



WORKFORCE DEVELOPMENT BOARD OF VENTURA COUNTY

HEALTHCARE COMMITTEE MEETING

Friday, March 1, 2019

8:00 a.m. - 9:30 a.m.

United Food and Commercial Workers (UFCW), Local 770
816 Camarillo Springs Road (Meeting Room/Suite A), Camarillo CA

MEETING AGENDA

8:00 a.m.	1.0 Call to Order and Agenda Review	Greg Barnes
8:03 a.m.	2.0 Public Comments <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.	3.0 Approval of Minutes: November 2, 2018	Greg Barnes
	4.0 Ventura County Regional Strategic Workforce Development Plan	
8:10 a.m.	• Healthcare Deputy Sector Navigator: Update	Irene Ornelas
8:25 a.m.	• Behavioral Health, Vista Del Mar: Update	Michelle Culpepper
8:45 a.m.	• Specialty Nursing Event Discussion and Next Steps	Committee Members
9:15 a.m.	• Healthcare Occupational Employment Data Growth Projections	Patricia Duffy
9:20 a.m.	5.0 Committee Member Comments	Committee Members
9:30 a.m.	6.0 Adjournment	Greg Barnes
	<u>Next Meeting</u> May 3, 2019, 8:00 a.m. - 9:30 a.m. UFCW Meeting Room 816 Camarillo Springs Rd, Camarillo	

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 Meeting
November 2, 2018

MINUTES

Meeting Attendees

Committee

Greg Barnes* (Chair)
John Cordova
Adam Hunt
Marilyn Jansen*
Sandy Melton
Lisa Safaeinili
Carolina Ugarte
Bill Werner

WDB Administration

Patricia Duffy

Guests

Michelle Culpepper (Vista Del Mar)
Teri Hollingsworth (Hospital
Association of Southern CA)

**WDB Member*

1.0 Call to Order and Agenda Review

Greg Barnes called the meeting to order at 8:05 a.m. Greg Barnes welcomed Michelle Culpepper, Director of Human Resources at Vista Del Mar.

2.0 Public Comments

There were no public comments.

3.0 Approval of Minutes: September 21, 2018

Motion to approve: Greg Barnes
Second: Marilyn Jansen

4.0 Ventura County Regional Strategic Workforce Plan

- Healthcare Deputy Sector Navigator: Update

John Cordova updated the committee on the search for his replacement as the Deputy Sector Navigator for Healthcare for the South Central Coast Region. The interviews have been completed and a candidate selected. A public announcement of the new Deputy Sector Navigator will be soon. John has a new position as Statewide Navigator for Healthcare and will remain at the College of the Canyons and will keep our region informed of Statewide initiatives.

John announced that the DSNs have submitted their projects to the College Consortium Chairs for funding.

John also announced that the Patient Navigator course being run through the VCCCD start time was delayed.

- Specialty Nursing Planning Discussion

Committee members discussed specialty nursing needs in the region. Teri Hollingsworth, Vice President of HR and Education Services, Hospital Association of Southern California joined the Committee for the discussion on the shortage of specialty nurses. Christina Lee sent a report on information she gathered. Christina asked the clinical partners for the top 3 specialty nursing training courses that are needed or projected to be needed. Their response was 1) Critical care, 2) OR and number three had a tie 3) Peds. or wound, ostomy, continence nursing. In addition, committee members from hospitals added a need for surgical nurses, case managers, ER and a critical need for a pipeline of workers for behavioral health positions.

There was a discussion regarding the need for clinical spaces for specialty nursing. Running the courses in the summer was suggested. It was stated that a shortage of clinical training spaces is a statewide problem. There was a mention of using the prison healthcare system as clinical sites. There was also a discussion of developing more apprenticeship models in healthcare and being able to tap into additional funding sources.

Having the right people at the table was discussed. The decision makers at the hospitals involved with clinical site rotations need to be included as well as the HR directors and CNOs. Hospitals need to look ahead to project needs.

