



WORKFORCE INVESTMENT BOARD OF VENTURA COUNTY

HEALTHCARE COMMITTEE MEETING

**Friday, January 9, 2015
8:00 a.m.- 9:30 a.m.**

Ventura County Community Foundation (VCCF) Nonprofit Center
4001 Mission Oaks Blvd., Community Room, Camarillo, CA

AGENDA

8:00 a.m.	1.0 Call to Order and Agenda Review	Martel Fraser
8:02 a.m.	2.0 Public Comments <u>Procedure:</u> The public is welcome to comment. All comments not related to items on the agenda may be made at the beginning of the meeting only.	Martel Fraser
8:05 a.m.	3.0 Approval of Minutes: November 14, 2014	Martel Fraser
	4.0 Ventura County Regional Strategic Workforce Development Plan	Kay Faulconer Boger
8:10 a.m.	<ul style="list-style-type: none">• Accelerator Grant and Ventura County STEPS Program	
8:20 a.m.	<ul style="list-style-type: none">• "One year after the Affordable Care Act": Identifying critical skills and jobs to meet Ventura County's healthcare workforce needs.	Panel Discussion: Michelle Reynolds, Sandra Werner, Greg Barnes, Brett Watson
9:05 a.m.	<ul style="list-style-type: none">• Clinical Lab Science Field Experience Update	Dawn Neuman
9:10 a.m.	<ul style="list-style-type: none">• Career Pathways	Tiffany Morse
9:20 a.m.	<ul style="list-style-type: none">• Deputy Sector Navigator Update	John Cordova
9:25 am	5.0 Committee Member Comment	Committee Members
9:30 a.m.	6.0 Adjournment <u>Next Meeting</u> March 13, 2015 (8:00 a.m.- 9:30 a.m.) VCCF Nonprofit Center (Community Room) 4001 Mission Oaks Blvd., Camarillo	Martel Fraser



WIB Healthcare Committee Meeting
November 14, 2014

MINUTES

Meeting Attendees

Committee Members

Celina Zacarias (Vice Chair)*
Greg Barnes*
Paul Matakiewicz*
Tiffany Morse
Dawn Neuman
Michelle Reynolds
WIB Member Bill Pratt*

WIB Staff

Patricia Duffy
Cheryl Moore
Richard McNeal
Talia Barrera

**WIB Member*

Guests

Kirsta Andrew (Westlake High School), Kari Appleford (Fillmore High School), Nasim Bahadorani (Ventura County Public Health), Giselle Bice (Simi Valley Adult Ed. & Career Institute), Linda Bednarski (Nordhoff High School), Linette Brammer (Career Education Center-CEC), Loredana Carson (Ventura County Adult Education Consortium), Rebecca Chandler (Ventura County Office of Education-VCOE), Darcy Duffy (Foothill Technology High School), Mike Etchart (VCOE), Anthony Fubon (CEC), Oscar Gutierrez (VCOE), Tammy Harter (SVUSD), Marybeth Jacobsen (Workforce Education Coalition), Camille Jauregui (CEC), Debi Kehoe (VCOE), Tony Luboff, Debbie Newcomb (Ventura College), Vivian Pettit (Community Services Department/WIA), Julia Pugh (Simi Valley High School), Mary Anne Rooney (Ventura County Civic Alliance/Alliance for Linked Learning), Jim Rose (Oxnard Union HSD), Su-Lin Rubalcava (VCOE), Jennifer Rogstad (Westlake High School), Stephanie Santos (Cope Health Solutions), Alisa Speidel (Simi Valley High School), Catherine Sube (Santa Paula High School), Wendy Trafton (VCOE), and Sharon Woolley (Ventura County Community College District).

1.0 Call to Order and Agenda Review

Celina Zacarias, Vice Chair, called the meeting to order at 8:10 a.m.

2.0 Public Comments

Mary Anne Rooney announced the Alliance for Linked Learning, Business Launch Event of High School Academies, on December 2, 2014, from 8:30-10:30, at Rio Mesa High School.

3.0 Approval of Minutes: September 12, 2014

Motion to approve: Paul Matakiewicz
Second: Greg Barnes
Motion carried

4.0 Ventura County Regional Strategic Workforce Development Plan

- Clinical Lab Scientist (CLS) Field Experience Program: Dawn Neuman reported on the success of the participating hospitals to meet the CLS application paper work deadline of

October 15, 2014. Dawn thanked the Healthcare Committee members for their support and assistance in meeting the deadline. The goal is to have local CLS labs certified in mid-2015 to enable faculty at California State University, Channel Islands to plan for students in the Fall 2015 semester.

