



Northwest Indiana Healthcare Consortium

AUGUST 23, 2017, 8:30-10:30 a.m.

Convened by

Northwest Indiana Workforce Board & Center of Workforce Innovations

Meeting location:

Porter County Community Foundation
1401 Calumet Avenue, Valparaiso, IN 46383

Welcome

Sandra Alvarez, Senior Associate-Employer Engagement welcomed the consortium attendees, followed by brief introductions and agenda review.

Review of June 2017 meeting

Review of vision: The Regional Healthcare Consortium is focused on bringing together employers, educators, healthcare leaders and workforce and community based organizations who can work together on coordinating and aligning educational program offerings that will successfully connect students to well-paying and in-demand healthcare occupations.

Recognition of partners not yet present such as community based organizations, secondary and post-secondary entities and healthcare training providers, with the intent is to be inclusive in the future meetings. The current goal is to build a strong employer base with representation from all seven counties. Similar to the first meeting, attendees from partner organizations such as the NWI Forum and the Center of Workforce Innovations will be invited to encourage use of resources that can help our employers reach their fullest potential.

Successes & Partnerships

Discussion highlighted past and current partnerships throughout the region. Partnerships where blending and braiding of resources and funding are helping build a strong pipeline of skilled workers, examples include:

CHALLENGE -A pipeline of CNAs

Ina Hodges from the Franciscan Alliance and Marsha King from St. Francis University discussed how they have been developing a partnership to help increase the number of trained C.N.A.'s in the region. They explained how their partnership recognized a void and forged a partnership to help fill the need. Marsha explained how they were both concerned about the quality and quantity of training in the region. They recognized that St. Francis University had the right equipment with a perfect location and space to provide quality training. Understanding that state regulations were strict, St. Francis increased hours required in clinicals and skills lab, along with time to review and prepare for the state certification exam. The program was very successful, yet they had to cancel the CNA course due to cost. St. Francis agreed to partner with Franciscan, who agreed to sponsor students. They realized they could help the entire healthcare community by bringing more CNAs into the career path. One example is Merrillville High School with 120 students, currently being sponsored by Franciscan Alliance. Ina and Marsha acknowledged that this is a stepping stone to some who wish to become a nurse. In order to increase the numbers, they recently engaged with WorkOne for recruiting potential candidates from the community.

CHALLENGE- Nursing shortage- an example of collaboration:

Tony Ferracane from Community Healthcare mentioned a program that helped alleviate the nursing shortage a number of years ago. Tony explained that analysis of the nursing programs led to an understanding of the root cause. They recognized the problems were threefold; the first was realizing a bottle neck of instructors and teachers in schools; a need for PhD level staff to run the program, as well as management prepared instructors. Furthermore, the pay was not scaled to hospital employed nurses and the State was not assisting. Linda Woloshansky, President of Center of Workforce Innovations and Purdue University Northwest secured 1.4 million dollars to hire teachers for Purdue, and incorporate Distance Learning; and they further acquired money from Indianapolis. This program was a solid example of how collaboration, blending and braiding of funds help meet the needs of the industry at that time.

It is important to note that while many partnerships may exist in the region it is our goal to understand and recognize them all. Members of this group should invite others to attend and participate so we can continue to be educated. Ultimately we should look at our challenges and find ways to work as a collective to find solutions, most of which we can find right here in our region.

Breakout Sessions/Group Discussion

Four small groups were formed to address the following three questions below. Each group was asked to report back to the entire group. In addition, the group identified opportunities and ideas for future meeting topics.

Questions:

1. What are the biggest opportunities to grow this industry in our region?
2. What could drive growth in the next few years?
3. What are the top requirements that business and community partners need to make sure are in place to unlock the potential growth of this industry in our region?

Report Back from Group 1:

Following are growth opportunities we all have in common:

- There will always be a need for LPNs and RNs.
- It's important to create relationships with high school and colleges.
- Home Healthcare- What comes to mind? Nurse's day consists of: driving around, seeing 1 patient sometimes.

An issue to deal with is call offs or tardiness. Employees believe they could work somewhere else because there are so many jobs available.

