



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

**Health Workforce Initiative
DSN Meeting Agenda
September 17, 2015, 9:30 am – 4:30 pm
Hawthorn Suites
321 Bercut Drive
Sacramento
916-444-1200**



Recorder: Julie Aguiar

Statewide Director: Linda L. Zorn

Participants: HWI DSN's, Project Monitor, and Statewide Director/Sector Navigator

	Agenda Item	Goal	Action/Discussion
9:30 am	Welcome and Introductions	Members brought to focus	Linda called the meeting to order at 9:32 am. Present: Linda Zorn, Brenda Fong, Barbara Brock, Ann Durham, Trudy Old, Sue Hussey, Laurie Sienkiewicz, Cynthia Harrison, Avanté Simmons, Valerie Fisher, John Cordova, Shari Herzfeld, Nicole Sherman (Guest), Meredith Smith (guest) and Charlene Almazan (guest). Recorder: Julie Aguiar.
9:40 am	CCCCO Updates - Brenda Fong 1. Budget 2. Legislation 3. Other	Bring HWI directors up to date on current news from the Chancellor's Office.	<p>EWD Moved from 3rd to 6th floor: As of 7/1/15, the Chancellor's Office reorganized. Three Divisions (Academic Affairs, Student Support Services, and Workforce and Economic Development) are now grouped under the umbrella of Educational Services.</p> <p>Gary Adams' Memo on Final Reporting: In short, reports are due on the date listed on face sheets, which are not currently consistent.</p> <p>The bidder's conference for the RFA for the California Apprenticeship 2015-16 grants will be held today. John Dunn indicated that more apprenticeship RFAs will come out</p> <p>The USDOL funded ARC \$5 million for an apprenticeship program in advanced manufacturing. SEIU applied, but was not awarded the grant. Mission college is implementing MetroED, an apprenticeship model.</p> <p>The RFA for the Statewide TAP for the COE (Labor Market Research Statewide) has been announced.</p> <p>Legislation SB 466: Sponsored by the BRN, extends the repeal of sections of the Business and Professions code related to nursing, and is now on the Governor's desk. It includes suggested amendments and a confusing piece about prior military service. It requires ADN programs to have a written compliance plan.</p>



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			<p>AB-15: The End of Life Bill is at the Governor's desk. AB-172: Increased penalties for assault & battery of ER RNs: Also awaiting Governor's signature. AB-288: dual enrollment - passed. AB-1306: (CNM-Certified Nurse Midwife scope of practice) Opposed by CMA. Did not pass. SB-323: (NP-Nurse Practitioner scope of practice) Opposed by CMA. Did not pass. Sacramento Bee: A recent article asserted that California nurses are receiving top pay in the nation, with Sacramento's nurses ranking 3rd highest in state (\$105K/yr.). Further, Sacramento was found to be a great place to work. CCCCO Staff Changes: Nancy Borges, Program Analyst retired 7/31/15. Susanne Louie is temporarily assigned to the nursing unit. Nita Patel is a new Website Analyst, as of 9/1/15. A new CCCCCO position for Director of Vocational Education was posted. This person will report to Van and oversee the three deans.</p>
10:00 am	<p>CIO Meeting Debrief</p> <ol style="list-style-type: none"> 1. Communication and college meetings 2. Sector Advisory participation 3. CIO Regional Meetings 	Increase communication and collaboration with CIOs.	<p>At regional breakouts during the Spring Conference in April, CIOs provided negative feedback regarding the DWM structure, specifically the roles of SN and DSN. They feel that we are doing parallel work. They recognized our value in reaching out to business, but the SB 1070 funds leave room for ambiguity.</p> <p>In July, Linda invited CIOs to join HWI advisory meetings, noted that we do regular college visits, and maintain CIOs on our mailing lists. Van offered an EDPAC position. The CIOs remained unsatisfied. Discussion continued at Extended Operations, so Linda met with Pam Walker. The plan is to increase communication, and ask supportive CIOs to be more vocal. DSNs were asked to be sure to seek out CIOs during site visits.</p> <p>In the North, CIOs are involved with the Regional Consortia. Barbara Maxey is creating a Roles & Responsibilities document for the RC. In San Diego, the VC of</p>



