



WORKFORCE INVESTMENT BOARD OF VENTURA COUNTY

HEALTHCARE COMMITTEE MEETING

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

Ventura County Community Foundation (VCCF) Nonprofit Center
4001 Mission Oaks Blvd., Board 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: March 13, 2015	Martel Fraser
8:08 a.m.	4.0 2015-2016 Meeting Schedule	Patricia Duffy
	5.0 Ventura County Regional Strategic Workforce Development Plan	
8:10 a.m.	• Clinical Lab Science Field Experience: Lab Certification Update	Dawn Neuman
8:15 a.m.	• Review of Healthcare Work Readiness Skills Chart	Patricia Duffy
8:25 a.m.	• DSN Healthcare Update	John Cordova
8:30 a.m.	• Career Pathways – Healthcare Career Ladders	Wendy Trafton
9:20 a.m.	6.0 Committee Member Comments	Committee Members
9:30 a.m.	7.0 Adjournment	Martel Fraser

Next Meeting

TBA

Ventura County Community Foundation
4001 Mission Oaks Boulevard, Camarillo

Individuals who require accommodations for their disabilities (including interpreters and alternate formats) are requested to contact the Workforce Investment Board of Ventura County staff at (805) 477-5306, at least five days prior to the meeting. TTY line: 1-800-735-2922.



WIB Healthcare Committee
March 13, 2015

MINUTES

Meeting Attendees

Committee Member

Celina Zacarias (Vice Chair)*
Carol Higashida
Teresa Johnson*
Sandra Melton
Tiffany Morse

WIB Administration

Patricia Duffy
Cheryl Moore

Guests

Irene Ornelas (VC Innovates)
Vivian Petit (County of
Ventura/CSD/WIA)

**WIB Members*

1.0 Call to Order and Agenda Review

Celina Zacarias called the meeting to order at 8:10 a.m. No changes were made to the agenda.

2.0 Public Comments

There were no comments.

3.0 Approval of the Minutes: January 9, 2015

Motion to approve: Theresa Johnson
Second: Tiffany Morse
Motion carried

4.0 Ventura County Regional Strategic Workforce Plan

- Clinical Lab Science Field Experience Update

An update was provided, by Patricia Duffy for Dawn Neuman, on the status of the application for local hospital laboratory certifications, as a regional consortium, to support the Clinical Lab Science Field Experience Program through California State University, Channel Islands (CSUCI). The last two documents are being completed and should be received within the week and the application will be ready for submission for approval by the State. Patricia noted this is a major accomplishment for the Healthcare Committee, bringing together four hospitals and CSUCI to collaborate on the first Clinical Laboratory Science Field Experience Program in Ventura County. The Committee commended member Dawn Neuman for her exceptional dedication and volunteer efforts in coordinating the people and completing the paperwork required to submit the application.

- Career Pathways

Tiffany Morse introduced Irene Ornelas, the VC Innovates Healthcare Liaison. Dr. Morse discussed the new "Entree to Employment" dinner program being held for students, teachers and business people to facilitate introductions of students to careers and employers to future workers.

- Deputy Sector Navigator Update

Patricia Duffy reported on behalf of John Cordova, Deputy Sector Navigator (DSN) Health. The Deputy Sector Navigators for Health and Information and Communication Technology for the

South Central Region/College of the Canyons, received an IDRC (Industry Driven Regional Collaborative) grant for approximately \$230,000. This is a multi-college, multi region project, focused on an HIT (Health Information Technology) Statewide Workforce Training Model. In addition, the South Central Coast Region DSN Health will participate in a statewide IDRC grant through Butte-Glenn Community College District, focusing on “soft skills” (employability skills) for the healthcare sector.

The DSN Health is committed to the work of the WIB Healthcare Transition Program Workgroup, which met on February 23, 2015, to have a preliminary discussion on evaluating need and successful models for transition programs in nursing, respiratory therapy and radiologic technician. There may be funding available through the DSN Health Program to assist with the development of curriculum for Radiologic Technician and Respiratory Therapy.

- New Grad Transition Work Group Report and Discussion

Patricia Duffy reported on the New Grad Transition Work Group (Work Group) meeting. The Work Group was formed at the previous Healthcare Committee meeting after a discussion on new graduates in nursing, radiological technology and respiratory therapy, who are having a difficult time finding jobs due to their lack of experience. In clinical fields, an extended period of time without using your skills threatens a loss of skills and this leaves new grads in a cycle of moving further away from employment opportunities.