Standardization of tardiness etc. is very much needed.

Healthcare, MA, CNA – main theme is standardization.

Panel Comment: Employers offering tuition reimbursement is a deciding factor in some cases for individuals considering a job.

Report Back from Group 2:

Need younger students. Need to show them they can go into management and not just take care of patients. Think about career paths not just single occupations.

All healthcare entities in region should not be in competition with each other.

High school students can receive funds for education and dual credit programs

Panel Comment: Why not have a joining career / college meeting. Highlight careers and or companies.

Panel Comment: High school students believe nursing is only option in the healthcare industry. Need to CNA or MA to stack credentials. What are viable healthcare training options? High school counselors need knowledge to present stackable growth careers in healthcare.

Employer Comment: Healthcare 360 is an example of collaboration that highlights different careers. School counselors pick students with interest in healthcare, place in small groups to tour different departments of hospital. Employers must showcase entry level positions that they can be placed into right after high school.

Report Back from Group 3:

Internal growth- ancillary department can help grow industry

Need to recruit high school level and adult basic education.

English as a Second Language (ESL) could be implemented.

Have people begin LPN and then stack the credentials.

Deferring education costs so that students pay later, via employers.

There is an opportunity to work with adult education. Why not blend career aspects during education process or integrated learning programs with area employers.

Report Back from Group 4:

- Grow industry in Region
- Grow service market share
- More exposure to the field, even with businesses.
- Utilize Interns, cross training, multi-craft (again, stackable)

Top requirements for business and community partners

Pull all stakeholders together to share experiences.

- Retired careers
 - Return to mentoring
 - Explore training dollars
 - Community pathways
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OPPORTUNITIES-

- **Regional career awareness activities**
- **Standardization of hiring and recruitment practices**
- **Mentoring – Internship awareness**

PANEL DISCUSSION

Valparaiso University - Suzanne Zentz, Assistant Dean of Undergraduate Nursing
Indiana University Northwest - Linda DeLunas, Professor & Director of Nursing
Purdue University Northwest – Lisa Hopp, Dean of Nursing
University of St. Francis - Marsha King, Dean of St. Francis University
Ivy Tech Northwest - Jennifer Philbin, Dean of Nursing and DeeDee Mariano, Program Chair

Each of the panelists received four questions to help prepare for today's discussion, the questions were as follows:

- Challenges that you are faced with most?
- If each of your programs are at capacity what can be done to increase the numbers?
- What is the most important item as a region we need to consider to ensure we have a skilled workforce in this field?
- What information needs to be shared at the secondary level about the industry?

General discussion was noted as:

- Most of the schools have challenges with losing faculty. This will become a critical issue for most on the panel in the future.
- Most schools struggle with capacity.
- The idea of regional standardization of hiring practices and or requirements should be a group led discussion.
- Some of the employers present at meetings, visit high schools and educate students about healthcare options. It would be helpful to discuss ideas on engaging with schools especially to increase awareness among nontraditional students throughout Northwest Indiana.
- Clinical placements: Each school has places they send students for clinicals. Many employers in the room could be potential sites to place students yet the panelists do not know they exist or where they are. Does the opportunity exist to utilize a system that would help place students? There are two electronic systems: Castlebranch (used at one facility) and ACEMAPP. It would be great to learn more about these systems.
- Participating in regional efforts with schools will help develop career awareness.
- Regional efforts that will help create diversity in the workplace.

OPPORTUNITIES-

- **System for Tracking Clinicals- 2 mentioned- ACEMAPP – Castlebranch**
- **Standardization of hiring recruitment practice's**
- **Awareness for non-traditional students in all occupations**

Closing Remarks:

Sandy requested that attendees contact her with a list of people and entities that would benefit from attending the next meeting; as well as having more Northwest Indiana employers.

Meeting notes will be distributed soon, along with the next meeting date. Please discuss the opportunities you see with colleagues and be prepared to share those ideas in the next meeting.

Adjourned at 10:38 am

NEXT MEETING – Wednesday November 15th, 2017