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			<p>instructional services at SDCCD reached out to Ann, met with Linda and Ann, inviting both to address the Chancellor's Corporate Council Meeting on Employment Outlook on Healthcare, with its corporate partners, on 10/9/15.</p>
10:30 am	BOG Taskforce		<p>Cathy Martin will address the recommendations tomorrow. The four target areas are: legislation, internal regulations, college practices, and funding. The Task Force was very academic-heavy. Its recommendations appear to be CTE-focused, and lacking emphasis on economic development. SB 1402 funding is referenced, but not discussed.</p> <p>Linda noted that lack of industry engagement was noted in the feedback binder. Bryce Harris advised that the first reading of the recommendations will be in September, repeated in November, and implemented in January 2016. He asserted that the Student Success project laid the groundwork for implementation. The funding source remains unclear. Walt DiMantova will attend to attend SWAC, and may be able to answer questions about the funding source tomorrow.</p> <p>We will include some of the BOG recommendations in our workplans. This includes pieces that are curriculum-based, like scaling up and resourcing the C-ID system, along with curriculum alignment and contract education. A new public outreach campaign was suggested under regional coordination, which includes marketing CTE programs to the parents of middle and high school students. Clarification of the roles of SN, DSN, TAP and their relationships with the CCCCCO was recommended. There was a call for a statewide dashboard (other than launchboard) to include data on K-12 and other training programs not captured in launchboard. The flaw with CATEMA is that uploading information is voluntary.</p>
11:00 am	Technology Use Break		
11:15 am	SB 1402 <ol style="list-style-type: none"> 1. Incumbent worker training 2. Reporting 	Increase compliance with SB 1402 requirements.	Linda disseminated a portion of Appendix C, which lists SB 1402 activities. We tend not to have ROI data, so the outcomes can be subjective. Ann, Trudy and Linda were interviewed by EdInsight on their 1402 activities. In Valerie's region,



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	<ul style="list-style-type: none"> a. College visits b. New Quarterly reporting 		<p>only one DSN was contacted who had only one year on the job. Funding for this research is provided by the Omnibus grant. EdInsight wishes to present its findings at CCCAOE.</p> <p>Incumbent Worker Training: We expect the new soft skills curriculum to fill the missing incumbent worker training piece. We also have three newly certified DDI facilitators in the group. Contract Ed is having a summit after CCCAOE, but they are not partnering with HWI. At Butte, we collaborate with our Contract Ed, and share outcomes. In the North, not all of our colleges have a Contract Ed department.</p> <p>New Quarterly Reporting: Linda and Brenda came up with a simple quarterly reporting form for use by all the HWI DSNs. The following event types were discussed: Committees, financial support, workshops (paid vs. incumbent worker), College TA (site visits), TA other, TA Business, and pathways. John agreed to update his template to incorporate these. Linda will work with Mike to see if the file can be uploaded to the website. When collaborating with other regions, a decision has be made regarding who counts the attendees. Often it's counted by the local DSN. The others count it as a technical assist. Workplan objective numbers should also be reported. Linda would like to start on 10/1/15. John will provide by next week.</p> <p>Compression Planning: Avanté reported that it to be a great facilitation model, similar to the DACUM process. The 12 participants consisted of: five DSNs, two administrators, two from out of state, and grant writers. Avanté and John will do a two-hour presentation as professional development for the other HWI DSNs as time permits.</p> <p>Meeting of the Minds: John's Regional Consortia requested he attend. WIOA was discussed, but is not moving forward. Regarding WIBs (now called Workforce Development Boards (WDBs); Debra Jones, from the CCCCO asked the group to</p>



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			<p>connect with DSNs, but didn't actively inquire whether any were in attendance. Stewart Knox did an ETP presentation. Rebecca Hansen (SEIU), and Glen Forman (DAS) presented on a coding apprenticeship pilot done at Kaiser. John's team approached them with the HCIT model. Glen was willing to do a statewide presentation for DSNs. We need John Dunn to write down the apprenticeship steps, from 1-10. The keynote speaker, Rohit Talwar, global futurist, founder of Fast Future, was very engaging.</p>
12:00 pm	Lunch and Technology Use Break		
1:00 pm	<p><i>Incumbent Worker Newsletter Interviews</i> 1. Nicole Sherman</p>	<p>Content developed for Fall HWI News Magazine</p>	<p>Nicole Sherman conducted interviews to highlight incumbent worker training successes. The following projects were shared:</p> <p>MA Certification Review Course: Ann requested that other versions of the curriculum be posted on the HWI website for use as model curriculum. Laurie will provide. Her contact is Estella Perry. Incorporating a pre-test was a suggestion for improvement of the course. Valerie reported difficulty with tracking outcomes, in terms the actual testing which followed the course. She also had problems with the contracted college regarding student's worker's compensation coverage. John agreed to provide Nicole with the Medicare billing regulations with respect to MA licensure.</p> <p>Health Care Information Technology (HCIT): John has a partnership with the ICT/DM in his region and IDRC grant for a pilot program to upskill entry level workers who are MAs, basic IT support, help desk, and/or unit clerk (to name a few). Three colleges, including COC, Santa Barbara and Saddleback are participating. With the exception of front office procedures, all coursework is online. Digital badges are being discussed as a way to assign the skill competency with AHIMA. 25 students are required for the pilot and statewide participation/implementation is anticipated. A full or half page of the upcoming HWI magazine will be dedicated to advertising for John's pilot. Shari's health</p>



