



## WORKFORCE DEVELOPMENT BOARD OF VENTURA COUNTY

### HEALTHCARE COMMITTEE MEETING

Friday, January 5, 2018  
8:00 a.m. - 9:30 a.m.

#### **NOTE: DIFFERENT MEETING LOCATION**

United Food and Commercial Workers (UFCW), Local 770  
816 Camarillo Springs Road (Orchid Room), Camarillo CA

### AGENDA

8:00 a.m.	<b>1.0 Call to Order and Agenda Review</b>	Greg Barnes
8:03 a.m.	<b>2.0 Public Comments</b>  <i>Procedure: 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.</i>	Greg Barnes
8:05 a.m.	<b>3.0 Approval of Minutes:</b> September 1, 2017	Greg Barnes
8:10 a.m.	<b>4.0 Ventura County Regional Strategic Workforce Development Plan</b> <ul style="list-style-type: none"><li>Joint Regional Sector Committees' Meeting "Skills Attainment for Upward Mobility &amp; Aligned Services for Shared Prosperity"</li></ul>	Greg Barnes Patricia Duffy Committee Members
8:25 a.m.	<ul style="list-style-type: none"><li>Future Health Workforce Commission</li></ul>	Lisa Safaeinili Patricia Duffy
8:30 a.m.	<b>Guest Speakers: Lisa Mitchell and Teri Hollingsworth</b> <b>Hospital Association of Southern California</b>	Patricia Duffy
9:00 a.m.	<ul style="list-style-type: none"><li>Healthcare Deputy Sector Navigator: Update</li></ul>	John Cordova
9:10 a.m.	<ul style="list-style-type: none"><li>Career Pathways: Updates - VC Innovates</li></ul>	Irene Ornelas
9:20 a.m.	<ul style="list-style-type: none"><li>Regional Healthcare Care Coordinator Pathway Project: Update</li></ul>	Patricia Duffy
9:25 a.m.	<b>5.0 Committee Member Comments</b>	Committee Members
9:30 a.m.	<b>6.0 Adjournment</b>	Greg Barnes

#### Next Meeting

March 2, 2018 (8:00 a.m.-9:30 a.m.)

United Food and Commercial Workers, Local 770 (UFCW)  
816 Camarillo Springs Rd., Camarillo, CA (Suite A)

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



**WDB Healthcare Committee**  
**September 1, 2017**  
**MINUTES**

**Meeting Attendees**

Committee

Greg Barnes (Chair)\*  
John Cordova  
Adam Hunt  
Amy Mantell  
Irene Ornelas  
Michele Reynolds  
Mary Anne Rooney  
Lisa Safaeinili  
Richard Trogman  
Bill Werner

WDB Administration

Patricia Duffy

Guests

Paula Hodge (Deputy Sector  
Navigator, ICT)  
Debbie Newcomb (Ventura  
College)  
Charlyn Gutierrez (Westminster  
Free Clinic)

*\*WDB Member*

**1.0 Call to Order and Agenda Review**

Greg Barnes (Chair) called the meeting to order at 8:10 a.m. No changes were made to the agenda.

**2.0 Public Comments**

There were no public comments.

**3.0 Approval of Minutes: July 28, 2017**

Motion to approve: Amy Mantell  
Second: Greg Barnes  
Abstain: John Cordova, Mary Anne Rooney

Motion carried

**4.0 Ventura County Regional Strategic Workforce Plan**

- Industry and Education Healthcare Advisory Solutions Summit:

Committee Members followed up with additional updates on the successful Industry and Education Healthcare Advisory Solutions Summit that was held on May 2, 2017 at the Crowne Plaza Beach Hotel in Ventura. This was a collaborative effort by members of the WDB Healthcare Committee, John Cordova, Healthcare DSN for South Central Coast Community Colleges; Irene Ornelas, Ventura County Office of Education, VC Innovates, and Patricia Duffy, WDB staff. The WDB Healthcare Committee is working to bring together the numerous healthcare industry advisory groups for education, which currently meet separately throughout the County. This effort is to create an opportunity for the healthcare industry to come together with healthcare educators in a larger forum, to identify the skills needed for the 21<sup>st</sup> century healthcare jobs in Ventura County

Outcomes from the May 2, 2017 facilitated groups for EMS, Sports Medicine, Biotech, Nursing and Community Clinics were distributed. The survey results on the meeting were mentioned, which were extremely favorable, with the suggestion that the meeting wasn't long enough. The workgroup is discussing plans for a future meeting in October.