The Workgroup was formed to look into current models and identify needs in Ventura County. Five WIB Healthcare Committee members attended the meeting along with a guest from the Ventura County Medical Center (VCMC) who had been involved with a previous nurse transition program through California State University, Channel Islands (CSUCI) and VCMC. Model nurse transition programs were discussed. John Cordova, DSN Health, provided information and curriculum used for community college nurse transition programs, still active in some regions of California. The need for data to quantify a need in this region for Radiological Technician, Respiratory Therapist and RN Transition Programs was identified and a committee member volunteered to look into collecting data.

Discussion

Community College representatives attending the meeting shared their nursing program graduate employment statistics. The statistics indicated a high employment rate from both college nursing programs, although, for the graduates that did not get jobs, the value of a transition program was not ruled out.

During the discussion another important issue was discussed: a dramatic shift in hiring of Associate Degree nurses. Many hospitals are now only hiring B.S. Nursing (B.S.N.) Registered Nurses (RN)—RNs completing their Baccalaureate Degree in Nursing vs. RNs completing an Associate Degree in Nursing (A.D.N.). According to the Board of Registered Nursing, most of the colleges providing nursing programs in California are Associate Degree Programs. (91 programs, 78 public and 13 private) as opposed to Baccalaureate Degree Programs (37 programs, 19 public and 18 private).

Considering these statistics and the new hiring policies at hospitals, the Committee identified the A.D.N./B.S.N. situation as critical issue that needs to be addressed, both locally and statewide, to align education with industry needs. Suggestions included:

- 1) Work with employers to support hiring Associate Degree Nurses, with the condition they complete a B.S.N. within a certain time frame. Industry-supporting tuition reimbursement programs would help.

- 2) Encourage CA Community College and the CA State University systems to collaborate to establish fast track nursing programs (e.g., 14 months for A.D.N. to B.S.N. at CSUCI). The suggestion was made for the program to be all A.D.N. nurses so that they could move through the program quickly as one cohort.

5.0 Committee Member Comments

There were no comments.

6.0 Adjournment

Celina Zacarias adjourned the meeting at 9:35 a.m.

Next Meeting

May 8, 2015 (8:00 a.m.-9:30 a.m.)

VCCF Nonprofit Center

4001 Mission Oaks Blvd., Camarillo, CA



HEALTHCARE WORK READINESS: SKILLS CATEGORIES

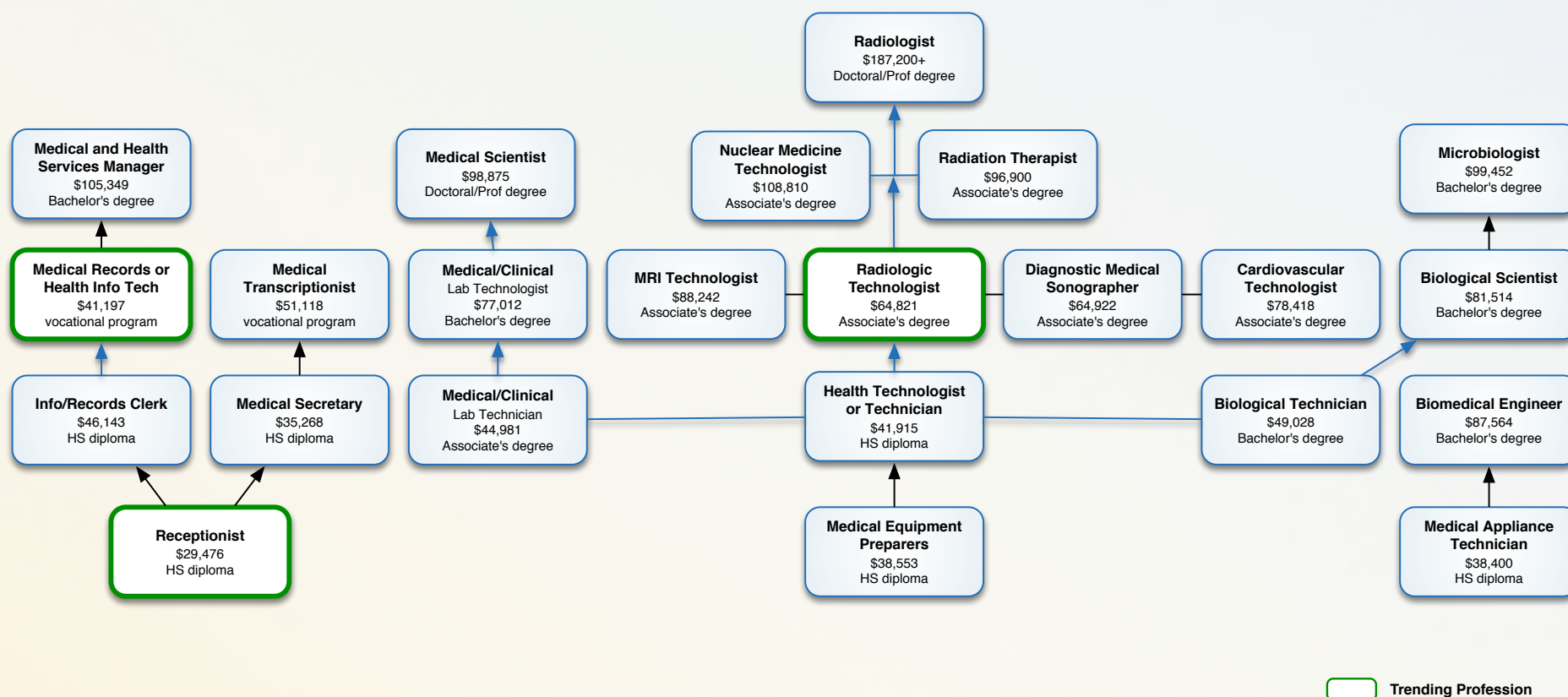
Workforce Investment Board of Ventura County