- Healthcare Work Readiness Skills Categories: Greg Barnes and Paul Matakiewicz reported on the completion of the draft of the Healthcare Work Readiness Skills Categories Chart. The Healthcare Committee members reviewed the chart and agreed to follow up with any additions or changes they might have. Revisions will be reviewed at the next Committee meeting, posted on the WIB website for community reference, and updated as appropriate.
- Health and Science/Medical Technology Pathways Standards: Industry Advisory and Steering Committee Discussion: Cheryl Moore explained that the WIB Healthcare Committee would be providing a neutral platform for facilitating employer feedback to support the Career Pathways Trust Grants (*Alliance for Linked Learning* and *VC Innovates*) in developing curriculum aligned with the healthcare industry needs. The Committee members and guests broke into three healthcare pathway discussion groups: Biotechnology Pathway, Patient Care Pathway and Administrative Services Pathway. Referring to information provided by the *VC Innovates* team, the groups engaged in facilitated discussions and responded to questions on curriculum standards for each of the career pathways. The feedback also will be considered in the development of a career pathways map for Ventura County.

5.0 Committee Member Comments

Cheryl Moore introduced Bill Pratt, WIB Board Member and WIB Manufacturing Committee Chair, who attended the Healthcare Committee meeting to participate in the Biotechnology Pathway group discussion.

6.0 Adjournment

Motion to adjourn at 9:40 a.m.: Paul Matakiewicz
Second: Greg Barnes.
Motion carried.

Next Meeting

January 9, 2015

Ventura County Community Foundation (VCCF) Nonprofit Center
4001 Mission Oaks Blvd., (Community Room), Camarillo, CA

STEPS *Key Partners*

- Citizens
- Community Support Services
- Correctional Agencies
- Educational Institutions
- Employers
- Employment Services
- Faith-based Organizations
- Judicial Systems
- Social Services
- Supervision Agencies

Ventura County *Probation Agency*



To promote dynamic leadership in community corrections as we design and implement innovative, efficient, and fiscally sound programs that are models of success in the criminal justice system.

Human Services *Agency*



We strengthen families, support self sufficiency and promote safety, health and well being.

All Human Services Agency program services operate and perform at the highest level to meet individual, family, and community needs by providing assistance, aid, protection, and help.

BELIEVE IN *Second Chances!*



Ventura County **Probation Agency**

800 S. Victoria Avenue
Ventura, CA 93009

www.venturaprobatation.org

Human Services Agency

855 Partridge Drive
Ventura, CA 93003

www.vchsa.org

1-(800) 500-7705



STEPS

Specialized Training & Employment Project for Success

*Re-Entry Employment Services
for Prepared Job Seekers*

*A Community Service from
County of Ventura
Human Services Agency &
Ventura County Probation Agency*

STEPS *Profile*

The County of Ventura Human Services Agency and the Probation Agency have partnered to provide a business services model to connect reentry workers with employers.

STEPS uses an employment services method to develop a pool of job seeker candidates prepared for employment with employers throughout Ventura County.

STEPS *Goals*

- Prepare job seekers for employer workforce recruitment opportunities
- Match qualified job seekers with employers that hire general services, production, retail, food service, and other entry level to skilled level workers
- Make STEPS staff contact easy through e-mail, online, telephone, and in-person

STEPS *Specialized Services*

- STEPS job seekers receive personalized services in professional development
- STEPS employers are recognized as innovators and community workforce leaders
- STEPS staff can tailor an employee hiring plan that could include Employer On-the-Job Training services. STEPS employer can access information and services about training funding to assist with training costs.

EMPLOYER *Benefits*

- The STEPS Project provides reentry job seekers with ongoing education, training and employment guidance.
- STEPS staff provide support to employers who may be hesitant to consider qualified reentry workers.
- STEPS staff are able to coordinate employee Fidelity Bonding that can financially protect employers.
- STEPS staff are able to coordinate (when available), employer tax incentives commonly known as WOTC/Work Opportunity Tax Credit

EMPLOYER *Incentives*

- No-cost business workforce consulting
- STEPS staff can meet you at your business location
- No-fee job opening sourcing with the STEPS candidates
- No-fee referral to other online job posting services
- No-fee job postings on the County of Ventura labor exchange website:
venturacountyjcc.org/employerservices
- No-fee business referrals to other community business services
- Staff assisted recruitment services

Learn *More*

Human Services Agency/Job & Career Centers
[www.venturacountyjcc.org/employerservices/
accountexecutives](http://www.venturacountyjcc.org/employerservices/accountexecutives)

Ventura County Human Services Agency
www.vchsa.org

E-mail: HSA-Employer-Services@ventura.org

GETTING *Started*

STEPS can help you fill that job opening or refer you to the Job & Career Centers for additional employer services.

- Call 1-800-500-7705
- Click www.venturacountyjcc.org or www.vchsa.org
- E-mail HSA-Employer-Services@ventura.org
- Meet with the STEPS Account Executive at your place of business



“We are looking for employers willing to give our clients a second chance for a brighter future. Our clients need the opportunity to work and provide for their families.”