- Regional Healthcare Case Manager/Care Coordinator Pathway Project:

John Cordova and Patricia Duffy gave an update on the Los Angeles/Ventura Healthcare Coordinator SlingShot Project. John discussed the DACUM Competency Profile for Case Manager/Care Coordinator that was distributed to the Committee. A meeting to review the existing programs identified by the Center of Excellence, with curriculum in Care Coordination, will be held on September 12, 2017 in Los Angeles.

- Regional Workforce Trends in Healthcare IT and Cybersecurity:

John Cordova and Paula Hodge presented on Regional Workforce Trends in Healthcare IT and Cybersecurity. A two year grant allowed them to align with American Health Information Mangers Association (AHIMA) and Healthcare Information and Management Systems Society (HIMSS) and come up with six courses leading to an IT Technician Certification. They can currently support up to 20 people to take the exam. Qualifications are 6 months of training or a year on the job. They are looking at "New Collar Positions" identifying the point where you can enter the cybersecurity workforce without a degree in cybersecurity. Trying to build a pipeline to cybersecurity positions. Ventura College is planning to have a course offering in cybersecurity possibly in the spring. Information on the upcoming Cybersecurity Symposium in October at the Ventura Crowne Plaza was distributed.

- Healthcare Deputy Sector Navigator Update:

John Cordova provided an update for the region. He announced the critical need for CNAs. New State legislation that changed the staffing ratios in Long Term Care facilities has double the need, creating a critical workforce shortage to meet these requirements. Mr. Cordova is working with the colleges and training programs in the South Central Coast Region to address this challenge.

- Career Pathways Updates:

Irene Ornelas, VC Innovates, updated the Committee members on the opening of a new facility for C.N.A. with three high schools participating. The mental health pathway had 31 students enrolled. They also partnered with EMS for training and coordinated with the Alzheimer's Association for classroom training. In addition they worked to streamline the system between VC Innovates and the VC Healthcare Agency for a job shadow and internship program.

Mary Anne Rooney, announced that they will be sun setting the "Alliance for Linked Learning" name and will have a new name. Ms. Rooney also announced that Rebecca Chandler is the new Director of Career Technical Education for Oxnard Union High School District. Two Health Science Academies, Pacifica High School and Rancho Campana High School are aligning with the Ventura County Healthcare Agency and VC Innovates for internships and job shadow opportunities for students.

- Year-End Review:

The Committee approved the final draft of the Year-End Review. The Year-End Review will be submitted to the Workforce Development Board.

## **5.0 Committee Member Comments**

Richard Trogman announced the need for nurses and medical assistants at the new Kaiser Permanente Medical Center that will be opening in Ventura in December.

## **6.0 Adjournment**

Greg Barnes adjourned the meeting at 9:40 a.m.

### Next Meeting

November 3, 2017 (8:00 a.m. - 9:30 a.m.)  
VCCF Nonprofit Center (Community Room)  
4001 Mission Oaks Blvd, Camarillo



**JOINT MEETING**  
**WDB REGIONAL SECTOR COMMITTEES**  
**November 16, 2017**  
***"Skills Attainment for Upward Mobility &  
Aligned Services for Shared Prosperity"***

WDB Business Services Committee  
WDB Clean/Green Committee  
WDB Healthcare Committee  
WDB Manufacturing Committee  
WDB Programs Committee

**MINUTES**

**Meeting Attendees**

Business Services

Heidi Hayes (theAgency)  
Paula Hodge (College of  
the Canyons, SCCRC)  
Payal Kamdar (VSolvit)  
Tracy Perez\*  
Jaime Mata\*