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			<p>worker customer service training course will also get coverage.</p> <p>Critical Care Nursing Specialty Course: Laurie shared that this course is in its 10th year. It is offered twice a year in her region, and is highly requested by industry. She will provide the number of grads to Nicole. Mary O'Connor, her predecessor, created the power points, lectures and exams. It can be utilized by others, provided a good instructor is available. Linda will provide Nicole with a report on best practices.</p> <p>ICD-10 Coding: The requirement to use ICD-10 codes to request reimbursement becomes effective on 10/1/15. Trudy has offered classes in the Far North, in collaboration with other groups. She hosted a two-day boot camp, by partnering with the local medical society. She has also hosted courses taught by Accucode, a private medical billing company headquartered in Chico, whose instructor is also Butte adjunct faculty. The medical society also offered shorter sessions, taught by coders employed by Enloe Hospital, also in Chico. In spite of the argument that coding will become obsolete as it is imbedded in the EMR, an ongoing need is predicted. John is working with his SBDC to offer training, as well.</p> <p>IV Therapy Certification Course: Barbara offers this as a 1.5 unit course, over 32 hours. This is in response to a Bay Area industry requirement.</p> <p>Hospital Leadership Training: Trudy sponsored DDI training for hospital leaders and managers at Fairchild Medical Center in Yreka. Contract Education provided the trainer. Classes were offered to approximately 30 employees, over a three month period. Fairchild paid its employees for attendance.</p> <p>Magazine Timeline: The Publication date is December, with the 1st draft in October. Printing and graphics will be completed in November.</p>
2:30 pm	SB 1070 1. CTE Programs of Study –	Update on 1070 projects	The RP Group was commissioned to do a report on DSN relationships with K-12



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	Valerie 2. Career Brochures 3. HASPI 4. Next newsletter – CCPT collaborations		<p>practitioners. The report was narrowly disseminated in June. Extended Ops reviewed it. Only 19 DSNs were interviewed. The conclusion was that DSNs are good at output - but not outcomes, and the job is too big. No overarching goals or objectives were identified. HASPI was noted as a best practice model. The recommendations made were to offer more strategic planning and professional development. DSN job descriptions don't discuss 1070 funding. Hiring is based on SB1402, because we never know whether 1070 will be funded. Linda's suggestion was to do a competitive RFA, continue to fund HASPI, and offer funding by sector. Lyla Eddington has demonstrated the best practice by a 1070 director. Linda and Renah Wolzinger studied projects last year and suggested a new format. Colleges still have a responsibility to connecting with K-12 partners. Career Health Brochures: Valerie shared her high school counselor packet, complete with a cover letter. She sends them to each high school's College and Career Readiness department. When they ask her to come and address their students, she refers them to their local community colleges.</p> <p>CTE Programs of Study: Valerie noted that erroneous health career pathway information was sent to CCPT grant applicants in her region (Who do you Want 2B?). She shared her own career folder which can be replicated in other regions. Julie will provide each DSN with a copy of Valerie's flash drive. Each DSN will develop/provide his or her own regional listing of pathways to be posted to the website. HWI may endorse and post the National Career Pathways template.</p> <p>HWI Statewide Supplies: The invoices will go out to the DSNs in the amount of \$2090 for the following items: Career brochures, lanyards, Nurse Tim subscription and HWI Folders. Two dental brochures will be completed. We're not revising Psych Tech or HIM brochures, unless someone volunteers to take on the project.</p> <p>Avanté: Carol Allbaugh, Director of the Inland Coalition received grant funding to enhance employer engagement related to internships/externships/mentoring, and in support of developing health occupations pipelines from K-12 to higher education.</p>