Employer Survey Questions

I. Demography *(please check all that apply):*

- | | |
|--|---|
| <input type="checkbox"/> Male | <input type="checkbox"/> Director of Production |
| <input type="checkbox"/> Female | <input type="checkbox"/> Supervisor |
| <input type="checkbox"/> Chief Executive Officer/President | <input type="checkbox"/> Governmental agency |
| <input type="checkbox"/> Chief Operating Officer | <input type="checkbox"/> Other/ none of the above |
| <input type="checkbox"/> VP of Human Resources / Director of Human Resources | |

II. Describe your organization *(please select the item that best describes your firm/agency):*

- | | | |
|--|---|--|
| <input type="checkbox"/> Small business (under 50 employees) | <input type="checkbox"/> Large corporation, part of a chain | <input type="checkbox"/> Local corporation |
| <input type="checkbox"/> Nonprofit | <input type="checkbox"/> Government | |

III. Describe your product or service:

- | | |
|--|--|
| <input type="checkbox"/> Technical/Software products/systems | <input type="checkbox"/> Hospitality |
| <input type="checkbox"/> Manufacturing/production | <input type="checkbox"/> Janitorial/Building Maintenance |
| <input type="checkbox"/> Green Industries | <input type="checkbox"/> Services (i.e., plumbing, HVAC) |
| <input type="checkbox"/> Health Care | <input type="checkbox"/> Other |

IV. Questions *(please answer all questions):*

1. What criteria would you use in considering a job candidate who was an ex-offender? Choose one or all of the items below:

- ☐ Has the specific skills and competencies we needed
- ☐ Has a specific Certification (e.g. Welding, Plumbing, Painting, Computer Repair, etc.)
- ☐ Has character references
- ☐ Has Drivers License
- ☐ Is eager to learn and perform; e.g., "had a positive attitude."
- ☐ Has his/her GED
- ☐ Has ability to use a computer to enter data or use the internet/Web



Employer Survey Questions

2. How important are the incentives below? Choose one or all of the items below:

- | | |
|---|---|
| <input type="checkbox"/> Fidelity Bonding | <input type="checkbox"/> Job training funding |
| <input type="checkbox"/> Tax Credits | <input type="checkbox"/> Staff support for the hire |

3. Would you apply the same set of personnel recruitment, screening, and hiring business rules that your company uses for its general workforce planning and development purposes?

- ☐ Yes ☐ No

4. Would the HR director/staff be involved in the employee's success and retention at the company?

- ☐ Very involved ☐ Somewhat involved ☐ Not very involved

5. Who would be most involved at your firm/agency/institution in ensuring that the employee was successful at learning their job, demonstrating a positive workplace ethos, and remaining employed?

- | | |
|-------------------------------------|--|
| <input type="checkbox"/> Supervisor | <input type="checkbox"/> HR Director/staff |
| <input type="checkbox"/> Peers | <input type="checkbox"/> Person provided OJT |

6. If you have already hired an Ex-Offender, please describe your experience in general regarding the ex-offender. In general, how did it work out? Select one choice:

- ☐ It was a positive experience ☐ It was not a positive experience ☐ Mixed experience

Contact Information:

Your Name:

Company Name:

Phone:

Email:



Kay Faulconer Boger, Ed.D. | Kay@FaulconerBoger.com

Ventura County Occupational Employment Data Growth Projections

HEALTHCARE

SOC Code*	Occupations	2013 Education and Training Level***	2010 VENTURA COUNTY Median Annual Wages**	2020 CALIFORNIA Employment Growth Projection	CALIFORNIA Average Annual Job Openings****	2020 VENTURA COUNTY Employment Growth Projection	VENTURA COUNTY Average Annual Job Replacement Openings	VENTURA COUNTY Average Annual Job Openings****	2010 CALIFORNIA Average Annual Employment	2010 VENTURA COUNTY Average Annual Employment
31-1011	Home Health Aides	Less Than H.S.	\$21,712	52.4	3,990	62.8	15	86	61,100	1,130
29-2051	Dietetic Technicians	H.S. Diploma	\$35,032	15.8	60	N/A	N/A	N/A	1,900	N/A
31-9799*	Healthcare Support Workers, All Other	H.S. Diploma	\$36,308	15.6	710	16.7	7	15	23,100	480
31-9093	Medical Equipment Preparers	H.S. Diploma	\$32,449	12.7	200	12.5	1	2	7,100	80
29-2081	Opticians, Dispensing	H.S. Diploma	\$37,615	17.7	240	30.0	4	10	6,200	200
31-9095	Pharmacy Aides	H.S. Diploma	\$24,158	32.1	380	N/A	N/A	N/A	8,100	N/A
29-2052	Pharmacy Technicians	H.S. Diploma	\$38,285	33.1	1,460	27.1	8	21	29,000	480
31-2022	Physical Therapist Aides	H.S. Diploma	\$26,165	29.7	300	50.0	4	15	6,400	240
31-1013	Psychiatric Aides	H.S. Diploma	\$26,444	19.2	70	N/A	N/A	N/A	2,600	N/A
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	H.S. Diploma	\$25,173	1.2	130	N/A	N/A	N/A	8,100	N/A
31-9091	Dental Assistants	Vocational / OJT	\$35,516	12.1	1,450	24.5	20	43	43,700	940
29-2041	Emergency Medical Technicians and Paramedics	Vocational / OJT	\$31,578	42.1	990	30.4	4	12	15,900	230
29-2799	Health Technologists and Technicians, All Other	Vocational / OJT	\$41,211	25.3	680	28.1	6	15	15,000	320
29-2061	Licensed Practical and Licensed Vocational Nurses	Vocational / OJT	\$51,760	22.5	3,170	27.3	29	59	64,500	1,100
31-9011	Massage Therapists	Vocational / OJT	\$34,422	14.1	730	20.0	3	7	24,100	200
31-9092	Medical Assistants	Vocational / OJT	\$31,586	22.4	3,050	23.5	31	78	80,900	2,000
29-2071	Medical Records and Health Information Technicians	Vocational / OJT	\$37,923	19.0	680	13.3	6	10	17,400	300
31-9094	Medical Transcriptionists	Vocational / OJT	\$43,045	1.7	100	-20.0	1	1	6,000	50
31-1012	Nursing Aides, Orderlies, and Attendants	Vocational / OJT	\$27,898	22.5	3,880	17.9	20	49	109,500	1,560
29-2053	Psychiatric Technicians	Vocational / OJT	\$53,623	21.3	340	0.0	2	3	8,900	120
29-2055	Surgical Technologists	Vocational / OJT	\$50,710	14.6	290	8.3	2	3	8,900	120
29-2031	Cardiovascular Technologists and Technicians	Associate's Degree	\$57,631	25.0	150	N/A	N/A	N/A	3,600	N/A
29-2021	Dental Hygienists	Associate's Degree	\$96,317	17.1	750	30.2	13	32	19,900	630
29-2032	Diagnostic Medical Sonographers	Associate's Degree	\$83,540	37.7	280	N/A	N/A	N/A	5,300	N/A
19-4099	Life, Physical, and Social Science Technicians	Associate's Degree	\$46,349	14.1	440	6.3	2	36	7,800	950

