



HEALTH WORKFORCE INITIATIVE STATEWIDE ADVISORY COMMITTEE MEETING

January 16, 2015
California Community Colleges Chancellor's Office
1102 Q Street, Sacramento



Agenda

Meeting Date: January 16, 2015
Meeting Time: (8:30 am Continental Breakfast)
Meeting 9:00 am –2:00 pm
Meeting Location: California Community Colleges
Chancellor's Office
1102 Q Street
Sacramento, CA

Chair: Michael Hutchinson
Ed. Co-Chair: Linda L. Zorn

Recorder: Julie Aguiar

TIME ALLOCATED	AGENDA ITEM	GOAL	ACTION/DISCUSSION
9:00 – 9:15 am	Welcome and Introductions	Members and Guests Introduce themselves.	<p><i>Michael Hutchinson</i> opened the meeting at 9:03 am. <i>Linda Zorn</i> noted that the Key Findings of the 2014 COE Health Occupations Survey were available in print and on the COE website. Roundtable introductions followed:</p> <ul style="list-style-type: none"> • Marshall Alameida, College of Marin • Sherie Ambrose, Mercy Medical Center, Mt. Shasta • Allyne Beach, Kaiser Permanente • Sandy Baker, COADN South • Barbara Brock, HWI DSN, Solano County CCD • Heidi Child, RN Clinical Educator, Sutter Medical Foundation • John Cordova, HWI DSN, College of the Canyons • Susan Craig, DON, Butte College • Walter DiMantova, Los Rios CCD • Lisa Duncan, CNO, Family Health Centers, San Diego • Ann Durham, HWI DSN, Grossmont-Cuyamaca CCD • Claire Enright, Director of Clinical Services, Riverside Healthcare • Katie Faires, Program Assistant II, CCCCCO • Brenda Fong, EWD Specialist, CCCCCO • Diane Garcia, Ca Society of Radiologic Technologists • Njeri Griffin, EWD Program Assistant II, CCCCCO • Cynthia Harrison, HWI DSN, Mission College • Laurie Harrison, Special Populations Advisory Committee • Shari Herzfeld, HWI DSN, Rio Hondo College • Sue Hussey, HWI DSN, Sacramento City College



**ECONOMIC &
WORKFORCE
DEVELOPMENT**
through the
CALIFORNIA
COMMUNITY
COLLEGES

HEALTH WORKFORCE INITIATIVE STATEWIDE ADVISORY COMMITTEE MEETING

January 16, 2015

California Community Colleges Chancellor's Office
1102 Q Street, Sacramento



Health Workforce Initiative

Agenda

TIME ALLOCATED	AGENDA ITEM	GOAL	ACTION/DISCUSSION
			<ul style="list-style-type: none"> • Michael Hutchinson, CEO, Kern Valley State Prison • Dr. Debra Jones, Dean, Career Education Practices, CCCCCO • Rita Levy, Program Assistant II, CCCCCO • Kimberly Mayer, Ca Institute for Behavioral Health Solutions • Susan McLearn, Past President, CA Dental Hygienist Association • Trudy Old, HWI DSN, Butte College • John Peleuses, Alta Newport Hospital • Laurie Sienkiewicz, HWI DSN, Golden West College • Avanté Simmons, HWI DSN, College of the Desert • Anette Smith-Dohring, Workforce Development Manager, Sutter Health Sacramento-Sierra Region • Linda Zorn, HWI Sector Navigator, Butte College <p>Presenters: John Paul Gallagher, Organizational Change Facilitator, Marty Khatib, Director, Imaging Services Mercy San Juan Medical Center</p>
9:15 – 9:45 am	<p><i>Chancellor's Office Update BOG Task Force on Workforce, Job Creation and a Strong Economy and Baccalaureate Degree Pilot Projects</i></p> <p>Debra Jones Dean, Career Education Practices CCCCCO and Brenda Fong, Specialist Healthcare Workforce Initiative Nursing and Allied Health</p>	<p>Chancellor's Office Representative share information regarding CCCCCO, budget and legislative issues.</p> <p>Gather input on key questions for BOG Task Force on Workforce:</p> <ol style="list-style-type: none"> 1) How do we dramatically increase the number of community college students who earn quality industry valued credentials? 2) How do we ensure that community colleges work better and in a timelier manner with industry to assure that students leave with appropriate skills for high value and good paying jobs? 	<p><i>Debra Jones</i> disseminated the Digest from yesterday's consultation council. EWD is asking for a 6.9% increase in budget. \$200 million in DOE funds are earmarked for Student Success programs. \$48 million remains in SB 1070. We don't expect to see it awarded in 15-16, though it may reappear as a pathways project in SB1666. She also shared job task force info.</p> <p><i>Rita Levy</i> advised on the status of the SB 850 Baccalaureate pilot programs. A list of the 34 submissions was shared. 13 were health. 15 or fewer will be accepted. Curriculum will be developed. The first classes are supposed to start in 2017, but some applications indicate an earlier date. Students must be degreed by 2023. An interim report to the governor will be used to determine renewals after the 6 year term. There is no funding budgeted for these. Each proposal is undergoing multiple reviews and scored by individuals with no stake. The Chancellor and BOD will determine/announce the selections next week (<i>Mr. Hutchinson later added that the</i></p>



