

Title of Meeting: Healthcare Workforce Committee
Date: April 12, 2016 **Location:** Atlantic County One Stop Career Center
Member Attendees: Alan Beatty and Byron Hunter
Members Guests:
Proxy: Rosemary Hilbert for Byron Hunter, Rachael Schmitz for Dr. Nancy Hudanich and Sherwood Taylor for Donna Vassallo
Staff: Dan Adams, Stacy Forman and Rhonda Lowery

Topic	Recommendations/Discussion
<p>Welcome</p>	<p>Alan Beatty welcomed the group and called the meeting to order at 3:00pm. The minutes from the previous meeting were approved as written.</p> <p>Mr. Beatty reported that he invited Heather Allan, a representative of the NJ Healthcare Talent Network to the meeting, but due to a scheduling conflict she was unable to attend. With that said, Mr. Beatty reported that Ms. Allan has been invited and agreed to attend the July meeting. He added that the three hospitals were approached about joining a consortium through NJLWD. The consortium has started a South Jersey taskforce and begun discussing the following:</p> <ol style="list-style-type: none"> 1) Curriculum Development: Looking at training providers and asking are they training for employers needs? What’s being offered compared to the marketplace needs. 2) Marketing: Develop a state-wide campaign to get the younger generation to consider industry training and employment; communicating career pathways to earning potential. 3) Evaluation/Assessment: What’s out there? Are there best practices that can be duplicated? Are there changes needed? How is the local workforce system serving the business community? <p>When Ms. Allan met with the three local hospitals they spoke about incumbent worker training in the specialty nursing areas of OB, OR, critical care and ER. Mr. Beatty stated that most are trained in-house for the transition, but ideally there should be a training entity to do so for all three hospitals. In this ideal situation, the hospital partners would provide clinical training sites.</p> <p>Ms. Lowery commented that WIOA mandates quality partnerships and asks local WDB’s to determine what industry workforce needs are. How many existing and anticipated openings by job title/cluster. Who’s best situated to develop curriculum, if appropriate. Do we use existing curriculum to train job seekers?</p> <p>Rosemary Hilbert stated that when the hospital transitions incumbent workers to specialty areas, there are positions that need to be back-filled. With an aging workforce in these specialty areas; this becomes a critical need. Ms. Lowery recalled AtlantiCare’s Scholars Program with Atlantic Cape Community College. Mr. Beatty commented that the local area needs to “grow its own,” because there isn’t a pool of candidates. Ms. Hilbert reported that Cape Regional has tried to recruit from outside the area, but they don’t get many applications. She believes the location in the southern most part of the county and re-location are the issues. Mr. Beatty commented that the area may be looking at the start of another nurse shortage. Many nurses hadn’t retired due to the economy, but now these same nurses are considering retirement. He added that the local schools are graduating enough nurses, but the hospitals do not typically place new nurses in these specialty areas. Ms. Lowery asked how/when does the level of credential or degree requirements</p>