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			<p>Carol is a member of Avanté's Region 9 HWI Advisory meeting.</p> <p>Linda shared a student nurse association flyer.</p>
3:00 pm	<p>Statewide Group Projects</p> <ol style="list-style-type: none"> 1. Cindy Clark 2. Innovative Practices Workshops – follow-up from last meeting 	Update on Professional Development	<p>Cindy Clark Workshops: Registrant numbers were shared. Avanté will offer a discount and Shari will share Avanté's flyer. Julie can tailor a flyer with your event address. She will send the final PDF to your registrants. Linda has sent the revised requirements which are scaled back. This has received a low level of support from the faculty that requested it. Our focus will switch to industry.</p> <p>Old Business: Innovative practices workshop – Linda suggested to COADN that it become a regional effort. Granlibakken could become a conference for all allied health partners in the north, with a similar event held in the south. HWI is sponsoring two speakers, at a cost of \$9,000. Linda discussed sponsorship guidelines with them. We need to provide sponsorship for the south conference, as well.</p>
3:15 pm	Technology Use Break		
3:30 pm	<p>Discussion Topics</p> <ol style="list-style-type: none"> 1. HIT/HIM Projects 2. COADN <ol style="list-style-type: none"> a. November 2-5, 2015 Portola Hotel and Spa Monterey b. March 2-4, 2016 San Diego c. April 27-29, 2016 Granlibakken 3. HealthImpact/CINHC Meetings 	Provide update on various meetings and projects.	<p>HIT/HIM Projects: Linda spoke with Margie Fritch about the HWI role in assisting her HIM Baccalaureate program. She wants cooperation with mapping pathways. Baccalaureate degrees area currently a focus of the Academic Senate. If DSN faculty members can attend the regional meetings. Regional meetings are as follows: ARC - 10/9, Mt. Sac - 11/14. The dates are listed on ASCCC website. Paula and John are the leads for the HIT/HIM effort.</p> <p>HCIT Program Development: John's convening is scheduled for 10/10/15. They are focusing on industry involvement. Shasta College, College of the Canyons, Mesa, Saddleback and Santa Barbara are invited. Leslie from Enloe is coming. The follow up report is being reviewed by Walt DiMantova. Please copy Linda. Last year's event included a robust conversation and lengthy report, which was condensed down to 15 pages. Walt will respond to the report tomorrow. It was</p>



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	<ul style="list-style-type: none"> a. Nursing Education Redesign b. Other 4. CNA Webinar 5. Calendars 6. Other meeting and conference attendance 7. Other 		<p>requested that Paula's email on this subject be forwarded to the group. Linda and Steve (Wright) will attend in October will attend, along with Walt and Katie Faires. Only Casey and James will speak.</p> <p>Cynthia and Ann are going to submit a report on the Imperial Valley "slabista" community.</p> <p>HealthImpact/CINHC: Nursing Education Redesign released a 9/9/15 document draft. Linda was Co-Chair on this committee. CINHC no longer exists. The next meeting is scheduled 12/9/15 (HWI retreat begins).</p> <p>ASCCC Regional Meetings: January 13-15, at the Napa Marriott. Dianna Chiabotti has yet to advise how to register for only a portion of the event. We will register for the whole event now, before it's too late. Options for moving the HWI meeting was discussed. If we met Wednesday from 10-2, we could serve a boxed lunch and carpool to Napa. Or, we could simply meet by phone. SWAC will remain on Friday.</p> <p>Orange County DSNs are offering High school counselor workshops at the Irvine Marriott, on 10/6/15. Over 400 counselors are coming. Admission is free, 20-30 breakout sessions and lunch are offered.</p> <p>So Cal Regional Simulation Debriefing: Will be held on 11/17/15 at the Ayres Hotel in Costa Mesa.</p> <p>LA regional advisory meeting (annual): Scheduled for 10/9/15. 10 CCDs participate.</p> <p>LA Counselor's Workshop: Being developed to guide counselors to recommend realistic educational plans, including CCDs. This is part of the BOG task force recommendations.</p>



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			<p>Arthur N. Rupe Foundation – Recent CNA Conference: Linda, Laurie and Cynthia attended. A speaker was giving inaccurate information. Linda suggested that CDPH answer the questions instead. Cynthia walked the group through form completion and navigation of the CDPH website. Some of the forms are now easier to understand.</p> <p>Statewide Admissions Issue: We know that multicriteria is being used for programs other than nursing. A lawsuit is a huge risk. The CCCCCO came out with a “cease and desist” memo. We are offering a webinar to 3CNAC on how to apply it correctly to nursing. Linda drafted a policy for CMS to impose on CNA directors. No response yet. Her major resource used was the UCSF report.</p>
4:00 pm	Health Professions Education Foundation Meredith Smith, MPP Marketing & Outreach Director		Meredith Smith, Marketing & Outreach Director was accompanied by Charlene Almazan, Senior Program Officer, Special Projects. Their department is a nonprofit entity housed within OSHPD. It was created to encourage people to work in underserved areas of the state (especially nursing). There are now other professions that are experiencing a shortage brochure highlighting the 13 programs offered was shared. Meredith hopes to present at John’s MIN event.
4:30 pm	Adjourn		The meeting adjourned at 4:45pm.
6:00 – 8:00 pm	Dinner IDRC Soft Skills – Statewide Project	Susan Craig and Stacy Bartlett, Butte College faculty will be presenting the Communications Module. Feedback needed.	