Next steps: Patricia Duffy and John Cordova will coordinate with the Hospital Association of Southern CA., to bring together key people in the region to address the specialty nursing shortage.

- Regional Healthcare Care Coordinator Pathway Project

Patricia Duffy gave an update on the Care Coordinator courses offered in the Ventura region. Patricia reported that level II online training is available and distributed information on how to access these training courses.

- CLS Field Placement Update:

Patricia Duffy presented, for Dawn Neuman, an update on the CLS Field Placement Program. The first Cohort of eight finished last year and all eight passed the exam and are licensed with jobs. The second cohort of eight students is just finishing and the new cohort is just beginning with ten students. Dignity Health was added as a participant, so we now have five hospitals participating.

5.0 Committee Member Comments

There were no committee member comments.

6.0 Adjournment

The meeting adjourned at 9:40 a.m.

Next Meeting

January 4, 2019

Ventura/Santa Barbara RN Workforce Forum: Group Discussion Questions – Jan 30, 2019

Question 1: What are some barriers and obstacles that may be preventing or slowing progress in meeting the shortage of experienced specialty RNs?

- Demographics – Island
- External funding for Specialty RN
- Lack of Preceptors
- Capacity
- Lack of knowledge of options (new grads)
- Lack of pool of experienced RNs
- Retention of specialty experienced staff
- Cost of living
- Shortage of staff preceptors, lack of knowledge of funding sources, grant writers, coordinators
- Cost of living
- Generational shifts
- Cost of training
- Leanness of staffing
- Pay scale (higher LA County) and living expenses work/life balance
- Generational limitations (5 different in workforce)
- Commuting (North)
- Competing
- Increased workload + increased acuity = increased stress (more likely to leave)
- Less resilience/coping skills
- More technical skill – less social skills
- Require 2 – 3 years' experience to go into specialty settings
- Travel nursing more attractive
- Cost of living in Santa Barbara
- Job opportunities for SB spouse; child care
- Most openings on night shift
- Engaged RN preceptors
- Formalized preceptor training program

Question 2: What practices, processes or strategies provide the greatest opportunities for change or improvement to address the shortage of experienced specialty RNs?

- Within your hospital/academic setting?
- Within the region as a whole? (brainstorm ideas, identify and report top 3)

- Acute care transition
- New grad program
- Keeping informed – high school/pre-nursing
- Scholarships
- Growth opportunities
- Clinical advancement program (CAP)
- Support for goals
- Move competitive salaries for nursing instructors, need for specialty pathways for academics & hospitals
- Retention strategies
- Generational strategies
- Internal infrastructure/resources
- Collaboration of health systems
- * Clinical ladders (specialty areas) and leadership opportunities
- Involving staff in the change
- Regular check-ins
- Mentorship/residency programs
- Incentives for such programs
- * Education as an organization priority
- More training in academic settings on communication skills
- * nurse “fellowship” in specialty programs
- Create positive culture/approach to new RNs
- Teaching good role modeling w/new RNs
- Residency (has separate budget)/apprenticeship
- Cost-sharing w/colleges for faculty
- Education & healthcare partners collaborate to offer specific programs
- Collaboration between various RN education programs and the hospitals

Question 3: When considering the option of conducting/participating in one or more specialty courses, what next steps can be taken by hospitals/schools in the next 1-3 months to explore/develop or conduct/expand one or more specialty courses through an academic practice partnership? (identify specific actionable steps - who, what, where, when)

- Faculty
- Clinical placements
- Electives (pre & post licensure)
- Point person to build bridge between hospitals and academia
- Funding
- Simulations
- Requirements
- Support for transition
- New grads (< 6 mos.) not hired
- Return to practice RNs
- Reintroduce student-nurse tech model as the beginning of an apprenticeship in a specialty area, online didactics, increased partnerships and collaborations between hospitals and academics
- Grants?
- One school a year to offer (summer) course
- Rotate every year from partnering school
- Gap analysis
- Identify 1 specialty area to focus on (ICU? OR?)
- Focus groups/planning
- Sharing ideas/pool resources
ex. Didactics, competencies;
- Checklists (standardization)
- Core skills
- Hosting courses at different organizations to benefit the whole
- Specialty certification incentives
- WHO: Educator
WHAT: Senior RN students have focused apprenticeship in specialty areas
- Cohort model
- Forecasting future RN needs each year
- Educators & hospitals talk about new trends



