

## **East County Health Care Industry Forum December 2, 2002 – New Care Directions, host**

### **MEETING NOTES**

**The next meeting of the East County Health Care Industry Forum is Tuesday, January 14, 2003, from 9:30 to 11:30 AM at Adams and Grey, 830 NE Holiday, Suite 200.**

Participants: John Saito – MHCC, Marian George – Care Givers Alliance, Karen Smith, Jeri Hendricks - New Care Directions, Amy Carlton-Marquis Centennial, Anne Norton – Adams-Grey, Jan Dozier – NCD/Kaiser Permanente, Chris Donnelly – Kaiser Permanente, Lee Patton – Portland/NCD Consulting, Cyndee McDaniel – Resource Connectors, and Joan Pasco – ECOS.

#### **Participant updates:**

Care Giver Alliance – Impact from state budget cuts on elder care, mental health, and in-home services will be extreme. A voter registration drive and get-out-the vote campaign is being orchestrated.

MHCC Allied Health – All 17 community colleges are working together to collaborate on delivery of health care education. MHCC is conducting an X-Ray and imaging program in conjunction with PCC; they are developing collaborative data sets to decide how to grow this program. The legislative task force process did not produce anything really new to date, but there is still work to be completed. Best guess is 3-5 years before the budget cycle turns around.

Kaiser Permanente is working with worksystems, inc. for approval as a training site for CNA clinical training. Industry marketing efforts to attract men to this field – posters; as well as efforts to educate students at elementary and middle school ages was discussed. Healths care needs an image campaign or attract people to this industry!! Career paths tend to follow CNA to LPN to RN. Applicants are adult learners; scope for CNAs has been broadened, leading to a more prestigious career with higher earning potential.

Applicants for CNA training vs. CNA training slots: Applicants for nursing programs far out weight program capacity. The state of Washington has 1500 fewer training slots short than demand. MHCC had 200 applicants for 48 slots. More instructors for ESL classes, non-native English speakers are also needed. A comprehensive ESL test is needed to determine applicant's ability to understand medical terminology in English. Timing of training is an issue. Many applicants want their training to be incremental – small steps over time, rather than a continuous training program.

The CNA administrative rule changes were discussed. The OBN has accepted the concept of creating two CNA levels – core plus a specialty. CNA I and CNA II. The task force is recommending a move to a competency based curriculum and assessment model. They are working on options to explore the on-line learning potential, although

access to computers is still a barrier for some applicants. A web-enhanced model that incorporates some on-line in addition to classroom and clinical is most feasible right now.

A new charter high school, the Center for Advanced Learning in Gresham will have simulation labs to enhance student learning. This resource could perhaps be available to CNA students, or perhaps it could be replicated at the MHCC Maywood/Gateway facility. Ideally the training system needs a multi-disciplinary simulation lab with break out rooms that would cover the process from intake to discharge. This would be a good collaborative project for MHCC and PCC to develop. The NW Health Foundation has expressed interest in the concept.

Division 61, 62, 63 administrative rules are up for revision. The Health Care Industry Forum needs to be involved in this discussion if more opportunities and teaching options can be created to address the capacity needs for nurse instructors.

Ann reported that there is little movement on the In-Home Rules process.

Joan Pasco reviewed the activities from the October meeting.

John Saito reported on the MHCC Nurse Re-entry program. There are many barriers for nurses licensed in other states who move to Oregon and would like to reenter the field of nursing. The entire competency vs. seat time issue is very important as these nurses do not/will not sit through a re-training program that covers what they already know and can demonstrate. The issue of reciprocity between states was discussed. This group could be a leader in exploring the possibilities of streamlining a process for qualified health care professionals to obtain an Oregon license. **Cyndee will try to find out how many nurses leave the profession due to the difficulty of getting an Oregon license.** Meeting participants have a sense that this is a rather large number and it may get someone's attention to seek a remedy.

**It was recommended to invite Mary Thompson to the next Industry Forum meeting to discuss this strategy.**

Joan discussed the East County One Stop priorities for 2003 as they relate to Health Care. ECOS will be pursuing funding sources for the following projects:

- A Springdale Job Corp CNA Bridge project that would provide support and mentoring for CNA completers through the certification and testing process and first few months on the job. Primary driver for this effort is the attrition of trained participants within the first 6 months on the job. Better pre-training orientation to the reality of the job; support through testing and a post-hire retention strategy should prevent the loss of these newly trained health care professionals.
- Development of a comprehensive, competency based, curriculum for training in home caregivers.

- Replication of an on-line health care career tree that not only demonstrates upward career path options in the industry, but has locally relevant employment statistics, job openings, training options, etc.
- Collaboration with Deaf Northwest on a project to train health care professionals in signing for the deaf.

Cyndee reported on the progress of the CNA pilot project to train nurse educators. There are 7 instructors participating in the 6-day training held November 14-15, December 12-13, and January 9-10. The curriculum includes web-based homework assignments. This class is designed to train RN's as CNA instructors, chipping away at the large systemic need for nursing instructors. They will gain an understanding of OSBN rules and regulations; how to write lesson plans and a course syllabus; facilitation and dealing/understanding difficult students. Debra Buck is scheduled to attend the final session of the class.

Joan will be contacting members of the forum to complete a post project evaluation. She will send a brief survey form to all members via the email network. She asked members to support this effort by filling out and returning the surveys when they arrive.

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