**ECONOMIC &
WORKFORCE
DEVELOPMENT**
through the
CALIFORNIA
COMMUNITY
COLLEGES

HEALTH WORKFORCE INITIATIVE STATEWIDE ADVISORY COMMITTEE MEETING

January 16, 2015

California Community Colleges Chancellor's Office
1102 Q Street, Sacramento



Health Workforce Initiative

Agenda

TIME ALLOCATED	AGENDA ITEM	GOAL	ACTION/DISCUSSION
		3) How do we make funding for workforce programs and structured CTE pathways more sustainable especially during budget downturns?	<p>Chancellor's Office should be congratulated on its fast selection process and announcement of the 15 selected programs the following week. Those related to health are:</p> <ul style="list-style-type: none"> ▪ Crafton Hills College: emergency services and allied health systems ▪ Cypress College: mortuary science ▪ Foothill College: dental hygiene ▪ Modesto Junior College: respiratory care ▪ San Diego Mesa College: health information management ▪ Shasta College: health information management ▪ Skyline College: respiratory therapy ▪ West Los Angeles College: dental hygiene). <p>Brenda Fong noted that the Interim VC of Student Services is Denise Nolan, from Contra Costa College.</p> <p>Michael and Debra discussed the free college tuition proposal. It will have a low impact on California. Over 50% of students at many colleges attend under a BOG waiver already. There is no funding for this, either.</p> <p>Radiation Therapy training was suggested for a review.</p>
9:45 – 10:00 am	<p><i>Certified Nursing Assistant Programs in CA</i> <i>A Survey of Community Colleges</i> Linda L. Zorn Sector Navigator Health</p>	Share survey key findings and recommended next steps.	The survey is available on the HWI homepage. The outcomes were not surprising: We are not meeting student demand. At Butte College, our WIB provides support for CNA students, uniforms, books, tuition, and student scholarships through the Arthur Root Foundation. DSNs could work with WIBs to help students avoid going into debt. We want to recruit new faculty, from industry. Marshall Alameida recommended keeping in touch with RN grads to bring them back as instructors.
10:00 – 11:00 am	<p><i>Diagnostic Imaging Workforce Development Project – GSSA</i> John Paul Gallagher, PhD, EMT-P Organizational Change Facilitator and Marty Khatib, JD, RT (R) Director, Imaging Services Mercy San Juan Medical Center and</p>	Provide project update on the project goals, current state assessment, findings related to workforce development, data collection, and diagnostic imaging industry workforce development needs.	<p>See PPP.</p> <p>The data collection is complete and the project has moved to the planning phase.</p>