**Ventura County Regional Planning Unit (RPU)
Occupational Employment Data Growth Projections
WDB HEALTHCARE COMMITTEE**

Working Document

U.S. D.O.L. SOC Code*	Occupations	2018 VENTURA COUNTY Median Annual Wages**	2014 VENTURA COUNTY Average Annual Employment	2024 VENTURA COUNTY Employment Growth Projection %	2014 VENTURA COUNTY Average Annual Job Openings****	2014 VENTURA COUNTY Average Annual Job Replacement Openings	2014 CALIFORNIA Average Annual Employment	2024 CALIFORNIA Employment Growth Projection %	2014 CALIFORNIA Average Annual Job Openings****	2014 Education and Training Level***
29-1141	Registered Nurses	\$85,208	4,450	21.8	202	105	282,000	16.2	19,940	Associate's Degree
31-9092	Medical Assistants	\$37,791	2,210	35.3	124	46	84,800	29.2	12,720	Vocational / OJT
31-1014	Nursing Assistants	\$31,383	1,660	16.3	65	38	102,700	15.4	13,890	Vocational / OJT
19-4099	Life, Physical, and Social Science Technicians	\$62,096	1,320	18.9	72	45	8,400	11.9	1,120	Associate's Degree
31-9091	Dental Assistants	\$43,356	1,070	23.4	51	26	49,100	16.5	6,570	Vocational / OJT
29-2061	Licensed Practical and Licensed Vocational Nurses	\$54,185	940	38.3	63	27	69,400	17.0	6,450	Vocational / OJT
31-1011	Home Health Aides	\$34,994	940	43.6	62	21	26,600	41.0	4,660	H.S. Diploma
19-1042	Medical Scientists, Except Epidemiologists	-	790	22.8	41	24	25,500	12.5	2,550	Doctoral Degree
29-2021	Dental Hygienists	\$103,375	600	23.3	24	10	21,800	16.5	1,740	Associate's Degree
29-2052	Pharmacy Technicians	\$37,349	580	15.5	14	6	35,300	14.4	3,410	H.S. Diploma
29-1051	Pharmacists	\$123,796	570	7.0	17	13	29,300	8.2	1,530	Doctoral Degree
11-9111	Medical and Health Services Managers	\$113,349	560	23.2	27	14	34,800	24.7	3,840	Bachelor's Degree
31-2011	Occupational Therapy Assistants	\$70,368	500	42.0	35	14	1,900	31.6	330	Associate's Degree
29-1123	Physical Therapists	\$87,676	490	34.7	29	13	21,900	28.8	1,640	Doctoral Degree
29-1069	Physicians and Surgeons, All Other	\$177,311	470	36.2	30	13	27,900	10.4	1,040	Doctoral Degree
29-1021	Dentists, General	\$143,750	450	22.2	19	9	18,900	15.9	840	Doctoral Degree
21-1029	Social Workers	\$55,830	420	4.8	12	10	10,900	7.3	1,200	Bachelor's Degree
29-2034	Radiologic Technologists	\$56,166	410	17.1	15	8	18,200	15.9	1,290	Associate's Degree
29-2071	Medical Records and Health Information Technicians	\$47,077	370	29.7	19	8	21,300	16.0	1,700	Vocational / OJT
29-1062	Family and General Practitioners	\$98,896	320	25.0	17	9	15,800	12.0	620	Doctoral Degree
29-1127	Speech-Language Pathologists	\$86,782	310	25.8	16	8	12,200	16.4	850	Master's Degree
31-9099	Healthcare Support Workers, All Other	\$44,333	300	10.0	9	6	13,000	10.8	1,820	H.S. Diploma
29-1126	Respiratory Therapists	\$81,857	290	10.3	10	7	17,000	25.3	1,310	Associate's Degree
29-2056	Veterinary Technologists and Technicians	\$41,462	290	44.8	15	3	9,200	20.7	970	Associate's Degree
31-2022	Physical Therapist Aides	\$30,540	280	42.9	20	8	6,500	33.8	1,110	H.S. Diploma



