

Apr/May/June 2005

Upcoming HSCP Council Meeting:

The July HSCP Council meeting will occur Tuesday, July 19th from 3-5pm at the Snohomish County Workforce Development Council 917 134th St SW, Ste B-3 Everett, WA

Previous HSCP Council Meeting Highlights 5/17/05

- Guest Presenter, Jan Mustered, shared the importance of business members providing job shadows, mentorships, and classroom presentations to youth. If you or someone at your organization would be interested in sharing information with a youth at Arlington High School, contact Jan at: 360-618-6300 x3034 or Jan_Mustered@asd.wednet.edu
- A presentation regarding the Nurses Count Conference was given. Attendee evaluations and quotes were shared
- Council members reviewed the draft PT/OT survey that will go out to the community to determine the extent of the workforce shortages
- A Department of Labor grant opportunity was shared
- Minutes from the 5/17/05 meeting can be found at: www.worksourceonline.com/b/healthcare/documents/CNminutes5-17-05.doc

HSCP Monthly

Snohomish County
Health Services Careers Partnership

Everett Nursing Conference a Huge Success!

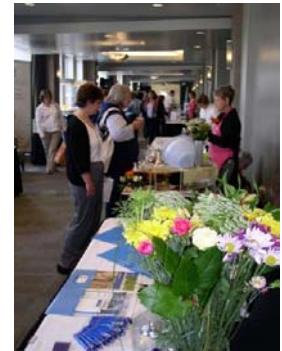
Approximately 100 nurses participated in the April 26, 2005 state-wide nursing conference hosted by the Snohomish County HSCP and Workforce Development Council. Overall conference and speaker evaluations were excellent. *"It is great to have a conference where your value is documented and you feel pampered and respected."*

When asked if the conference encouraged them to stay in the field of nursing, participants overwhelmingly responded with a yes,

giving the conference a 4.2 out of 5 possible points. The conference was designed to help retain nurses by providing them opportunities to learn techniques in a variety of topics surrounding communication, self-care and personal/professional growth. Over 60% of the attendees reside or work in Snohomish County.

Fifteen breakout sessions were offered, spanning a variety of topics such as "Gracious Assertiveness," Using Your Personality to Find the Ideal Nursing Job," and "Conflict Transformation Techniques." Session comments included, *"Excellent tool for my future in Nursing"* and *"Very informative to the insight of my career needs."*

A slide show made up of the participant's comments on why they continue in the nursing field served as an excellent finale to the conference. Reasons included: *"Because I make a difference in every person's life I come in contact with,"* *"There is a "need" for nurses & I need to nurse,"* and *"I want to be the nurse that the patients remember, that went above and beyond- not my name, just my role."*

**State Health Skills Panels Meet- Share Ideas**

On May 3rd and 4th 2005, Coordinators for Health Skills Panel Partnerships (like the HSCP) met together at Big Bend Community College 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 Washington Center for Nursing, AHEC, and other organizations.

This *Connections in Workforce*

Development meeting was scheduled to promote the sharing of ideas surrounding initiatives in Washington State to help address skills gaps and worker shortages in the health services industry.

Topics covered K-12 connections, clinical site coordination projects, legislative outcomes, a Health Care Personnel Shortage Task Force Report, and updates on healthcare partnership projects throughout the state. *Some of the projects occurring in other areas of*

the state include:

A Healthcare Focused Business Week created for High School Students in Eastern Washington, Healthcare Career Fairs and Summer Camps for youth, Activities designed to increase the numbers of diverse youth and adults considering careers in healthcare, Nurse specialty education courses created, "Approaching Difficult Conversations" course held for healthcare staff, and Health Occupations scholarships provided.



"Great conference. I felt very appreciated and pampered. Great topics. It renewed my desire to be a nurse and I felt validated and appreciated as an RN."

- Quote taken from Nursing Conference Evaluation Form

The Mission of the HSCP is to interest and attract a diverse population to the health care industry; to increase access to health care training and education; and to provide recruitment, retention, and career progression opportunities.

The Snohomish County Health Services Careers Partnership (HSCP) was formed in 2003 to address the health care workforce shortages in Snohomish County, WA. The Partnership includes health care professionals, educational representatives, and other key stakeholders who seek to address health care workforce demands.

Uncovering the Real Workforce Shortages in PT/OT

In June 2005, the HSCP will sponsor a survey in the community to uncover the extent of the workforce shortages in Physical Therapy (PT) and Occupational Therapy (OT), and determine if

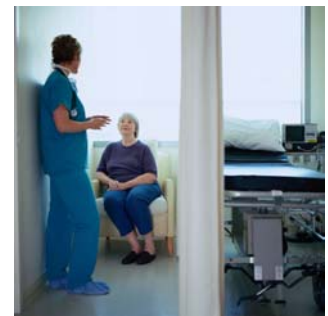
the shortages would suggest that local training programs need to be developed, especially at the Assistant level. Look for the survey in the upcoming weeks. If you know of any local businesses who you'd

like to see receive this survey, please refer their contact information to Kristen Gillisse Howe at: kgillisse@snocowdc.org or 425-921-3498.

Local College Receives RN Program Approval

Lake Washington Technical College (LWTC) has been granted approval to begin its ADN Registered Nurse program beginning Fall of 2005. They will be admitting second year students and graduating their first class in May 2006. LWTC is interested in

working with hospitals to explore clinical opportunities in Maternal/Child, Pediatrics, and acute psychiatric areas. Please contact Paul Root, Director of Nursing Programs, for additional information: Paul.Root@lwtc.edu or 425-739-8255.



Events, Updates & Announcements

- **Male Nurse Marketing and Recruitment Video on DVD** to be released in June 2005. Created by Clover Park Technical College, "Nursing: It's More than a Job" aims to form connections with men to recruit them into this traditionally woman-dominated profession. For more information, contact Shawn Jennison at 253-589-6048.

- **Manager's Boot Camp** workshop will teach managers how to lead the next generation of workers- The Manor, Everett, WA, June 8, 2005. The workshop uses H.O.T Management™ Techniques (Hands-On and Transactional) focusing on leadership, feedback, accountability, intervention, and performance.

For more information, visit:

www.worksourceonline.com/w/MBC.html

- **NN2, National Network of Health Career Programs in Two Year Colleges Conference** Hilton Hotel, Seattle, WA, October 5-8, 2005. www.nn2.org. Edmonds Community College, NN2 2005 conference host, is now recruiting volunteers to assist with the conference. Contact Liz at: elizabeth.patterson@edcc.edu

- **The Many Faces of Rural Nursing: Advancing the Generalist Role**, Pullman, WA, July 11-15, 2005. This conference has a diversity theme and focuses on crisis assessment and management for patients and the workplace. Other features include presentations about general patient care, obstetrics, pediatrics, emergency,

pain, and work place issues. Contact www.nursing.wsu.edu/rni or 509-324-7368.

- **Simulation for Nurse Educators**, a three-day interactive workshop for nursing professionals, was designed to provide hands-on experience using patient simulation, Vancouver, WA, August 2-4, 2005. Call 360-992-2939 for brochure/registration form.



For additional information regarding the HSCP or any of the above articles, contact HSCP Coordinator, Kristen Gillisse Howe at 425-921-3498 or kgillisse@snocowdc.org