



California Community Colleges Chancellors Office

Health Workforce Initiative

HWI Steering Committee Meeting

Friday, September 27, 2013

Time: 10:30a.m.-1:00p.m.

Location: Riverside County Workforce Development Office, 1325 Spruce Street, Riverside CA 92507

Attendees:

1. Avante Simmons, HWI SC Chair, Deputy Sector Navigator, **CCCOE**, College of the Desert
2. Betty Baluski, M.Ed, RN, College Faculty, **College of the Desert**
3. Bonnie Probert, Director Of Nursing **VN Programs, San Bernardino Adult School**
4. Carol Allbaugh, Director, Nexus Chair, **Inland Coalition San Bernardino and Riverside Counties**
5. Clark Stevenson, Director Of Nursing, **Baldyview Regional Occupational Program**
6. Claudia Arciniega, Grants Coordinator, **Colton-Redlands-Yucaipa Regional Occupational Program**
7. Emily Petrus, Analyst, **Workforce Development Department, San Bernardino**
8. Jacqui Tricco, Industry Councils Coordinator, **Coachella Valley Economic Partnership**
9. Jean Stevenson, Nursing Director, **Four D Success Academy**
10. Joyce Johnson, Dean Career Technical Education, **Mount San Jacinto Community College**
11. Linda Murphy, HWI SC Co-Chair, Faculty Emeritus, **College of the Desert**
12. Robert Murphy, MD, **Murphy Consultants**
13. Salem Stephanos, Registered Nurse, Mentor, **Arrowhead Regional Medical Center**
14. Sandra Sisco, Executive Business Liaison, **Chaffey College Workforce Development Institute**
15. Sandra Mortensen, Director Student Services, **Colton-Redlands-Yucaipa Regional Occupational Program**
16. Sandy Baker, Dean Nursing and Allied Health, **Riverside Community College**
17. Tiki Copeland, Business and Education Coordinator, **Riverside County Economic Development Agency**
18. Peter Zografos, Assistant Director Clinical Placement, **Mount San Jacinto Community College**

AGENDA ITEMS OF DISCUSSION

Deputy Sector Navigator Grant funding explained

The DSN Grant focuses on Healthcare Education and Workforce Development identified as an emergent sector in the Inland Empire and Desert Cities (IE/D) region, with priority given to Allied Health education and related professions. The core elements of the grant are *Strategic Alignment, Data, Transferability & Articulation of Credit; Evidence based change, Stacked and latticed Credentials* and *Plan & Implementation activities*. The grant allows community colleges the opportunity to apply for funding and target investments related to priorities important to the region. The Deputy Sector Navigator, Avante Simmons, has the unique opportunity to cross-coordinate efforts within institutions, workforce development agencies and intermediaries in San Bernardino and Riverside counties to bring forth relationships, assets, and resources— including collaborative communities, hubs, and industry advisory bodies – to advance career pathways and workforce solutions, ultimately narrowing forecasted skills gap. As Deputy Sector Navigator, Avante will continue work via the auspices of the **Healthcare Workforce Initiative (HWI)** and in addition, provide technical assistance to colleges, CC Nursing programs Deans/Directors, and faculty. Avante commented that the endorsement of the Steering Committee is imperative to the scope of work the grant requires. She thanked the committee for their continued support.

PCA and Ambulatory Care RN fee-based Programs

The Committee discussed grant funding to support the enhancement and/or creation of PCA programs. **Personal care assistants (PCAs)** provide aid to individuals with disabilities, injuries or eldercare needs in the privacy of their homes. Future employment forecasts predict that PCAs will be required hold certification. PCA certification programs can be taken as non-credit options or as a prerequisite to a nursing or medical assistant program. With growing need for PCA certification programs in the Inland Empire, which has also been determined as an effect as the *Affordable Care Act* is implemented, affiliations with organizations, such as the counties' Department of Health & Human Services, can assist in identifying student populations, and the direction of new hire training. Another training opportunity lies within **Ambulatory Care**, which is a statewide topic of interest. The committee discussed conducting a gap analysis in this area. The analysis will be an important tool in determining the need for future training and/or the development of education programs at community colleges where Ambulatory Care courses are non-existent.

Transition To Practice Programs

The Committee discussed *Transition to Practice (TTP)* programs at community colleges within the region. Currently only three of the 13 community colleges have active TTP programs. It was determined that a new TTP program be implemented at in at least one college this year where there is an absence and a need. College of the Desert will initiate a TTP for nursing graduates this year through the support of DSN funding. Additionally, Betty Baluski will review offering an innovative TTP program for Allied Health graduates.