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11-9151	Social and Community Service Managers	\$83,221	260	15.4	10	7	18,000	17.8	1,990	Bachelor's Degree
29-1122	Occupational Therapists	\$91,392	220	22.7	9	4	11,300	24.8	890	Master's Degree
29-2012	Medical and Clinical Laboratory Technicians	-	220	18.2	9	5	19,100	19.4	1,640	Associate's Degree
21-1022	Healthcare Social Workers	\$57,770	210	33.3	11	5	15,300	20.9	2,000	Master's Degree
31-9011	Massage Therapists	\$51,328	210	23.8	6	2	26,900	29.0	3,900	Vocational / OJT
29-1067	Surgeons	\$209,786	200	40.0	13	5	5,200	11.5	200	Doctoral Degree
29-2053	Psychiatric Technicians	\$60,461	200	15.0	5	2	8,200	4.9	680	Vocational / OJT
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	\$33,831	200	25.0	9	4	11,900	21.0	2,240	H.S. Diploma
29-2081	Opticians, Dispensing	\$42,487	190	26.3	10	5	8,500	17.6	790	H.S. Diploma
29-2055	Surgical Technologists	\$61,050	180	16.7	5	2	10,000	15.0	970	Vocational / OJT
31-9095	Pharmacy Aides	\$34,160	180	5.6	5	4	10,500	-2.9	1,360	H.S. Diploma
21-1023	Mental Health and Substance Abuse Social Workers	\$47,057	160	18.8	6	4	13,500	16.3	1,670	Master's Degree
29-9011	Occupational Health and Safety Specialists	(4)	130	15.4	5	3	6,800	10.3	430	Bachelor's Degree
29-1031	Dietitians and Nutritionists	\$61,497	130	30.8	5	1	8,600	19.8	730	Bachelor's Degree
31-2021	Physical Therapist Assistants	\$57,129	130	38.5	9	4	5,200	30.8	870	Associate's Degree
29-2099	Health Technologists and Technicians, All Other	\$42,304	130	15.4	3	1	22,600	23.9	2,080	Vocational / OJT
29-2011	Medical and Clinical Laboratory Technologists	-	110	18.2	4	3	12,000	17.5	1,000	Bachelor's Degree
29-1071	Physician Assistants	\$113,062	80	62.5	6	2	10,200	34.3	980	Master's Degree
29-1041	Optometrists	\$82,497	80	25.0	5	3	4,200	19.0	220	Doctoral Degree
31-9093	Medical Equipment Preparers	\$43,552	80	12.5	3	2	6,900	13.0	1,000	H.S. Diploma
29-2051	Dietetic Technicians	\$38,131	70	14.3	2	1	4,200	14.3	410	Associate's Degree
31-1015	Orderlies	\$37,534	70	14.3	3	2	4,500	11.1	580	H.S. Diploma
29-2032	Diagnostic Medical Sonographers	\$79,420	60	33.3	3	1	5,800	25.9	490	Associate's Degree
29-2031	Cardiovascular Technologists and Technicians	\$95,241	50	20.0	2	1	4,300	11.6	280	Associate's Degree