	<p>factor in. Rachael Schmitz replied that the amount of education required is entry level to BSN; although many hospitals are only hiring BSN's. She added that many RN graduates are not able to continue their education immediately, because they have families and bills. These individuals at best may be able to juggle work and school, but it may to big an obstacle to do at the same time. Ms. Hilvert stated that most hospitals still have tuition reimbursement programs to assist employee's transition from RN to BSN. Ms. Schmitz indicated that some students wait many years to get into an RN program (wait list). Mr. Beatty replied that there was a time when there were to many graduates and not enough local job openings. He added that the college made an appropriate slow down to match the marketplace. In addition, Atlantic Cape has made positive changes to the program, which should allow for a broader base of students. Sherwood Taylor added that there the distinguishing difference of getting into the program or not can be a tenth of a point; that's how competitive the program is. Mr. Beatty stated that in the interim, he will continue going to the meetings and reporting back to this committee. Mr. Taylor asked how the NJLWD would fund this type of training. Ms. Hilvert asked if there is a target start date. Mr. Beatty replied that the Talent Network hasn't suggested a means of funding. Ms. Lowery reiterated that NJLWD has made no announcements. She added that the state is still in a gathering information phase.</p>
<p>Partner Updates</p>	<p><i>Shore Medical Center</i></p> <p>Mr. Beatty reported that the hospital will host a nursing job fair on May 17, 2016. He added that the hospital will hire medical surgical nurses; more than in previous years. He reported that the Radiology School is recruiting students. Students are eligible for financial aid, because the program partners with Atlantic Cape and graduates earn an Associate's degree while enrolled in Radiology School.</p> <p>Mr. Beatty reported that it's difficult to fill the MT and MLT positions (laboratory positions). There was a discussion about the Stockton University/Delaware University dual program for MT's; great program. Shore Medical Center still needs to fill management position in inpatient coding. The position has been open for awhile. Existing staff are not interested in advancing into a management position and new staff with less experience may not be prepared to enter a management role. Mr. Beatty added that the hospital has operated a Leadership Development program for the past 15 years and it has been doing well. The groups meets every 3 weeks on a Friday for 8 months; cross section of hospital staff. Ms. Schmitz asked if Shore Medical Center still uses LPN's. Mr. Beatty replied in a few specialty roles- scrub in OB, employee health and ED Tech's.</p> <p><i>Cape May County Technical School</i></p> <p>Ms. Schmitz reported that 19 students will graduate from the LPN program in June. She noted that students are currently in a medical surgical rotation at all three hospitals. She stated that the next class will start in September and end in August. Mr. Beatty asked of the 19, how many have been accepted to the RN program at Atlantic Cape. Ms. Schmitz replied 8 to 10 are completing their pre-requisites for Atlantic Cape and Cumberland County College. Mr. Beatty asked if students graduate in August and Atlantic Cape starts the RN program in September, does that allow enough time. Ms. Schmitz replied that Myrna stated the latest they would start would be in January, which allows time for their certifications to come in and the pre-requisites to be completed.</p> <p><i>Cape Regional Medical Center</i></p> <p>Ms. Hilvert stated that the hospital has numerous groups of students in clinical. She stated it's hard to meet the needs of all the clinical requests from education facilities, even though they're running 12 hour day clinical. She added that there seems to be</p>

	<p>confusion about the web-based clinical calendar. Her staff finds it challenging, so they don't always use it; sometimes the information is not accurate, time, locations, etc... She keeps getting emails from the system that need to be verified, even though she's responded. Mr. Beatty suggested that the users get together with the county to talk about the technical issues. Ms. Schmitz reported that AtlantiCare is not using the system, but clarified that she believes the system is easy to navigate for the educational institutions. Mr. Beatty talked about the history and reasoning behind the web-based system's development. He asked that the WDB send out an email to employers and education partners to see if anyone wants to 1) continue using it and 2) meet to discuss the technical issues and ways to address and improve the system. Ms. Schmitz stated that if all partners are not using it, then it may be of no value. Ms. Hilvert added that if the system can be improved, that would be great.</p> <p>There was a discussion about licensing, paperwork and timelines regarding LPN's. Ms. Hilvert commented that there needs to more discussions with the state about testing dates, etc... It makes the hiring process more difficult. Mr. Beatty shared that Shore prefers to bring on new nurses in a group, but will do so on an individual basis understanding that the state licensure process takes a long time. There was conversation about why students take the summer off, before testing... Ms. Schmitz stated she recommends students wait no more than one month to increase the likelihood of passing the test. Mr. Beatty added that if students wait long periods before testing, there in essence passing by employment opportunities.</p> <p>(Dan Adams took over taking minutes for Stacy Forman)</p> <p><i>Atlantic Cape Community College</i></p> <p>Sherwood Taylor reviewed Atlantic Cape's Health Professions Institute offerings. He stated that the institute has been re-organized, wherein Esther Gandica is no longer the Senior Director of HPI and all programs therein are now under the direction of Mr. Taylor. Ms. Gandica has taken another role within Atlantic Cape. He spoke about the EMT program, which should be in operation in September. Mr. Taylor added that the college received grant funds to operate an out-of-school youth program in Cape May County. He noted that programs in one county don't always do well in another. To remediate that issue, there will be a hybrid available for Cape May (<i>see handout</i>).</p>
Old Business	There was no old business to discuss.
New Business	There was no new business to discuss.
Adjournment	The meeting adjourned at 4:25 p.m. The next meeting is scheduled for July 12, 2016 with a location to be determined.