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HEALTHCARE

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29-2012	Medical and Clinical Laboratory Technicians	Associate's Degree	\$40,799	14.8	580	0.0	2	2	16,900	120
29-2033	Nuclear Medicine Technologists	Associate's Degree	\$93,357	12.5	50	N/A	N/A	N/A	1,600	N/A
31-2011	Occupational Therapy Assistants	Associate's Degree	\$63,459	35.0	100	46.2	6	24	2,000	390
31-2021	Physical Therapist Assistants	Associate's Degree	\$58,643	30.4	210	40.0	2	6	4,600	100
29-1124	Radiation Therapists	Associate's Degree	\$95,808	12.5	50	N/A	N/A	N/A	1,600	N/A
29-2037	Radiologic Technologists and Technicians	Associate's Degree	\$69,409	23.8	680	21.1	6	14	17,200	380
29-1111	Registered Nurses	Associate's Degree	\$89,577	21.6	9,980	21.7	68	150	251,800	3,780
29-1126	Respiratory Therapists	Associate's Degree	\$70,318	26.1	630	19.0	4	8	14,200	210
29-2056	Veterinary Technologists and Technicians	Associate's Degree	\$34,876	31.0	410	N/A	N/A	N/A	8,400	N/A
29-9091	Athletic Trainers	Bachelor's Degree	\$45,972	30.0	60	N/A	N/A	N/A	1,000	N/A
19-4021	Biological Technicians	Bachelor's Degree	\$44,607	16.7	570	9.1	0	3	11,400	110
29-1031	Dietitians and Nutritionists	Bachelor's Degree	\$68,621	20.0	390	9.1	4	6	7,000	110
29-9799	Healthcare Practitioners and Technical Workers	Bachelor's Degree	\$67,897	19.3	450	25.0	4	7	8,300	120
29-2011	Medical and Clinical Laboratory Technologists	Bachelor's Degree	\$81,068	11.9	370	0.0	2	2	11,800	110
11-9111	Medical and Health Services Managers	Bachelor's Degree	\$101,695	18.7	1,210	19.6	12	22	27,800	510
21-1023	Mental Health and Substance Abuse Social Workers	Bachelor's Degree	\$44,668	17.9	440	25.0	5	10	10,600	200
19-1022	Microbiologists	Bachelor's Degree	\$77,332	22.2	160	N/A	N/A	N/A	3,600	N/A
29-9011	Occupational Health and Safety Specialists	Bachelor's Degree	\$80,890	14.3	310	7.7	5	6	6,300	130
29-1125	Recreational Therapists	Bachelor's Degree	\$60,879	10.0	50	N/A	N/A	N/A	1,000	N/A
11-9151	Social and Community Service Managers	Bachelor's Degree	\$64,750	20.5	660	15.7	11	19	15,600	510
19-3099	Social Scientists and Related Workers	Bachelor's Degree	\$78,465	22.5	260	N/A	N/A	N/A	4,000	N/A
21-1029	Social Workers	Bachelor's Degree	\$63,971	13.1	490	5.9	12	16	13,000	510
29-1199	Health Diagnosing and Treating Practitioners	Master's Degree	\$68,448	20.0	180	N/A	N/A	N/A	4,500	N/A
21-1022	Healthcare Social Workers	Master's Degree	\$60,777	31.0	690	26.5	14	17	12,600	340
29-1122	Occupational Therapists	Master's Degree	\$86,960	24.4	380	37.5	4	14	9,000	240