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29-1065	<i>Pediatricians, General</i>	\$212,517	-	-	-	-	3,600	13.9	150	Doctoral Degree
29-1063	<i>Internists, General</i>	\$176,224	-	-	-	-	4,000	12.5	160	Doctoral Degree
19-3039	<i>Psychologists</i>	\$151,335	-	-	-	-	2,300	13.0	190	Master's Degree
29-2033	<i>Nuclear Medicine Technologists</i>	\$112,087	-	-	-	-	1,600	12.5	110	Associate's Degree
29-1131	<i>Veterinarians</i>	\$103,385	-	-	-	-	7,400	20.3	430	Doctoral Degree
19-1022	<i>Microbiologists</i>	\$86,609	-	-	-	-	5,200	9.6	510	Bachelor's Degree
29-1199	<i>Health Diagnosing and Treating Practitioners</i>	\$79,674	-	-	-	-	5,600	21.4	430	Master's Degree
29-1011	<i>Chiropractors</i>	\$70,341	-	-	-	-	4,400	11.4	170	Doctoral Degree
29-1125	<i>Recreational Therapists</i>	\$55,566	-	-	-	-	1,800	5.6	120	Bachelor's Degree
19-4021	<i>Biological Technicians</i>	\$47,524	-	-	-	-	13,100	9.9	1,420	Bachelor's Degree
31-9094	<i>Medical Transcriptionists</i>	\$42,883	-	-	-	-	4,100	-7.3	430	Vocational / OJT
29-1023	<i>Orthodontists</i>	-	-	-	-	-	-	-	-	-
29-1081	<i>Podiatrists</i>	-	-	-	-	-	-	-	-	-
29-2041	<i>Emergency Medical Technicians and Paramedics</i>	-	-	-	-	-	18,500	21.1	1,580	Vocational / OJT
19-3099	<i>Social Scientists and Related Workers</i>	-	-	-	-	-	5,500	10.9	580	Bachelor's Degree
19-1021	<i>Biochemists and Biophysicists</i>	-	-	-	-	-	5,000	14.0	520	Doctoral Degree
29-1066	<i>Psychiatrists</i>	-	-	-	-	-	3,600	11.1	140	Doctoral Degree
29-1061	<i>Anesthesiologists</i>	-	-	-	-	-	2,600	11.5	100	Doctoral Degree
31-1013	<i>Psychiatric Aides</i>	-	-	-	-	-	2,300	8.7	280	H.S. Diploma
29-1064	<i>Obstetricians and Gynecologists</i>	-	-	-	-	-	2,200	13.6	90	Doctoral Degree
29-1129	<i>Therapists, All Other</i>	-	-	-	-	-	2,000	25.0	170	Master's Degree
29-9091	<i>Athletic Trainers</i>	-	-	-	-	-	1,700	23.5	140	Bachelor's Degree
29-1029	<i>Dentists, All Other Specialists</i>	-	-	-	-	-	1,100	18.2	50	Doctoral Degree
29-1124	<i>Radiation Therapists</i>	-	-	-	-	-	1,100	9.1	70	Associate's Degree
29-1181	<i>Audiologists</i>	-	-	-	-	-	1,100	18.2	80	Doctoral Degree



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*2010 & 2018 Standard Occupational Classifications and Occupational Information Network provided by the Department of Labor

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

***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. These survey data are from the 2017 Occupational Employment Statistics (OES) survey. The wages have all been updated to the first quarter of 2018 by applying the US Department of Labor's Employment Cost Index to the 2017 wages.

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

— No data available. Data has been removed from Ventura County or California listings.

(4) An estimate of wage could not be provided.

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

Additional Information:

Living Wage in Ventura County as of December 2017 (California Budget Project)	
\$30,822.00	Single Adult
\$68,889.00	Single-Parent Family*
\$62,587.00	Two-Parent Family* (one working)
\$79,209.00	Two-Working-Parent Family*

*All family types are assumed to have two children.

Top 20 In-Demand Occupations Identified by Employment Growth & Living Wage
WIB Allied Health Committee: Critical, Hard-to-Fill Occupations/Resource Matrix (Sept. 2012)
<i>Removed from the 2014-2024 Occupational Employment Projections for Ventura County</i>