Steering Committee Reports

- **Sandy Mortensen** commented that CRY-ROP looks to support any training efforts instituted by participating community colleges. CRY-ROP currently offers the Direct Support Professional Training (DSPT) guided by the auspices of the Department of Developmental Services (DDS). The proposed PCA training opportunity could possibly align with DSPT. Sandy commented that one local agency, *Innovations* has modules of PCA certification and suggested the Avante contact that agency for guidance.
- **Salem Stephanos** commented on clinical placements as being an integral part of any Nursing or Allied Health program. However, it may now be necessary for recruiters to change their approach when recruiting sites for student clinical placement. As approved sites and preceptor options within close proximity to each student's community become limited, site recruiters could possibly contact Human Resources or Volunteer services first, before contacting the unit managers or directors of the hospital or clinic. HR and/or Volunteer Services can work cooperatively with coordinators to accommodate clinical placements without overwhelming managers/directors who receive an abundance of placement requests from various training schools within the region.
- Clark Stevenson agreed with Ms. Stephanos. He commented that he feat of securing student clinical placements has been a challenge for many years. Clark is also a member of the Inland Empire Consortium. In the early 2000's the IE Consortium in collaboration with HWI, attempted to create a virtual clinical placement tool as an automated system to decrease the influx of calls/requests that sites were receiving, and to better organize the student clinical placement "community" in San Bernardino and Riverside counties . The
- **Betty Baluski** shared that College of the Desert is currently reviewing/revising their CNA curriculum to align with the premise of stacked and/or latticed credentials in Nursing. There is strong possibility that CNA courses will be offered in the spring semester. The college will also pilot a *Transitions to Practice* program using Contract Education, as well as develop an innovative TTP curriculum package for the Allied Health professions.
- **Carol Allbaugh** announced the Inland Coalition released a recruitment announcement for hospital and clinical sites to support the Faculty Externs. She will give the Steering Committee updates as the program progresses.
- **Jacqui Tricco** announced that CVEP has been very successful in establishing industry councils acting as networking and collaborative vehicles education and industry professional alike. The Coachella Valley Healthcare Industry Council actively participates in educational efforts and goals supporting student transition from high school - to community college- to university and/or career.
- As co-chair of the Inland Empire Desert Consortium, **Joyce Johnson** encouraged committee members share any and all program and/or student success stories with the Consortium, that in turn will report the information regionally via newsletters and email blasts,

Legislation Updates

Dr. Robert Murphy, consultant to College of the Desert, shared his vision of legislation as it effects Healthcare occupations and Education. Education overall must embrace rapid innovations in technology that will soon affect both Healthcare education and the workforce, and be proactive in providing innovative teaching strategies, state of the art equipment and advanced curriculum to meet labor market demand. Job descriptions and the way in which nurses and allied health professionals conduct their work is on the cusp of change as legislation moves forward. An example of this



is SB-491 allowing certified Nurse Practitioners to act without direct Physician supervision, passed its 1st round of Senate vote and other bills addressing the quality patient care and community healthcare are pending.

Professional Development

- “Train the Trainer” Preceptorship sessions, focused on strengthening the skill of Preceptors, are currently being planned. Sessions will be announced in future correspondence.
- Innovative Teaching Strategies workshop is slated for **Friday, January 24, 2014**. More information to follow.
- “The Faculty Externship” program in Health Education in Riverside and San Bernardino counties, a collaborative project of the HWI and the Inland Coalition, will be announced in future correspondence

Avante will continuously research professional development both general and customized for Healthcare Education faculty, K12 and ROP teachers including demonstrations and walkthroughs; face-to-face and on line options for technical assistance in program Improvement, student engagement, school culture building, data analysis, etc.; focused on serving all students so that they may reach their academic and career potential.

Workforce Development Department Updates

The California Community Colleges Chancellor’s office has decided to grant limited SB 70 funding to address efforts in aligning with the Workforce and Economic Development Division’s 2013-14 vision. **Tiki Copeland** shared information about the WEDD’s industry sectors identified as emerging and/or priority in Riverside County. The sectors are 1.) Healthcare 2.) Renewable/ Energy/ Utilities 3.) Professional and Business Services 4.) Manufacturing 5.) Logistics 6.) Tourism, and 7) Agriculture. Tiki reported that her office has various resources of data available to help in forwarding the decision-making processes at many community colleges.

Emily Petrus commented that the same services are offered in San Bernardino County, as reported by Ms. Copeland.

Linked Learning initiative

The committee discussed future high school career pathways in Nursing and Allied Health as associated with the new *Linked Learning Initiative* (LLI) and Common Core. **Jacqui Tricco** reported that currently 5 of San Bernardino County School districts have adopted the LLI. In the Coachella Valley, Palm Springs USD adopted the LLI with Coachella Valley and Desert Sands USDs soon to follow. Linked Learning and the Common Core are modalities whereby students learn in various industry-themed academic settings, using the state standards (common core), while focusing on a specific occupational/career pathways. Many K12 schools are using these modalities to better prepare students for college and career readiness.

Combined Advisory meetings

Steering committee members discussed the concept of a combined advisory meeting with the Inland Empire Health Consortium. HWI and IEC meetings have been combined in the past as a collaborative effort to address student clinical placement issues and concerns. However, due to modifications in the purpose and engagement of each the Committees and the need to diversify, the committee agreed that combined meetings, although superfluous, could be a possibility in the future.

Next Meeting: Committee members agreed that the next meeting will take place on:

Meeting Material/ Handouts provided 9/27/13:

- Agenda
- DSN PowerPoint presentation
- Three-fold sample brochures available at website : www/ca-hwi.org
- Doing What Matters in Healthcare Education flyer available at website:

Contact Avanté Simmons for more information:
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<p><u>Wednesday November 20, 2013</u> 11:00 a.m.-1:00p.m. Lunch provided</p> <p>Azusa Pacific University, San Bernardino Campus 300 Hospitality Lane, San Bernardino CA 92408 (909) 888-9977</p>
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