Ventura County Occupational Employment Data Growth Projections

HEALTHCARE

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29-1071	Physician Assistants	Master's Degree	\$95,207	25.3	380	25.0	2	4	8,300	80
19-3039	Psychologists	Master's Degree	\$101,402	11.8	70	N/A	N/A	N/A	1,700	N/A
29-1127	Speech-Language Pathologists	Master's Degree	\$84,861	13.9	380	22.9	7	15	11,500	350
29-1128	Therapists, All Other	Master's Degree	\$42,454	22.5	180	N/A	N/A	N/A	4,000	N/A
29-1061	Anesthesiologists	Doctoral Degree	N/A	17.2	220	N/A	N/A	N/A	5,800	N/A
29-1181	Audiologists	Doctoral Degree	\$74,231	20.0	40	N/A	N/A	N/A	1,500	N/A
19-1021	Biochemists and Biophysicists	Doctoral Degree	\$81,515	37.5	390	22.2	4	4	6,400	90
29-1011	Chiropractors	Doctoral Degree	\$66,731	5.1	100	25.0	2	4	3,900	80
29-1029	Dentists, All Other Specialists	Doctoral Degree	\$138,971	0.0	50	N/A	N/A	N/A	1,300	N/A
29-1021	Dentists, General	Doctoral Degree	\$134,204	4.1	580	15.4	8	12	17,000	260
29-1062	Family and General Practitioners	Doctoral Degree	\$167,470	22.0	510	N/A	N/A	N/A	12,300	N/A
29-1063	Internists, General	Doctoral Degree	\$186,395	20.5	340	N/A	N/A	N/A	8,300	N/A
19-1042	Medical Scientists, Except Epidemiologists	Doctoral Degree	\$83,430	41.4	1,320	N/A	N/A	N/A	27,800	N/A
29-1064	Obstetricians and Gynecologists	Doctoral Degree	N/A	21.9	130	N/A	N/A	N/A	3,200	N/A
29-1041	Optometrists	Doctoral Degree	\$91,913	17.1	220	26.7	5	9	4,100	150
29-1023	Orthodontists	Doctoral Degree	N/A	9.1	30	N/A	N/A	N/A	1,100	N/A
29-1065	Pediatricians, General	Doctoral Degree	\$162,286	19.7	250	N/A	N/A	N/A	6,100	N/A
29-1051	Pharmacists	Doctoral Degree	\$130,563	26.7	1,230	21.4	11	20	23,600	420
29-1123	Physical Therapists	Doctoral Degree	\$87,194	23.6	580	38.1	5	21	16,500	420
29-1069	Physicians and Surgeons, All Other	Doctoral Degree	>\$187,200	15.7	1,060	17.9	5	10	29,900	280
29-1081	Podiatrists	Doctoral Degree	\$112,513	0.0	30	N/A	N/A	N/A	1,100	N/A
29-1066	Psychiatrists	Doctoral Degree	N/A	14.6	170	N/A	N/A	N/A	4,800	N/A
29-1067	Surgeons	Doctoral Degree	N/A	19.3	220	N/A	N/A	N/A	5,700	N/A
29-1131	Veterinarians	Doctoral Degree	\$91,950	17.2	210	33.3	4	11	5,800	210

*2010 Standard Occupational Classifications and Occupational Information Network provided by the Department of Labor

**Median Annual Wages are the estimated 50th percentile of the distribution of wages; 50 percent of workers in an occupation earn wages below, and 50 percent earn wages above the median wage.

The wages are from 2010-1st quarter and do not include self-employed or unpaid family workers.

***Occupational training and education classifications were developed by the Bureau of Labor Statistics (BLS).

****Average Annual Job Openings includes new jobs and replacement needs.

Data Source: State of California Employment Development Department - Labor Market Info

Ventura County Occupational Employment Data Growth Projections
HEALTHCARE

		2013 Education and Training Level***	2010 VENTURA COUNTY Median Annual Wages**	2020 CALIFORNIA Employment Growth Projection	CALIFORNIA Average Annual Job Openings****	2020 VENTURA COUNTY Employment Growth Projection	VENTURA COUNTY Average Annual Job Replacement Openings	VENTURA COUNTY Average Annual Job Openings****	2010 CALIFORNIA Average Annual Employment	2010 VENTURA COUNTY Average Annual Employment
SOC Code*	Occupations									

Additional Information:

Living Wage in Ventura County as of December 2013 (California Budget Project)

\$34,109.00 Single Adult
\$79,549.00 Single-Parent Family*
\$64,203.00 Two-Parent Family* (one working)
\$85,713.00 Two-Working-Parent Family*

*All family types are assumed to have two children.

