



**WDB Healthcare Committee
Capital Health Hopewell Campus
Administrative Conference Room
May 16, 2017 at 8:30 am.**



In attendance

Scott Clemmensen (Capital Health), Gloria Frederick (IWWWE), Hillary Murray (Brandywine Senior Living), Leah Pontani (MCCC), Martha Redondo (MCCC), Dean Robert Schreyer (MCCC), Virgen Velez (WDB/One Stop), Maribel Duarte (WDB), Cathe Doolan (WDB/One Stop) and Guests Sereena Singh (NJ Health Care Talent Network), Annette Murphy (Spring Point)

Welcome

Scott Clemmensen, the Chair of the Healthcare Committee, opened the meeting at 8:46 a.m. Introductions were made around the table. Scott gave a recap on the committees focus. Health care is the fastest growing industry in Mercer County and in this committee we can identify health care occupations and training programs, and how to source people into programs to meet employer needs utilizing all of the grants and resources available. This committee needs focus on coordinating the resources and communication between the college, the One-Stop, Talent Network and other training providers.

Review/Approval of March 21, 2017 Meeting Minutes

Leah Pontani made a motion to approve, Scott Clemmensen seconded and the minutes from the March 21, 2017 meeting were approved.

Update – MCCC Allied Health Activities

Both divisions of the colleges' healthcare career centers, credit and non-credit programs, are working on developing guided career pathways. The college is planning a focus group to identify employer's needs under a major tax funding initiative for colleges. The deadline for this funding is in September.

The focus group development department has scheduled a series of planning sessions and Healthcare is 2nd in the series. It will focus on employer needs and demands for programs on the credit side and has now included the noncredit as well. The Employer Forum will be held in Mid-June.

Virgen said that it would be beneficial for all of us to be in on planning and coordinating activities that involve meetings with employers. She asked how we can bridge the groups in order to tap the same employers at one time instead of everyone trying to reach out to them separately.

Handout: NJ Department of Labor and Workforce Development List of Industry Valued Credentials in Healthcare.

Discussion on credentials and certifications

- Scott: All of the area hospitals require staff to be certified to be able to work, i.e. technicians, EEG, Pharmacy Techs, etc.
- Long-term care facilities always need Certified Nurse Aids (CNA) and Registered Nurses (RN) to supervise them and for patient intake and assessment.
- Assisted living environments must have Certified Nurse Aides and Certified Home Health Aides. There is a continuing need because of the large number of elderly who are aging in place at home.
- MCCC offers a bridge to CHHA for students who already have their CNA.
- WDB will look at the healthcare vendors in the County. One of the training providers got an NGO to provide CNA training. It would be beneficial to coordinate program information in order to get the best use of the resources and training money available in areas where it is not already provided.
- Gloria suggested that Linda Rose of Spring Point be brought into the discussion. Spring Point provides "Experienceships" letting the students work with doctors, nurses and other staff for 20 hours a week. The Experienceship program is also done for RN and LPN programs.
- The Workforce Innovation and Opportunity Act (WIOA) legislation has a required performance measure of a 50% credential attainment rate for people coming out of training programs. This will incrementally increase to 80% by 2021.
- The WDB's job is to find the employers and institutions that provide healthcare programs to determine their needs and where the gaps in services are.
- One-Stop grants have eligibility restrictions and are for certain populations and the unemployed but we can use up to 20% of WIOA funds for incumbent worker training.

- MCCC has a number of grants and funding sources available, some have restrictions but they also have funds that can be used for incumbent worker training.

Presentation – NJ Health Care Talent Network (NJHCTN) and Talent Development Center (TDC)

Sereena Singh introduced herself and she will be the liaison to the committee replacing Makenzie. On July 30, 2017 the Targeted Industry Partnership (TIP) will have its next meeting. The purpose is to engage employers to find out what their training needs are. Sereena will share information and data from these meeting with the committee.

Leah asked if it is possible for the TIP to share data on employers to invite participants to the Focus Group. Sereena will look into this.

Virgen said that we need to work amongst ourselves toward having one system to get information about employers instead of multiple groups going after the employers asking "What do you need".

After the last meeting Scott said he met with McKenzie for a discussion about training programs Capital Health would find useful or what programs they would be interested in developing. Capital Health has a strong push for hiring nurses with a Bachelor's degree and for RN's to attain a Bachelor of Science in Nursing (BSN). There is a growing concern because of the number of RN's who are retiring or are nearing retirement age.