**ECONOMIC &
WORKFORCE
DEVELOPMENT**
through the
CALIFORNIA
COMMUNITY
COLLEGES

HEALTH WORKFORCE INITIATIVE STATEWIDE ADVISORY COMMITTEE MEETING

January 16, 2015

California Community Colleges Chancellor's Office
1102 Q Street, Sacramento



Health Workforce Initiative

Agenda

TIME ALLOCATED	AGENDA ITEM	GOAL	ACTION/DISCUSSION
	Anette Smith-Dohring, HCS Workforce Development Manager Sutter Health		
11:00 am – 12:00 pm	<i>Soft Skills for Nursing and Allied Health</i> Facilitated discussion HWI will be submitting a statewide grant proposal for curriculum development to embed soft skills into nursing and allied health programs. We need your help in framing the proposal including health care industry needs for specific soft skills.	Determine specific soft skills to incorporate into nursing and allied health programs to inform statewide grant proposal.	The group broke into two groups, North and South, facilitated by the DSNs to develop/define soft skills. North Contribution (presented by Cynthia Harris) <ol style="list-style-type: none"> 1. Compassion for their job 2. Critical Thinking – Mind mapping/concept mapping; what all is needed: nursing social work, ancillaries, etc. 3. Motivational Interviewing - when taking H&P ability to drill down what's missing 4. Attendance 5. Appearance – professional; <ul style="list-style-type: none"> • See #17 6. Hygiene 7. Professional presentation; body art, piercings 8. Communication 9. Problem Solving 10. Technology Literacy; healthcare server program/computer literacy 11. Sound Judgment 12. Leadership/Management 13. Safety 14. Stress Management 15. Accept Constructive Criticism 16. Self-Reflection – Introspection 17. Work Habits and etiquette; wearing jeans to interviews, flip-flops, 18. Embedded Cultural Professionalism vs Survival Skills to get through the programs 19. Gap between education & facility 20. Accountability with facility/human resources 21. HIPPA 22. Universal Precautions 23. Fire Safety 24. Drug Testing 25. Background Check; DOJ, FBI, Homeland Security, Office of Inspector General (outstanding loans)



**ECONOMIC &
WORKFORCE
DEVELOPMENT**
through the
CALIFORNIA
COMMUNITY
COLLEGES

HEALTH WORKFORCE INITIATIVE STATEWIDE ADVISORY COMMITTEE MEETING

January 16, 2015

California Community Colleges Chancellor's Office
1102 Q Street, Sacramento



Health Workforce Initiative

Agenda

TIME ALLOCATED	AGENDA ITEM	GOAL	ACTION/DISCUSSION
			<p>26. Team player</p> <p>27. Collaborative</p> <p>28. Interdisciplinary – professional collaboration, working together, understanding role</p> <p>29. Networking – social expand own network</p> <p>30. Written Communication Skill</p> <p>31. No cell phone/social media</p> <p>32. Respect for everyone/all depts.</p> <p>33. Punctuality</p> <p>34. Adaptability</p> <p>35. Pride in your work</p> <p>36. Time Management</p> <p>37. Self Confidence</p> <p>38. Maximum Effort</p> <p>39. Be good listening/Active Listening</p> <p>40. Positive attitude</p> <p>41. Posture/Body Language; civility/rolling eyes</p> <p>42. Overview of governing regulations: joint commission Title 22, EEO,</p> <p>43. Lifelong Learning</p> <p>44. Cultural Competency, Humility, Age 1-44 above are grouped within A-G below.</p> <p>Strategies</p> <p>Hospital Orientation (1wk for governing regulations)</p> <p>Professional Development component</p> <p>Competencies:</p> <ol style="list-style-type: none"> Students will demonstrate knowledge of resources for life-long learning Evaluation a scenario and identify resources available to solve a problem. Compare and contrast and accept cultural/age/humility, difference Theory and Practice Return Demonstration Join professional organizations and get involved in profession, attend conferences



**ECONOMIC &
WORKFORCE
DEVELOPMENT**
through the
CALIFORNIA
COMMUNITY
COLLEGES

HEALTH WORKFORCE INITIATIVE STATEWIDE ADVISORY COMMITTEE MEETING

January 16, 2015

California Community Colleges Chancellor's Office
1102 Q Street, Sacramento

Agenda



Health Workforce Initiative

TIME ALLOCATED	AGENDA ITEM	GOAL	ACTION/DISCUSSION
			<p>Resources: JSPAC.org, E-Seminar on Soft Skills, CA Career Cafe</p> <ul style="list-style-type: none">A. Communication: written communication skills, being good/active listener, posture/body language, Motivational inter viewing/ability to drill down in interview, concept mapping, read the situation, gather appropriate info and respond appropriately, team player, collaborate, interdisciplinary-working together, understanding roles, networking, written communication skills, posture/body language,B. Lifelong Learning Professionalism, technology literacy, leadership/management, networking, lifelong learning desire,C. Professionalism (attitudes-behaviors): Attendance-punctuality, appearance/professional, hygiene, professional presentation, body art, piercings, compassion, professionalism, stress management, self-reflection, introspection, work habits & etiquette, team player, collaborative, interdisciplinary-working together understanding roles, networking, work ethics, respect, pride in your work, adaptability, time management, self-confidence, Maximum effort, positive attitude, not just a job it's a profession,D. Critical Thinking: Read the situation, gather appropriate info & respond appropriately, problem solving, sound judgment, adaptability, time management,E. Facility Policy: HIPPA, cellphone, social media, universal precautions, fire safety, drug testing, background check (DOJ/FBI/Homeland Security/OIG), safety, work ethics, over-view of governing regulations,



