.com/js/healthcareresources.html>.



Goal 6: Create community awareness of the Health Services Careers Partnership and its goals

Two **articles were written and published** in the *Snohomish County Business Journal* about the HSCP focus/goals and the April 2005 Nurses Count Conference (Feb 2005 & April 2005 issues).

Created **HSCP quarterly newsletters** for distribution among key stakeholders and other interested community members. <http://www.worksourceonline.com/b/hscp.html>.

A list of Legislative Priorities/Issues was created to share with legislative representatives, and on December 13, 2005, the HSCP was highlighted during a Legislative Visit open house at WorkSource Snohomish County. Representatives received HSCP Goal/Strategy information, Health Career Resources, and information about recent HSCP activities.



In May 2005, Coordinators for Health Skills Panel Partnerships met together at Big Bend Community College for a **State Health Skills Panel Conference**. They met with other state leaders, including the WA State Health Skills Personnel Shortage Task Force, the Workforce Training & Education Coordinating Board, The State Board for Community & Technical Colleges, the WA Center for Nursing, AHEC, and others. HSCP information and activity updates were shared with members.

HSCP representatives attended the Miami **Healthcare Workforce Development Conference** in Feb 2005 to bring back health workforce info. from around the US, and to advertise the work of the HSCP: <http://www.worksourceonline.com/b/healthcare/documents/WorkforceConfMiamiHSCP.doc>



A 2005 “About Us” one page informational flyer about the Health Services Careers Partnership was created.



Goal 7: Develop and maintain adequate resources and funding

\$30,500 in sponsorships were pledged from local businesses and organizations in support of the April 2005 Nurses Count Nursing Retention Conference.

An additional **\$10,000 was contributed by the Washington State Workforce Training and Education Coordinating Board** for the continuation of the health skills panel.

During the **Legislative Open house visit** in December 2005, local legislative representatives were urged to continue financial assistance for skills panels in Washington State.

Two **health services grants were written** (a Dept of Labor grant and a HRSA grant), which could bring in additional funding for the HSCP, and for specific health careers projects.

Recap of 2005 Goals/Strategies:

2005 HSCP Goals & Strategies:

- 1) Increase training capacity for high demand health occupations**
(2005 Priority: Nursing, Imaging, Physical Therapy, and Occupational Therapy)

- Strategy 1:** Identify and develop non-traditional training strategies
- Strategy 2:** Develop faculty recruitment and retention strategies
- Strategy 3:** Identify and coordinate clinical site needs and expansion plans

- 2) Retain a greater number of health care professionals in high demand health occupations**

- Strategy 1:** Use the partnership's collaboration to identify and implement retention strategies in high demand health occupations (2005 Priority: Nursing, Imaging, Physical Therapy, and Occupational Therapy)

- 3) Interest and attract a diverse audience, including youth, into health occupations by developing, maintaining, and communicating comprehensive health career planning materials.**

The Long Term, ongoing Snohomish County HSCP goals are:

- Goal 1: Develop and maintain private and public partnerships to respond to the health care industry's needs
- Goal 2: Increase training capacity--traditional and non-traditional training delivery, without compromising quality
- Goal 3: Support recruitment and retention strategies within the health care industry
- Goal 4: Interest and attract a diverse audience, including youth, into health occupations
- Goal 5: Develop, maintain, and communicate comprehensive health career planning materials.
- Goal 6: Create community awareness of the Health Services Careers Partnership and its goals
- Goal 7: Develop and maintain adequate resources and funding