Agencies Represented at Specialty Nursing Event 1.30.19

Title	Company
Director of Education	Cottage Health
Clinical Manager	Cottage Health
WDB Healthcare Board	Los Robles Hospital
Deputy State Director	CA LULAC
Administrator	T Surgery Center Inc
Associate Chief Nursing Officer	Ventura County Medical Center
Health & Statewide Director	Health Workforce Initiative
Director of Human Resources	Vista del Mar Hospital
Manager	Workforce Development Board of Ventura County
WDB Executive Director	Workforce Development Board of Ventura County
VP Patient Care Services/CNO	Community Memorial Health System
CNEO	St. John's Regional Medical Center
VP Human Resources and Education Services	HASC
VP University Advancement	CSU Channel Islands
Director of Critical Care Services	Cottage Health
Workforce Development Board	United Food and Commercial Workers
Chair, Nursing and Health Sciences	CSU Channel Island
Interim Health Sciences Coordinator	Moorpark College
Director, Employee Relations, Health & Safety	Cottage Health
Clinical Nurse Educator	Ventura County Medical Center
Deputy Executive Officer HR	County of Ventura
Workforce Development Program Manager	HASC
Consultant	KRA Corporation
Dean of Career Education	Ventura College
Health Deputy Sector Navigator	Health Workforce Initiative
Assistant Director	Ventura College
Cottage Health	RN Educator
BSN, RN	Westminster Free Clinic
HCA HR Manager	Ventura County Medical Center
Teen Program Coordinator	Westminster Free Clinic
CNO	Ventura County Medical Center
Regional VP	HASC
Chief Operating Officer	Kaiser Permanente
Workforce Development Program Manager	Cottage Health
Manager, Clinical Education	Community Memorial Health System
Senior Director of Community & Govt Relations	CSU Channel Islands

VENTURA COUNTY WORKFORCE DEVELOPMENT HEALTH CARE COMMITTEE
HEALTH DSN SOUTH CENTRAL COAST REGION REPORT 03/01/19

Statewide wide, there is a call to action by the Chancellor's office for all industry sectors to align with the community college *Vision for Success* to transform the community college system. All industry sectors are tasked with breaking down silos across sectors and within our regions by looking for collaboration opportunities.

Goals

1. **Completers:** Over five years, increase by at least 20 percent the number of CCC students annually who acquire associate's degrees, credentials, certificates, or specific skill sets that prepare them for an in-demand job.
2. **Transfers:** Over five years, increase by 35 percent the number of CCC student's system-wide transferring annually to a UC or CSU.
3. **Decrease Average Units:** Over five years, decrease the average number of units accumulated by CCC students earning associate's degrees, from approximately 87 total units (the most recent system-wide average) to 79 total units.
4. **Employment:** Over five years, increase the percent of exiting CTE students who report being employed in their field of study, from the most recent statewide average of 60 percent to an improved rate of 69 percent.
5. **Equity:** Reduce equity gaps across all [Vision for Success] measures.

7 Commitments

1. Focus relentlessly on students' end goals.
2. Always design and decide with the student in mind.
3. Pair high expectations with high support.
4. Foster the use of data, inquiry, and evidence.
5. Take ownership of goals and performance.
6. Enable action and thoughtful innovation.
7. Lead the work of partnering across systems.

As a sector, the Health Workforce Initiative Team, have chosen the following workplans:

1. ***Bridging Academic-Practice Gaps*** by transforming the educational pedagogy/andragogy and curricula to bridge the academic-practice gap (s). The Health Workforce Initiative will provide opportunities for professional development and incumbent worker training, through pilot programs, expansion of programs and replication of projects.
2. ***Advancement Opportunities for Healthcare Professions*** by providing apprenticeship models of education, creating RN specialty courses for incumbent workers, expanding clinical placement quantity and quality and training faculty and leadership leads to increase enrollments in CTE programs.
3. ***Health Care Career Pathways (Guided Pathways)*** by expanding pipeline projects and/or pathway programs to provide equitable access to information, recruitment and preparation for underrepresented groups, diverse groups and economically disadvantaged students to support attainment of health careers. Clarification of the pathway, promotion of the pathway and expansion will meet the outcome of increased enrollments.
4. ***Career Development for Rural/Under-resourced Populations/Areas*** by broadening and increasing engagement with rural areas, designated qualified opportunity zones and other under-resourced communities to provide entry-level health care workers with stackable certificates and career ladders.