Current Employment Data

	2020 Growth Projection Data
	Top 20 In-Demand Occupations Identified by Living Wages & Employment Growth
	WIB Allied Health Committee: Critical, Hard-to-Fill Occupations/Resource Matrix (Sept. 2012)



HEALTHCARE WORK READINESS: SKILLS CATEGORIES

Workforce Investment Board of Ventura County

SAFETY	MATH CONCEPTS	EMPLOYABILITY SKILLS	HEALTHCARE EQUIPMENT
<ul style="list-style-type: none"> • General workplace safety • Lock-out/Tag-out procedures • Worker safety • Equipment safety • Body mechanics • Safety data sheets • First aid/CPR/AED • Infection control (contact/ airborne) 	<ul style="list-style-type: none"> • Multiplication, division, addition and subtraction • Combined operations of fractions and mixed numbers • Units of measurement • Mass and weight measurement • Measuring fluids • Ratios and proportions • Table of decimal equivalents and combined operations of decimals 	<ul style="list-style-type: none"> • Basics of interviewing • Work ethic • Oral communication • Written communication • Time management • Task prioritization • Worker, supervisor, manager etiquette and protocol basics • Basic company policy understanding 	<ul style="list-style-type: none"> • Blood pressure cuff • Vital signs monitor • Oxygen saturation monitor • Proper use of patient lift & transport equipment • Proper use of other medical equipment
LEGAL/ ETHICS	COMPUTER SKILLS		
<ul style="list-style-type: none"> • HIPAA • Medical record documentation • Intro to basic ethics • Customer service/ people skills 	<ul style="list-style-type: none"> • Excel • Word • OS basics • Computer navigation • Computer security • File extension basics • Overview of e-medical records software programs 		

South Central Coast Region

Medial Laboratory Technician and Clinical Laboratory Scientist Cross- Regional Advisory Meeting

- Hosted by the DSN Health (College of the Canyons and Rio Hondo College)
- Joint project with DSN Health South Central Coast, Los Angeles, and Orange County
- Audience: Private industry laboratories, Hospital based laboratories, Community College programs, California State Universities, state agencies
- Meeting was to obtain input from industry on the workforce needs of the MLT and CLS, externship sites, partnering with the CSU to the clinical sites not to overburden the industry,
- There are three programs that have current grants to work on clinical pathways from MLT to CLS and they will be meeting to further discuss joint objectives and working collaboratively to meet the needs of the state regulations and that of the CSU and CC programs.
- Further the group which consists of CSU, CC, Hospital, Private and Community laboratories have decided to continue this group and become a formal group under the name of “**Southern California Clinical Laboratory Advisory Board (SCC-LAB)**” to be hosted by the Health Workforce Initiative and chaired by an industry member. The group will formulate a mission and vision for the group and work in tandem with LFS, CLMA and CLTAC.
- 47 Attendees
- Next Day to be held in March/ April 2015 Date TBA

Men in Nursing Statewide Conference

Crowne Plaza Resort, Garden Grove, California

- November 13& 14, 2015
- November 15 Community Men’s Health Fair
- Sponsored by DSN Health
- Audience: Professional Nurses, Student Nurses, High School Students and Veterans interested in nursing profession

Medical Assistant Certification Pilot course

- First pilot completed, 12 started, 9 completed.
- 9 will submit paperwork for the state examination
- 3 of them decided to take the test without the course.
- The course consists of 8 modules, up to a 40 hour course.
 - The course ran for 6.5 weeks with two three hour session each week.
 - Students were provided materials developed by HWI and contracted two instructors to teach the course.
- Curriculum will be ready for use end of next week with the final approval from the HWI Advisory Committee – may contact me for any programs wishing to start offering the program

South Central Coast – Deputy Sector Navigator for Health

♦Cuesta College ♦Allan Hancock College ♦Santa Barbara City College
♦Ventura College ♦Oxnard College ♦Moorpark College
♦Antelope Valley College ♦College of the Canyons (Host College)

South Central Coast Region

Health Information Technology and Management (HIT/M) Industry/Education Advisory

- October 11, 2014, Marriott Los Angeles Burbank Airport
- Health and Information Communication Technologies Sectors are engaging both industry and educators for an initial statewide dialog regarding HIT/M. The purpose of this convening is to bring panels of experts from both industry, association and education, create discussion and help to identify:
 - Identify similarity & differences between HIT/M
 - Defining current job titles and work place
 - Industry recognized certificates
 - Current skills gaps
 - Employment growth
 - Emerging trends
 - High school engagement in a career pathway de-sign
- Audience: Private industry, Hospital and Community Clinics, Community College programs, California State Universities, Associations
- 53 Attendees
- Next Steps is to roll out the report and begin to work with high school programs and college to develop a career pathway for students wishing to enter the field.
- DSN for ICT/DM and Health are seeking grant funds to help support this endeavor.

Submitted by:

John Cordova, DSN Health – SCCRC, Health Workforce Initiative

South Central Coast – Deputy Sector Navigator for Health

♦Cuesta College ♦Allan Hancock College ♦Santa Barbara City College
♦Ventura College ♦Oxnard College ♦Moorpark College
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Key Findings, 2014

Health Occupations

in the South Central Coast Region



Centers of Excellence
Economic and Workforce Development
California Community Colleges

The Centers of Excellence, in partnership with business and industry, deliver regional workforce research customized for community college program decision making and resource development.