**ECONOMIC &
WORKFORCE
DEVELOPMENT**
through the
CALIFORNIA
COMMUNITY
COLLEGES

HEALTH WORKFORCE INITIATIVE STATEWIDE ADVISORY COMMITTEE MEETING

January 16, 2015

California Community Colleges Chancellor's Office
1102 Q Street, Sacramento

Agenda



Health Workforce Initiative

TIME ALLOCATED	AGENDA ITEM	GOAL	ACTION/DISCUSSION
			<p>F. Age and Cultural Specific: embedded cultural professionalism vs survival skills to get through program, age/cultural competency/humility,</p> <p>G. Education and Industry Gap: gap between education and facility, accountability with facility/HR,</p> <p>South Contribution (Presented by Ann Durham): Defined as: "The cluster of personality traits and behaviors, social graces, communication, language, personal habits, friendliness and optimism that characterize relationships with other people; they are related to feelings, emotions, and insights to enhance an individual's relationships, job performance and career prospects." A list of 11 general categories were created, with attributes listed in each category:</p> <ol style="list-style-type: none"> 1. Strong work ethics and professionalism <ol style="list-style-type: none"> a. Risk management b. Leadership skills c. Demonstrate self-care d. Commitment to task e. Dedicated f. Motivated g. Self-directed h. Self-care i. Ethical j. Chain of command k. Follow dress code l. Honesty m. Dependability n. Tolerance of ambiguity o. Respect boundaries p. Ability to follow the rules q. Dedicated to mission r. Integrity s. responsible 2. Positive attitude <ol style="list-style-type: none"> a. Mentor-able b. Patience



**ECONOMIC &
WORKFORCE
DEVELOPMENT**
through the
CALIFORNIA
COMMUNITY
COLLEGES

HEALTH WORKFORCE INITIATIVE STATEWIDE ADVISORY COMMITTEE MEETING

January 16, 2015
California Community Colleges Chancellor's Office
1102 Q Street, Sacramento



Health Workforce Initiative

Agenda

TIME ALLOCATED	AGENDA ITEM	GOAL	ACTION/DISCUSSION
			<ul style="list-style-type: none"> c. Engagement d. Mindfulness e. Compassion f. Nonverbal communication <ul style="list-style-type: none"> 3. Good communication skills (verbally articulate, good listener) <ul style="list-style-type: none"> a. Able to communicate b. Listen c. Able to be quiet d. Cultural competency e. Empathy 4. Time management abilities; ability to prioritize <ul style="list-style-type: none"> a. promptness 5. Problem solving skills/critical thinking <ul style="list-style-type: none"> a. Critical thinking b. Proactive c. Creative d. Manage conflict 6. Team player 7. Self-confidence <ul style="list-style-type: none"> a. teamwork 8. Ability to accept and learn from criticism 9. Flexibility/adaptability <ul style="list-style-type: none"> a. Flexible b. Resourceful c. Collaborative d. resilience 10. Working well under pressure <ul style="list-style-type: none"> a. Hardiness b. Deal with pressure 11. Social graces <ul style="list-style-type: none"> a. Play well in sandbox <p>When the IDRC grant is funded, LZ will solicit more input.</p>
12:00 – 12:30 pm	Lunch		
12:30 – 1:30 pm	Industry Roundtable-Key Questions	Industry round table responding to agenda items and other industry needs/concerns	<i>Anette Smith-Dohring:</i> Sutter is restructuring. She's focusing on an apprenticeship policy and a radiology apprenticeship pilot. BSN strategy is also one of her focus. She's been