Manufacturing

Alex Rivera\*(Chair)  
Michael Bastine (College  
of the Canyons, SCCRC)  
Marybeth Jacobsen (WEC)  
Marilyn Jansen\*  
Byron Lindros\*  
Tiffany Morse ( VCOE)  
Bill Pratt\*  
Tre Robinson (Wholesome  
Harvest Baking)  
Mary Anne Rooney(Civic  
Alliance)  
Bruce Stenslie\*

Programs

Tony Skinner\* (Chair)  
Roger Rice\* (Vice Chair)  
Jerry Beckerman(Segue)  
Connie Chan\*  
Mary Navarro-Aldana\*

WDB Members

Vic Anselmo\* (Chair)  
Greg Liu \* (Vice Chair)  
Brian Gabler\*  
Patty Schulz

Clean/Green

Anthony Mireles\*(Chair)  
John Brooks ( City of  
Thousand Oaks)  
Holly Chavez (Allan  
Hancock College)  
David Fleisch (County of  
Ventura)  
Darrell Gooden (VC  
Innovates, VCOE)  
Charles Harrington\*  
Grant Leichtfuss (Villa  
Park Orchards Assoc.)  
Mary Anne Rooney (Civic  
Alliance)

Healthcare

Greg Barnes\* (Chair)  
Richard Trogman\* (Vice  
Chair)  
John Cordova (College of  
the Canyons, SCCRC)  
Irene Ornelas (VC  
Innovates, VCOE)  
Michelle Reynolds (VCMC)  
Mary Anne  
Rooney(Ventura County  
Civic Alliance)  
Bill Werner (Simi Valley  
Hospital)  
Celina Zacarias\*

WDB Administration

Talia Barrera  
Patricia Duffy  
Tracy Johnson  
Patrick Newburn  
Vivian Pettit  
Ma Odezza Robite

Guests

Nancy Ambriz (County of Ventura)  
Lisa Brunelle (Department of  
Rehabilitation)  
Lisa Ecklund (VC Innovates, VCOE)  
Hillary Howard (VC Innovates, VCOE)  
Rachel Linares (County of Ventura)  
Melissa Livingston (County of  
Ventura)  
Susan Mathers (Department of  
Rehabilitation)  
Richard McNeal  
Christy Norton (County of Ventura)  
Eileen Rohlfing (Employment  
Development Department)  
Teresa Serrata (County of Ventura)  
Luanne Swanberg(South Central  
Coast Regional Consortium)  
Steve Thompson (Ventura Adult  
Continuing Education)  
Carolyn Vang-Walker (Ventura Adult  
Continuing Education)  
Alexandria Wright (VCCCD)

\*WDB Members

## **1.0 Welcome and Introductions**

WDB Chair, Vic Anselmo, welcomed the attendees to the Joint Meeting of the WDB Regional Sector Committees: Business Services, Clean/Green, Healthcare, and Manufacturing. Additional members from the Programs and Outreach Committee, as well as community partners were also in attendance. Vic Anselmo introduced the facilitator/guest speaker from California Workforce Association, Bob Lanter. Mr. Lanter provided a short self-introduction and asked the WDB members and sector committee members to give quick self-introductions.

Bob Lanter introduced his fellow guest speaker, Vinz Koller, from Social Policy Research Associates, who gave an interesting presentation about the Swiss apprenticeship model.

## **2.0 Apprenticeship 2.0: College without Debt**

Mr. Koller provided an informative presentation of the Swiss apprenticeship model and the features of the Swiss education system which allows multitude of career paths. The model includes teaching soft skills that will not create dead-ends, schools focused on teaching communication and advanced math subjects. He emphasized on the practice of the Swiss education system where there is a public and private partnership and strengthened by the Swiss economy which is considered as the sixth largest investor/economy in the world.

He also explained the key feature of apprentices in the Swiss model where students spend three to four days per week with employers while spending only one to two days inside the classroom. In the Swiss model, sixteen-year old students can make decisions and nineteen-year old students already have achieved professional certificates and can earn a living. He compared that the average age of apprentices in the Swiss model is seventeen years old versus twenty-nine years old in USA.