The Health Occupations study is a joint project of the South Central Coast COE and the Health Workforce Initiative. For more information, go to:

www.coacec.net/health



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Health Workforce Initiative

Inside:

Research Objectives
Industry Employment
Occupational Employment
Workforce Challenges
Education & Training



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

Research Project

Healthcare is one of the largest employers in California, providing a wide range of well-paying career opportunities for residents. In 2014, the Centers of Excellence partnered with the Health Workforce Initiative and the California Hospital Association (CHA) on two healthcare surveys to assess workforce needs at both state and regional levels. The surveys targeted three healthcare sectors:

- **Hospitals** provide medical, diagnostic, and treatment services to inpatients and some outpatient services.
- **Ambulatory Healthcare Services** provide healthcare services to outpatients in settings such as offices of physicians, outpatient care centers, and laboratories.
- **Nursing and Residential Care Facilities** provide residential care combined with either nursing, supervisory, or other types of care as needed.

Employment Data

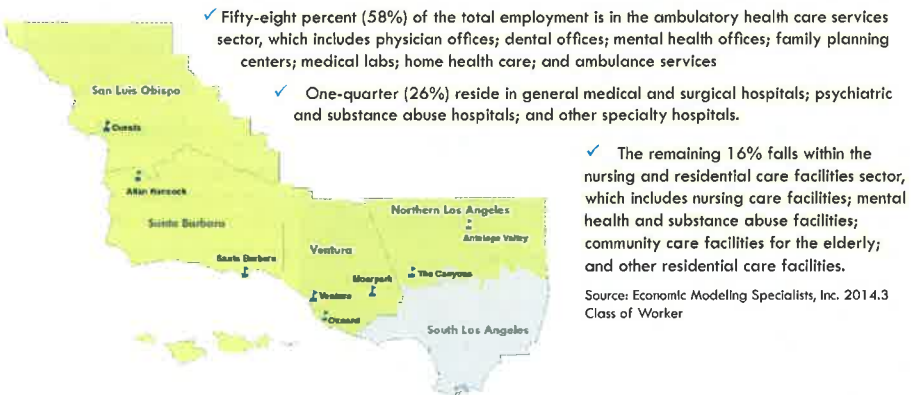
Each quarter, the California Hospital Association conducts a census of their membership to assess employment levels, vacancies and other metrics. Through an iterative process, CHA added workforce questions to their survey and aligned the tool to correspond with the COE's instrument for ambulatory and residential care facilities. Statewide, 190 hospitals responded to the hospital survey and 1,600 clinics, labs and facilities responded to the ambulatory and residential care survey, providing an excellent sample to analyze healthcare workforce demand across the state and in several regions. The research focused on identifying:

- labor market demand for registered nurses in healthcare industries
- training supply supporting healthcare industries
- key issues impacting supply and demand

One in a series of reports profiling healthcare occupations in the South Central Coast region, this key findings highlights data for eight allied health occupations: certified nursing assistants, licensed vocational nurses, medical assistants, registered nurses, medical coders, physician's assistants, healthcare social workers, and home health aides.¹

Industry Employment by Health Care Sector

In the South Central Coast region, there are more than 4,500 healthcare establishments, accounting for 73,000 jobs.



¹ The South Central Coast region is made up of three counties: San Luis Obispo, Santa Barbara and Ventura, and northern Los Angeles County (defined by zip code and including two community colleges). Over the next few months, additional reports in this series will be released, profiling each of these eight occupations in more detail. To access these reports and/or for more information about the methodology and approach, go to www.economic-modelling.com/Health.

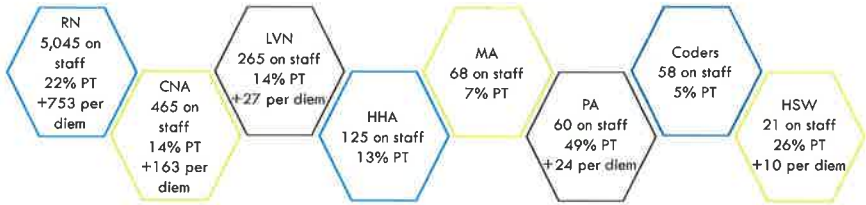
Occupational Employment

The following table contains the estimated employment data for the eight health occupations in the South Central Coast study. **Ambulatory healthcare and nursing and residential care employers** were asked to detail their current employment, project future growth within the next 12 months (new jobs), and estimate replacement jobs. The data below are extrapolated from the sample responses to approximate the universe of these employers in the region.²

Occupations	2014 Employment	12-month Job Growth	Replacement Jobs	Total Openings (Growth + Replacements)
Certified Nurse Assistants (CNA)	3,477	744	717	1,461
Home Health Aides (HHA)	2,771	592	825	1,417
Medical Assistants (MA)	2,231	93	305	398
Licensed Vocational Nurses (LVN)	1,210	87	177	264
Registered Nurses (RN)	1,201	87	161	248
Medical Coders (Coders)	942	9	109	118
Physician Assistants (PA)	389	54	7	61
Healthcare Social Workers (HSW)	326	0	31	31

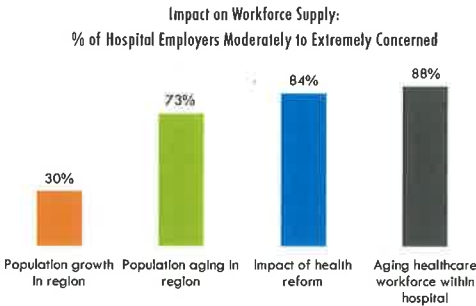
Source: COE/HWI employer survey, 2014.