**ECONOMIC &
WORKFORCE
DEVELOPMENT**
through the
CALIFORNIA
COMMUNITY
COLLEGES

HEALTH WORKFORCE INITIATIVE STATEWIDE ADVISORY COMMITTEE MEETING

January 16, 2015

California Community Colleges Chancellor's Office
1102 Q Street, Sacramento

Agenda



Health Workforce Initiative

TIME ALLOCATED	AGENDA ITEM	GOAL	ACTION/DISCUSSION
			<p>communicating their needs to the DOL and preparing for a state legislative day focusing on education finance.</p> <p><i>Sherie Ambrose:</i> Mercy Medical Center is developing care coordination and home based care. The Woodland site is doing it well. They applied for a UCSF grant to train Medical Assistants to become health coaches. She will forward the information to Linda. Proactive palliative care is another focus. They are considering training Respiratory Therapists to be house supervisors, to maintain core staffing. The IP model for care is expensive. Rural health is a challenge but we are working with our Medi-Cal Partnership group to help us fund it. As part of her meaningful use, Sheri is retraining medical records folks to be referral coordinators. They are seeing 10-12 new people a day in their clinics, due to new health coverage enrollments. People have had ongoing health problems and are just now getting care.</p> <p><i>Lisa Duncan:</i> A new clinic was opened at City College. Nurse clinical rotations will begin soon. They hired so many new employees, they developed a 48 hour course to bring CNAs and RNs up to speed. They are working with Health Information exchanges. UCSD has a beacon network grant, but the progress is slow. Meanwhile, they need a way to obtain newborn information, such as immunization records.</p> <p><i>John Peleuses</i> is reopening two hospitals, rehiring staff, and expects to be surveyed by month end.</p> <p><i>Kim Mayer:</i> Affordable Care impacted mental health. Medicaid coverage has expanded to include mild to moderate cases. They are focusing on integration with primary care health. An international conference in SF on mental health stigma will be held next month. She's with UCSF CFHP Peer providers and mentors in substance abuse (not a state cert in CA right now), one year study. Also in year two of a look at psych mental health practitioners.</p> <p><i>Heidi Child:</i> Sutter is experiencing lots of organizational transitions. They are using more nurse navigators and having employees working in full scope of their job. Most of her navigators were oncology RNs trained on the job. They are being trained on their health records system.</p>



**ECONOMIC &
WORKFORCE
DEVELOPMENT**
through the
CALIFORNIA
COMMUNITY
COLLEGES

HEALTH WORKFORCE INITIATIVE STATEWIDE ADVISORY COMMITTEE MEETING

January 16, 2015

California Community Colleges Chancellor's Office

1102 Q Street, Sacramento

Agenda



Health Workforce Initiative

TIME ALLOCATED	AGENDA ITEM	GOAL	ACTION/DISCUSSION
			<p><i>Claire Enright:</i> LTC changes little, but AB 1627 funding was helpful. 3-6 week stays have to be reduced to 21 days. Mom & Pop SNFs are closing unless they can shorten that stay. The industry is experiencing growing pains. She would like to partner on MA development and would like to see geriatric certifications for LVNs. CNAs are needed in rural areas.</p> <p><i>Diane Garcia:</i> Radiology is the second largest profession in the world. She appreciated the presentation and I sad to report that the College of SF is closing its program. She gave two years' notice, but the college won't allow recruiting until she's gone. Her program accepted 15 students/year and vetted Northern California. Recently, a request by the Radiation health branch to allow orthopedic nurses (in place of a trained, licensed technologist) to perform fluoroscopy was rescinded. This was a dangerous practice. Lack of training can lead to radiation burns.</p> <p><i>Michael Hutchinson:</i> The California Correctional system has 35 institutions. They are now open to offering clinical rotation. To partner, contact Michael or Erica Patton. They continue to work on the MA role. About 1/3 of their population has mental health needs, so they are transitioning from LVN to psych tech, particularly for medication administration. They have tried population-driven staffing models, but each location varies, depending on the age of the inmates. In his population, inmates see one healthcare provider or another every 10 days. Each institution has different needs. They are also reviewing their needs by specialty.</p>
1:30– 2:00 pm	<p><i>Discussion Item – Impacted Pre-requisites for Allied Health and Nursing Programs</i></p> <p>Michael Hutchinson, Industry Co-Chair</p>	Discuss experience with impacted pre-requisite courses and potential solutions.	<p><i>Michael Hutchinson</i> noted that his employees report that prerequisite courses for AHP are still impacted. Half the students drop midway through the semester, when it's too late for others to add. Clinical sites are in short supply. John Peleuses noted that 3-4 colleges are competing clinical rotations with his facility. Colleges lack lab space and budgets for infrastructure/facilities.</p>
2:00 pm	ADJOURN		The meeting was adjourned at approximately 1:30 pm.