The question was asked, if the employers were required to have apprentices. Mr. Koller responded that “only thirty percent of the employers have apprentices.”

He also explained the funding of apprenticeship system, how firms invest in apprentices, measurement tools, background on how the Swiss employees gain experience and soft skills and how skills are best learned. When asked how California can adapt the Swiss system, Mr. Koller shared that it can be achieved by: building ecosystems, establishing permeability, triangulating, rebuilding prestige, focusing on students, and diversifying the registered apprenticeships.

One of the participants asked for the observed best practices in California. Mr. Koller gave an example of the Valley Transit Authority in Santa Clara with one hundred new positions opened for apprentices. Also, Mr. Lanter gave an example where he explained that the veterans in Livermore were trained in engineering at the laboratory.

A participant asked Mr. Koller how to address the transportation issue for young workers since most of the jobs are located outside Ventura County. Mr. Koller responded that the workforce development is a regional affair. He further suggested to look at the local economy and market and to look at where people work. Mr. Lanter provided an example of the apprenticeship Task Force in Washington, D.C. It showed how to expand outside the classic apprenticeship model where small, medium, and large employers can participate. Mr. Koller added that employers should look at apprenticeship on a broader sense and that employees can do training online to address the transportation issue.

Mr. Koller was asked if the apprenticeships were paid by the companies. Mr. Koller responded that it was paid by the State in the Swiss model and that the employees did not pay anything

Mr. Lanter provided a brief explanation and examples of work-based learning namely: registered apprenticeships, on-the-job training, incumbent worker training, career tech education with a workplace component, and transitional jobs/work experience. He mentioned that twenty percent of local youth formula funds are for work experiences such as summer jobs, pre-apprenticeship training, on-the-job training, and internships. He also provided a list of resources for work-based learning.

### **3.0 A Common Vision**

Mr. Lanter facilitated a group brainstorming on what success looks like. Participants were divided into six groups with six to seven members each. Each group provided their response to the question: "What's Going On?" or "What are the current work-based learning activities being practiced in each organization?"

#### What's Going On?

- Internships – rehabilitation, VCOE (1000 in education offsite)
- On the Job Training – America's Job Center
- Field Trips – middle high (750)
- Training for Employability Skills
- Entrée to Employment (2,000)
- Job Shadows
- Guest Speakers
- Civic engagement
- Construction apprenticeships
- Summer camps
- Trade based charter schools
  
- Hospitality Industry
- Incumbent Worker Training (lean manufacturing)
- Adult Education Pre-apprenticeships Internships
- Department of Rehabilitation – limited internships/externships
- VC Innovates Adult Education
- CLU Capstone Program (MBA)
- TDC Studies
- CAD Department/ Manufacturing 30
- Manufacturing Week Tours
  
- Regional Makers Space
- Robotics
- Health Care
- CAL Works Internships
- PathPoint
- CSUCI-Clinical Tech
- County of Ventura – Summer Interns

- Summer City Hall – Ventura & Oxnard
  - Trades (IBW, etc.) Apprentices
  - Employers (OJT) WIOA
- 
- AG Supervisor Training at VC Noncredit
  - Externship for Teachers In Engineering
  - NBVC Internships (Primarily Com College)
  - HCA (Health Care Agency) – WPL Revamping, Internships, Job Shadow
  - CTE Programs at H.S Focus on Industry Certificates
  - Career Education Center – Office of ED
- 
- On the job training
  - Union apprenticeships
  - University Internships
  - Government Internships
  - Regional Occupation Program
  - Summer in the City – VCCA
  - City Corps
  - Adult Education and Job Placement
  - CMTC
- 
- Applied Science Program at Ventura College (Entry level)
  - Internship at Career Education Center (VCOE)
  - Externship with CET
  - Incumbent Worker Training at
  - OJT at multiple companies
  - BOA + EDD – training (unpaid)

#### **4.0 Strengths and Weaknesses**

Mr. Lanter used the Victory Circle Technique or a visioning exercise which showed the ideal vision of work-based learning for one year from now in Ventura County:

- CWA report to get them involved
- Anchor employers; employers are saying “Thank you!”
- Businesses are retained/created
- They like making money while working
- Engagement scores are high
- Monitoring their responses thru social media
- Youth unemployment goes down in county
- Robust marketing on CTE
- Clear understanding of pathways
- Target industry that are local- here regionally start 2-3
- One-stop site connecting employers to interns
- Listing of all applications and career paths available
- Website and social media for the youth



- Job Seekers/Students say “I love my job!”
- Employers say “Why didn’t we do it before?”
- Cohort of gateway path with Business enrolled in VACE
- Directory of all Work Based learning programs with business partnerships
- Multiple payment methods
- Innovation in public sector employers
- Stable and secure innovation and productive career pathways
- CWA annual report on how sectors is moving to get this done
- Employers want more
- Students feel secure, valued, respected, and engaged
- Youth VI rate decrease in country
- New fast track program works well!

## **5.0 Contradictions**

Mr. Lanter asked each group what obstacles stand in the way of reaching the vision of a unified work-based learning strategy of Ventura County. Each group listed their responses:

### **Business Engagement**

- Sustaining Commitment of Employers
- Partnerships between business and education are needed
- Employer Champions wanted
- Employer engagement
- Not enough employers involved or hiring
- Partner Collaboration and Coordination

### **Process and Bureaucracy**

- Time: Patience for incremental growth
- New things take time
- Re-doing work that’s already been done
- Funding stream
- Red Tape
- Fractured leadership and direction (capacity/priorities)
- WDB + Partners Capacity
- Misaligned incentives (Inability to triangulate)
- No Framework
- Restrictive HR Policies
- Coordination of efforts

### **Leadership**

- Project Champions wanted (Strategic Oversight)
- Actionable Plans needed
- Develop Common Vision-Education among all LEAs
- Common means of communicating work being done
- Funds + Better coordination

### **Education/Training/Marketing**

- Perception of academic learning vs. work-based learning
- Matching training vs. work (INT) schedule (Swiss model: 3-4 vs. 1-2)
- Length of time to get training from idea to classroom
- Need to establish certification/portability
- Education integrated with industry
- Student knowledge of career options
- Limited program information available
- Negative image of Work-Based Learning – Change to Positive

### **Youth**

- Inclusion for all youth
- Transportation
- Supportive transit system not available
- Student career inspiration/ initiative lacking
- Youth missing soft skills

## **6.0 Commitment and Next Steps**

WDB committee members worked in cross-sector groups, reporting to the large group their responses. Below is a summary of the wall notes and committee members' comments during the follow-up discussion. The input will be considered during WDB planning and WDB/WIOA regional and local planning processes:

- Working on task force/ WDB
- Utilize programs that are available (once we find out)
- Office OJT, internships
- Actively network to bring business to table
- Pair with business to provide training
- Advocate on behalf of students
- Work through policies – align education to cut red tape
- Attempt to communicate purpose to students (Entrée to Employment)
- Leveraging resources and activities
- Guide students to meet passion
- Develop student committee for student voice
- Communicating to public at large
- Engage students early (middle school)
- Study what other countries are doing

## **Summary of Next Steps**

Based on the contradictions given aligned with the commitment listed above, Mr. Lanter suggested to provide a follow-through of these ideas with doable action plans with the following focus:

1. Plan to engage business/employers;
2. Plan to streamline the process/bureaucracy;
3. Plan to engage youth in work-based Learning activities;
4. Plan to align activities and market to the public what we are doing; and
5. Plan to align leadership; to have a common platform.

## **7.0 Close and Adjournment**

Vic Anselmo adjourned the meeting at 4:30 p.m.

### Next Meeting

#### **Workforce Development Board Meeting**

December 7, 2017

America's Job Center of California (AJCC)

3<sup>rd</sup> Flr, 2901 North Ventura Road, Oxnard

# How the Swiss Train Apprentices Differently

**U**.S. BUSINESSES often complain that the young people they hire simply aren't job ready. It's not just technical skills they lack—so the story goes—from showing up on time to communicating with their co-workers, high-school age youth simply don't know how to behave in a business setting. These are not complaints you hear from Swiss employers.