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 and 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		



Healthcare Professions Career Ladder

Laboratory, Imaging, Biotech & Administration



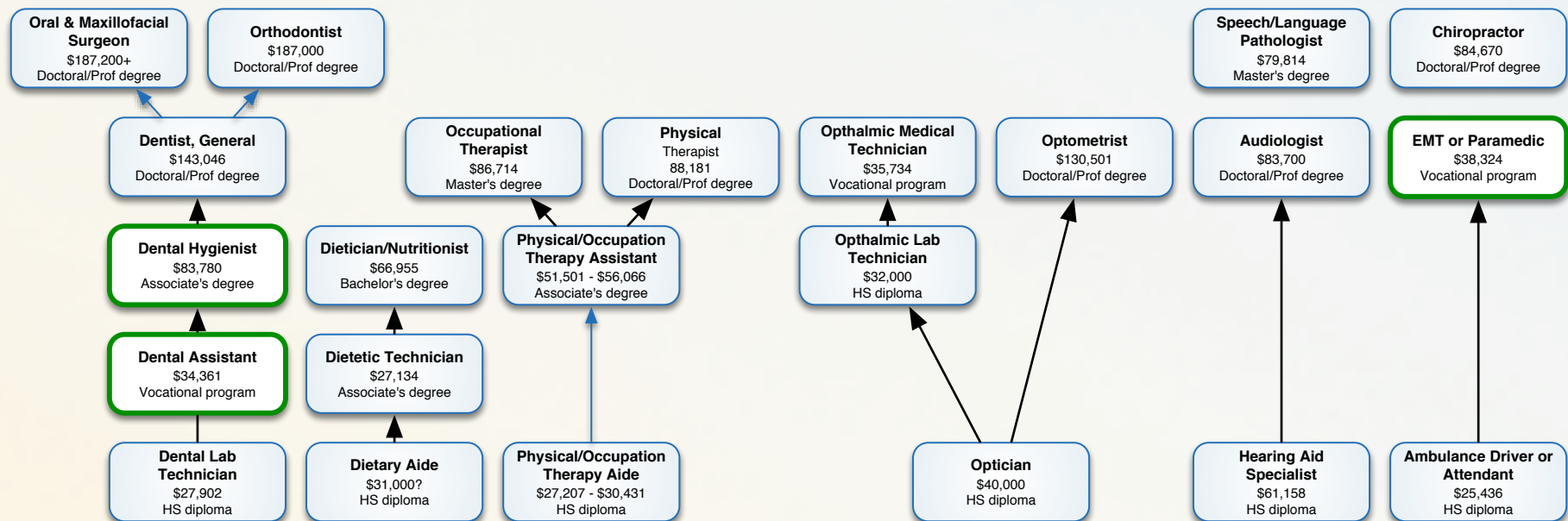
- Occupation and wage data taken from the Occupational Employment Statistics survey by the US Department of Labor released June 2014.
- Salary data is mean annual salary specific to the Oxnard-Thousand Oaks-Ventura MSA, CA, when available, or to the state of CA.
- Trending jobs data SB1070 Career Pathways grant, the Deputy Sector Navigators in the Doing What Matters framework, and the California Community College Center of Excellence.
- Educational data from O*NET OnLine by the U.S. Department of Labor.