Hospital survey respondents provided information related to the current employment levels for each of the occupations studied. In the South Central region, 17 hospitals provided data; the totals below represent the sample's employment by occupation moving in to 2014, but was not extrapolated to approximate the universe of hospital employment.



Employer Challenges

The healthcare sector is facing a variety of factors that may have a direct impact on the workforce supply. Across California, the majority of hospitals are concerned that health reform, the aging hospital workforce, and the aging population will have a significant impact on the state's ability to keep up with healthcare workforce demand. Healthcare reform is expanding coverage to thousands of uninsured residents, which is increasing demand for healthcare services across the board. The aging population will expand demand for certain types of services, creating additional need for skilled workers.



² Important Disclaimer: All representations included in this report have been produced from survey data. Efforts have been made to qualify and validate the accuracy of the data and reported findings. Neither the Centers of Excellence (COE), Health Workforce Initiative (HWI), host districts, nor the California Community Colleges Chancellor's Office are responsible for applications or decisions made by recipients of this report based upon components or recommendations contained in this report.

Workforce Challenges

Ambulatory care and nursing and residential care employers indicated their level of difficulty in hiring each occupation. Key findings include:

- **Physician assistants** are a small but in-demand occupation, with 14% new job growth anticipated by employers. Three out of four employers surveyed reported difficulty finding entry-level applicants for this occupation (75%).
- **Registered nurse** employment levels may be lower than in these sectors; however, annual openings are estimated at more than 240 through 2016. One-quarter of employers reported great difficulty finding entry-level applicants for RN positions; while 42% reported some difficulty.
- **Certified nursing assistants** have the largest projected demand in ambulatory care and nursing and residential care sectors. Close to half of the employers surveyed reported difficulty finding entry-level applicants for this occupation (47%).



Education and Training

Healthcare sectors are strong advocates for education and training whether it is prior to employment in the allied health field, as an ongoing component to stay current in the field, and as a ladder or lattice within a career path. In ambulatory care and nursing and residential care, all of the occupations surveyed receive employer support of some sort for professional development – ranging from 40% of CNA employers to 83% of HHA employers.

The graphic below details the South Central Coast region's public postsecondary program offerings associated with the eight occupations profiled in this study.



For More Information

This document and others are available to download at www.coeccc.net/health. More detailed occupational profiles include occupational employment and growth, employer hiring challenges, occupation-specific trends, and recommendations to colleges on addressing the workforce needs of healthcare employers.

For more information on this study, contact:

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www.coeccc.net/health

Gain Valuable Work Experience in the Health Field!

Health Career Connection Paid Summer Internship

HCC is seeking undergraduates from all academic disciplines interested in pursuing careers in:

- * Public Health
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- * Health Policy & Management
- * Health Administration
- * Community Health
- * Nursing Administration
- * Environmental Health
- * Health Information Technology
- * Medicine

HCC is committed to increasing representation of all racial and ethnic groups in the health professions. Students of color and disadvantaged backgrounds are strongly encouraged to apply.

Please note: Clinical or medical internships are not offered, however, pre-med students with interest in exploring other or related health career options are welcome to apply.

Program Details:

- ◆ Paid summer internship (\$3,000-\$4,000 stipend)
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- ◆ Internship placement in one of the HCC Regions: **Northern California, Southern California, Central Valley, Coachella Valley, Washington D.C., New England, New York/New Jersey and North Carolina.**
- ◆ An apprenticeship model enables interns to have a dedicated project to complete while preceptors and HCC staff provide guidance and mentoring
- ◆ Professional development workshops and internship site tours
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- ◆ Connection to health-related job opportunities

HCC connects interns to our graduate school partners, including: Schools of Public Health at UC Berkeley, UCLA, Harvard University, Columbia University, University of North Carolina, UC Riverside and CSU Fresno and Schools of Medicine at UCSF PRIME, UCLA PRIME, Stanford University and Wake Forest Medical School and AAMC.

About Health Career Connection

For over 24 years, HCC inspires and empowers undergraduates to pursue careers in health and to become health leaders. HCC Summer Internship Program helps you **find the next step in your career development.**



"I learned how to speak to a group of professionals at my internship by presenting the work I did. I learned that healthcare is an ever-growing and changing field that one must constantly learn and adapt to. It is important to build coalitions to keep one informed on the latest developments. These networks are also useful to help solve current problems that are impeding consumers from receiving affordable and quality care." 2014 HCC Intern

HCC intern experiences:

- 70% are offered employment or internship extension where they interned
- 98% developed important professional contacts
- 92% established at least one mentor relationship

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