What do Swiss employers do differently? For one thing, they don't expect schools to teach work. They follow a carefully balanced apprenticeship model that combines 1–2 days on campus with 3–4 days on the job each week.

Swiss employers have figured out how to train workers at no net cost to them and, in fact, at a substantial profit. A win-win that has turned Switzerland into one of the most resilient, innovative, and competitive economies in the world.

What Americans find surprising is that Swiss businesses are the primary champions of the apprenticeship system and invest a hefty \$5 billion annually in apprenticeship education.

career start at 19. That leaves many years ahead for advanced training, even a degree and higher earnings—all debt-free.

At \$2.4 trillion, the California economy is four times bigger than the Swiss economy and yet has four times fewer apprentices. Imagine what the California economy would look like if its apprenticeship investment were on the Swiss scale.

Instead of the 70,000 apprentices California currently has, it would have more than 750,000. California businesses would invest around \$18.75 billion into their training and earn around \$20.625 billion on that investment during the training period.

Even when in apprenticeships, young people would add \$18 billion per year in consumer power to the California economy, while reducing student debt by almost \$16 billion per year and the youth unemployment rate down to 3%.

All the ingredients that created Switzerland's win-win are present right here in California—a multi-path, quality educational system that closely parallels our high schools, community colleges,

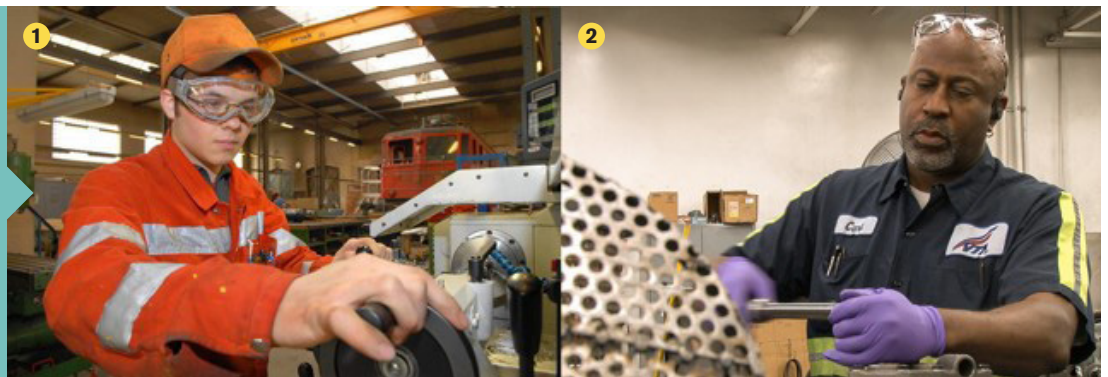


**Vinz Koller** is an expert on US workforce development policy and Director of Training and Technical Assistance at Social Policy Research Associates, Oakland. He grew up in Switzerland.

**Dr. Katherine Caves** is a post-doctoral researcher at the KOF Swiss Economic Institute in Switzerland. She grew up in the Bay Area.

**(1) Swiss Federal railway apprentice** (Credit: Luzerner Zeitung).

**(2) Coach mechanic apprentice** Joint Workforce Investment, Santa Clara, CA (Credit: Alexio Goncalves).



Swiss employers have figured out how to train workers not only at no net cost to them but, in fact, at a substantial profit.

However, the businesses make \$5.5 billion back during the initial training period alone. This is because trainees, who work at low training wages, increase their productivity so much that they increase company profits, even while being paid for attending school and going to work.

This has become such an attractive path that 70% of Swiss youth choose apprenticeship as their ticket to a lucrative career. They start earning a paycheck at 16 and graduate with transferrable skills, work experience and a

CSU and UC systems; a large and varied labor market; and a supportive policy environment at both state and federal levels.