MCCC offers a 2-3+1 nursing program. A student will attend MCCC for the 2-year Associates degree and would then be able to automatically enter Rutgers or Thomas Edison to get their RN. Students do have to maintain their GPA to be eligible to go into nursing. They also have a program for students for a potential opportunity to work with local hospitals to work while they complete the RN. The magnet hospitals require nurses to have the BSN in 4th year and they need nurses who have working experience. This is a good opportunity because the accelerated nursing programs have become so expensive. Thomas Edison has had the nursing program for a long time, The College of New Jersey is getting into it, and Drexel offers a much accelerated program.

MCCC is looking to expand the 3-1 into other programs with Rutgers or Kean University. Some programs they are looking at expanding are physical therapy, medical technologist. Some courses also include a +1 with a one year externship that goes into one year of work and/or one additional year for a Masters degree.

Discussion on employment v/s outsourcing

Scott: Do the senior communities have a need for people to train for administrative positions?

- Brandywine has a Certified Assisting Living Advisor (CALA) at the Continuing Care Retirement Communities (CCRC). They often outsource other health care positions i.e. physical therapy, speech therapy, lab services, geriatric physicians, paraprofessionals.
- Usually only the CNA and CHHA are employed by the facility.
- Spring Point uses Genesis is the main therapy company.
- Merwick in Princeton hires skilled nurses and outsources to Kessler and Genesis.
- Blood lab work most is outsourced to Lab Corp or Quest Diagnostics.
- Other businesses to explore are dialysis centers and urgent care centers.

Sereena said that another identified need in the health career field is for training in soft skills. The Talent Networks is working on a curriculum for a soft skill job readiness training program to offer to employers for CNA's and CHHA's. They are working with Goodwill who already has a very good Job Readiness program.

The TN also offers apprenticeship programs with new grant funding they have received. They offer Learn While You Earn training for CNA's and a bridge to CHHA.

The next TIP meeting is in July and Sereena was asked if she could bring information from that meeting to the September Healthcare Meeting. The WDB committee for Advanced Manufacturing has a representative who gives updates on the TN and TIP meetings.

August 21, 2017 the TN will hold an Industry Summit at Rutgers that will bring Education and Employers together.

Discussion: How can people find out about certificate programs?

- Career Connection has a lot of information but how would anybody know that Career Connection was available if you are not unemployed?
- The One-Stop can use WIOA money for incumbent worker training but we need to connect with more employers' to let them know what we can provide so it can trickle down to the employees.

Questions and Discussion concerning CNA and CHHA was asked of Brandywine and Spring Point

Do you have a shortage of CNA positions?

Yes, we have a high turnover rate; there is a need for qualified, quality people to fill these positions. Brandywine has 28 communities in NJ and most have openings for CNA positions. They have a very stringent vetting process that includes; no criminal record, read and write English, good with the elderly, computer literate to work through applications on-line. They also receive an in person interview where they look for an empathic personality, friendly and smiles easily, and they need to be proactive to call into the administration if there seems to be something wrong with the patient they are visiting. They have to be very careful of who they hire because the CHHA works with a very vulnerable population, and especially since they go into people's homes unsupervised.

Do you offer incentives to stay with the company?

- Spring Point offers in-house training; sometimes they are able to promote a CNA to a scheduling position. Long term aids with good skills can be trained to do the in-house training and/or receive wage increases.
- Brandywine offers a tuition reimbursement program.
- There is a need for training in Dementia and Alzheimer's care
- They do not allow CNA/CHHA's to administer medication because of the liability issue. This function has to be performed by a nurse.
- Brandywine has the same needs as the assisted living facilities but they do allow some Certified Medication Aides to administer medications. They also need LPN's and Alzheimer and Dementia training.
- They have specific units for Skills to Care come in to the facility train the aids. Mercer County Office on Ageing offers an excellent program.
- Physical Therapists are sent to the home to train families in necessary care.

Local Plan Revisions

Virgen the State and SETC reviewed Mercer County's Local Area Plan and requested additional information. Areas that needed to be expanded were on how Mercer County interacts with the Talent Networks. Since the plan was released MC has had more active participation with the TN's on the committees. The SETC also said that MC needed to include a list of stakeholders who were involved in the formulation of the plan. We are working on the revisions and will bring them to the next WDB meeting.

Announcement/Events

- The next TIP meeting will be on June 20, 2017
- Northern NJ TIP on May 24, 2015
- Employer Forum scheduled in June

Next Meeting Date – 3rd Tuesday on a Bi-Monthly Basis

The meeting scheduled for July 18, 2017 will be cancelled.

The next scheduled meeting will be on September 19, 2017 at 8:30 am with place TBD.

Meetings scheduled.

- September 19, 2017
- November 21, 2017

The meeting adjourned at 9:46 am