Healthcare Professions Career Ladder

Allied Health

Trending Profession

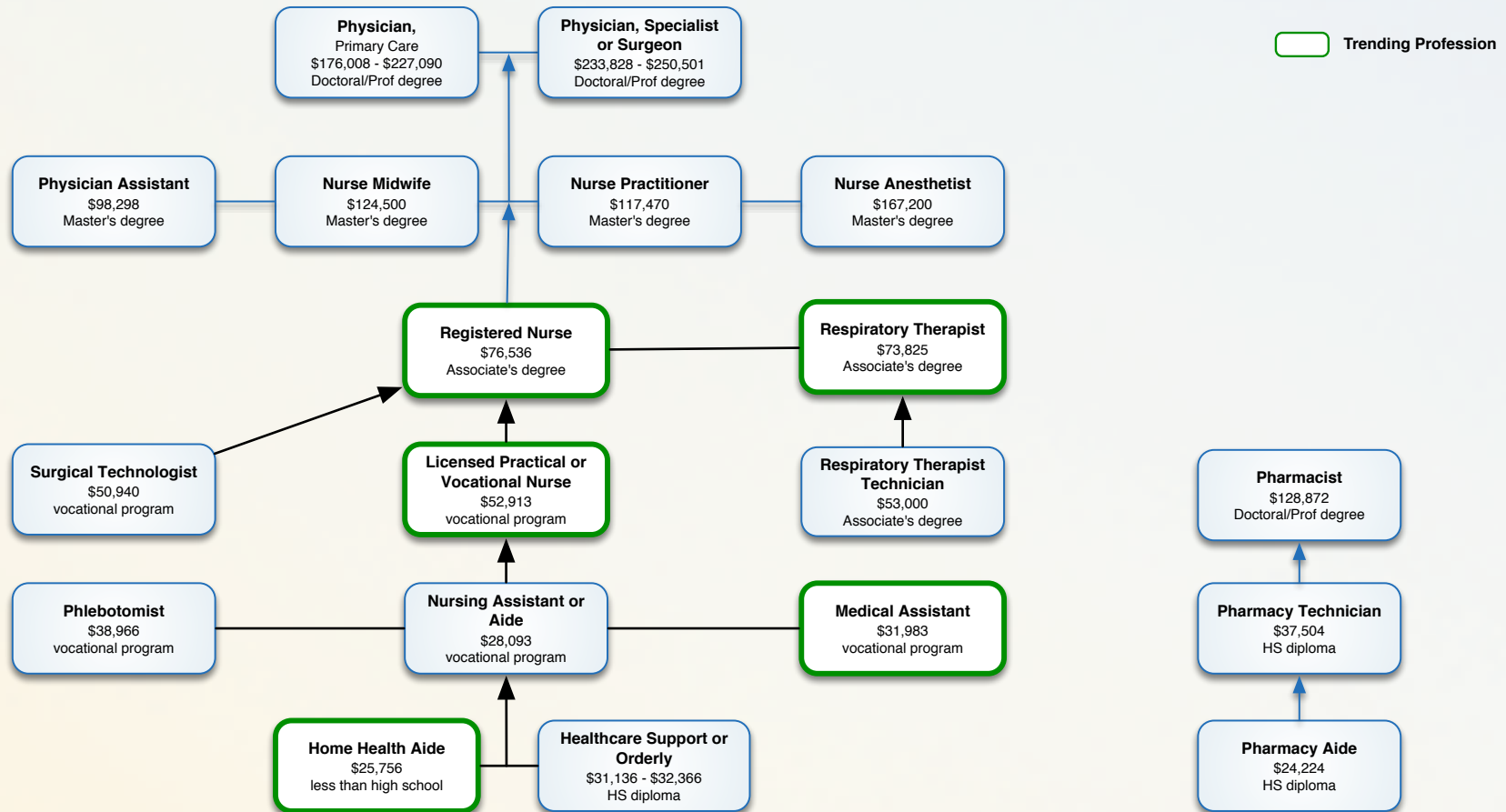


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Healthcare Professions Career Ladder

Medicine, Nursing & Pharmacy



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