It was only about a decade ago that Switzerland began this most recent apprenticeship renaissance and California's has already begun. That means that with a focused effort we can get there by 2027.

Find out more and join in at the CApprenticeship 2.0 LinkedIn group at <https://www.linkedin.com/groups/13555551>

## **2016-2017 YEAR-END REVIEW**

### **Workforce Development Board of Ventura County**

#### **WDB HEALTHCARE COMMITTEE**

##### **2016-2017 Members**

WDB Members: Greg Barnes, Chair (Los Robles Hospital and Medical Center), Richard Trogman, Vice Chair (Kaiser Permanente), Martel Fraser (United Food and Commercial Workers, Local 770), Celina Zacarias, (California State University, Channel Islands)

Other Members: John Cordova (College of the Canyons, Deputy Sector Navigator), Carol Higashida (Moorpark College), Adam Hunt (Pacific Coast Homecare), Teresa Johnson (Consultant), Paul Matakiewicz (Consultant), Amy Mantell (St. John's Regional Medical Center), Sandra Melton (Ventura College), Dawn Neuman (California State University, Channel Islands), Irene Ornelas (Ventura County Office of Education, VC Innovates), Michelle Reynolds (Ventura County Health Care Agency), Mary Anne Rooney (Ventura County Civic Alliance), Lisa Safaeinili (Westminster Free Clinic) Brett Watson (Camarillo Healthcare Center), Bill Werner (Simi Valley Hospital)

##### **Committee Accomplishments**

- WDB Cross Sector Meeting:  
In August 2016 the WDB had the first Cross Sector meeting, bringing all the WDB Sector Committees together, Healthcare, Clean/Green, Manufacturing and Business Services, to outline regional sector requirements under WIOA and to identify cross over issues and opportunities to partner across sectors.
- Clinical Laboratory Scientist (CLS) Field Experience Program: Completed, submitted, and received final approval for the CLS Field Experience Program Combined State Application. Committee member Dr. Dawn Neuman coordinated the process and paperwork for four hospitals to submit a combined application for certification. This will be the first consortium approach to CLS certification in California. What is unique about this initiative is that the four hospitals have collaborated to create a local post-graduate field experience program to grow a future workforce, while giving California State University, Channel Islands (CSUCI) students the opportunity to rotate to different hospitals to complete their training so that hospital lab expertise in certain areas can be shared. (A fifth hospital might join.) CLS Field Experience students were placed in the hospitals for the first time in this area. Previously they needed to go outside the area to find placements and then often did not return to fill CLS positions at local hospitals. There has been a backlog of students waiting to get field experience, a requirement needed to be able to practice as a Clinical Lab Scientist. CSUCI re-opened the program on October 23, 2016, once the field experience opportunities were in place. The demand for CLS field placements still exceeds the placement capacity in Ventura. The Committee recognizes this amazing accomplishment in having, for the first time, local field experience placements. The possibilities to expand CLS field placements are increasing as other facilities hear about the consortium.
- A.D.N. to B.S.N: The Committee discussed the impacts of hospitals requiring more B.S.N. nurses when two of our Community Colleges have nursing programs graduating A.D.N. nurses. The Community Colleges, represented on the Healthcare Committee, indicated their nursing graduates were finding jobs in the region and were not having difficulty. The cost of fast tracking A.D.N to B.S.N is still a concern since the price is high even in the public colleges. The colleges will continue

## **2016-2017 YEAR-END REVIEW**

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to work on solutions and the Committee will request updates to monitor the nursing workforce needs in the region.

- **Broaden the Healthcare Committee membership to reflect the region's industries.**  
Added two new members to the Healthcare Committee representing healthcare industries not previously represented, homecare and a free clinic, enabling the Committee to have a broader view of healthcare workforce needs in the region.
- **Regional Healthcare Case Manager/Care Coordinator Career Pathway Project:**  
Continued participation in the Los Angeles/Ventura regional project, funded through a SlingShot grant from the California Workforce Development Board. Six Los Angeles Workforce Development Boards and the Ventura County WDB, along with industry partners in healthcare and education, are working together. Examples of our support for the project:
  - Developed a local survey to determine training and employment needs for Case Managers/Care Coordinators in Ventura County. Worked with LA WDBs to collaborate on survey results.
  - Sent healthcare representatives working in the Care Coordinator fields from Ventura to participate in a DACUM in Los Angeles, a DACUM is a method for developing a curriculum.
- **Addressing the Critical Shortage of Specialty Nurses**  
Discussed the study done by the Hospital Association of Southern CA and Health Impact. The study identified a critical shortage of specialty nurses in six areas; care coordination and case management, perioperative, critical care, emergency, labor and delivery and neonatal ICU. The Deputy Sector Navigator for Healthcare, who is a Healthcare Committee member, is working through the community colleges to identify local needs in these areas and explore ways to provide training opportunities tailored to the region's needs. The Deputy Sector Navigator for the South Central Coast Region has applied to the Strong Workforce Program to support training for specialty nurses in this region. The committee members discussed various needs for specialty nurses. Some hospitals have in house training programs others do not. Industry committee members extended offers to the colleges to assist with industry input on training needs, as well as to discuss partnering with the colleges for possible clinical opportunities.
- **WIOA Sector Planning**  
The Committee members identified regional healthcare workforce training needs that need further research. In addition to the identified workforce needs for care coordinators and specialty nurses, the areas of biotechnology, telemedicine, HIT, and cybersecurity were discussed as needing to be researched to determine regional workforce needs.
- **Industry and Education Healthcare Advisory Solutions Summit**  
The Healthcare Committee, in the Committee's 2-Year Plan for 2016-2018, identified a need to work with educators to align healthcare industry advisory committees to help streamline the regional educational advisory process. Through a collaborative effort of three WDB Healthcare Committee members representing, the Community Colleges' Health Workforce Initiative South Central Coast Region, Ventura County Office of Education VC Innovates and the Workforce Development Board of Ventura County, the first Industry and Education Healthcare Advisory Summit was held in Ventura on May 2, 2017. There were 75 participants from the healthcare industry and education who took part in facilitated discussions to identify the healthcare workforce

## **2016-2017 YEAR-END REVIEW**

### **Workforce Development Board of Ventura County**

training needs for the region. The plan is to continue the Advisory Summits two or three times a year and utilize the WDB Healthcare Committee to work on the issues identified in the Summits.

#### **Insights: ( 2016-2017)**

- Having industry partners at the table enables us to identify and address regional industry needs. Continue to widen our networks to engage more healthcare providers in workforce development. Recruit additional committee members representing; mental health, EMS and Health IT.
- Continue to monitor how changes in the healthcare system are impacting our regional healthcare workforce. For example, monitoring local hospital requirements to hire B.S.N. vs. A.D.N. nurses. Work with colleges and industry to identify an employment pipeline for A.D.N. graduates.
- Continue to facilitate collaboration between industry and education to identify and address the skills gaps in healthcare occupations.
- Work with industry and colleges to encourage fast track, convenient, affordable A.D.N. to B.S.N. programs. Identify employer supported educational benefits.
- Some of our healthcare workforce needs overlap with other sectors (e.g., IT, finance, equipment maintenance). We need to work with the WDB Business Services Committee, Clean/Green Committee, and Manufacturing Committee to facilitate cross-sector collaboration.
- Collaborate to implement the training programs for Care Coordinators in Ventura, based on the results of the research from the Los Angeles/Ventura Healthcare Coordinator Pathways Project.
- Need to identify career pathways to CLS. Explore successful models utilizing MLTs and identify barriers that may be preventing the use of more MLTs.
- Learned from the first cohort of students in the CLS Field Experience Program. Students who had long gaps between finishing their program and finding a field experience placement were more likely to need review courses. This exemplifies why there is the critical need to have field placements immediately available for CLS graduates.
- Continue the collaborative work of the WDB Healthcare Committee members to align the numerous healthcare education advisory committees in the region.
- The need to increase “Earn and Learn” opportunities in the healthcare field through internships, on the job training, pre-apprenticeships and apprenticeships.