



Fox Valley Health Care Alliance

Fox Valley Healthcare Workforce Alliance

A committee of the Fox Valley
Workforce Development Board

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Fox Valley Healthcare Alliance

- Subcommittee of Fox Valley Workforce Development Board, Inc.
- First meeting was October 2004
- Purpose of group:
 - To ensure an abundant supply of healthcare workers in our region now and in the future by working collaborative with all stakeholders.



Fox Valley Health Care Alliance



Fox Valley Healthcare Alliance

- Purpose of group:
 - To ensure an abundant supply of healthcare workers in our region now and in the future by working collaborative with all stakeholders.
- Current Membership
 - Affinity Health Care, Agnesian Health Care, Aurora Health Care, Ripon Medical Center, Area Health Education Centers (AHEC), Fond du lac Lutheran Home, Fox Valley Technical College, King Veteran's Home, Marian College, Moraine Park Technical College, Parkside LTC, Theda Clark, UW-Oshkosh, UW-Fond du Lac, UW-Fox Valley and the Wisconsin Hospital Association.



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■ Initial Structure:

□ 3 Sub-group

■ PR/Marketing

- Purpose: develop a website and Speakers bureau

■ Job Shadowing

- Purpose: develop standardized Job Shadowing requirements for all healthcare partners

■ Needs Assessment

- Purpose: Assess the specific healthcare labor needs of the Fox Valley region.



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- **Marketing Subgroup formed – March 2005**
- **Collaborative efforts involving multiple health care organizations**
- **Goals established**
 - Website developed to provide opportunities for career exploration through practical job shadow experiences.
 - Minimize the efforts necessary to complete applications for shadow experiences.
 - Develop a speakers bureau for various audiences.
- **Define Audience and Market appropriately**



Successes Achieved

- Development of Website (under construction) that provides:
 - General Job Shadow Information for students/counselors
 - Specific instructions to participate in a job shadow experience through health care organizations affiliated with FVHCA
 - Career Opportunities and related websites, i.e. AHEC
 - Career Related Special Events – Job Fairs, Explorer Posts, Summer Career Camps

- Currently developing Standard Practices/Forms for Job Shadows at FVHCA affiliated organizations



Needs Assessment Subgroup

- Goal: Collect data regarding the Fox Valley Health Care workforce to guide decision making.
- Two comprehensive surveys
- Healthcare Retirement and Departure Intentions Survey
- Healthcare Staffing Assessment
 - Health Information and Lab
 - Nursing and Pharmacy
 - Imaging and Therapist
 - Physicians and Miscellaneous



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Methodology for employee survey

- Our goal is to survey employees of ALL healthcare providers in the Fox Valley.
- The survey will be available to employees in a paper based or electronic format.
- The survey will be anonymous and will be submitted directly to Fox Valley Workforce Development.



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Healthcare Staffing Assessment – Employer Survey

- Assess current number of positions staffed and the age ranges of employees.
- Assess anticipated staffing level changes over the next 5 years.
- A total of 7 occupational clusters and a miscellaneous cluster.





Methodology for employer survey

- Our goal is to survey ALL healthcare providers in the Fox Valley.
- The survey will be available to employers in a paper based or electronic format.
- Individual organization's survey results will be remain confidential and will only be reported in combination with other institutions data.



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Need for Grant Dollars

- Fox Valley Health Care Alliance has identified priorities that we would like to address but funding always becomes an issue.
- Goal: FVHCA members will search and/or explore grant opportunities to design and implement systems to address the priorities identified.
- Additional sub team developed to address grant related issues.



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National Library of Medicine Grant

- FVHCA has submitted a proposal to the National Library of Medicine for a planning grant.
 - Purpose of grant: to investigate and develop a strategy to streamline communication for setting up clinical experiences for students.
 - Two such models are available in the country: Oregon Center for Nursing's website
 - www.ocnplacement.org



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National Library of Medicine Grant

- To make a streamlined communication strategy a reality, we need funding to:
 - Develop a collaborative process to open communication - FVHCA
 - Standardize clinical requirements across health care organizations and colleges.
 - Identify or develop an electronic communication strategy.



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Successes

- Library of Medicine Grant denied but will be resubmitted to other sources.
- HEY grant to develop interactive website received
- Safe Lift Initiative collaborative proposal submitted.
- Standardized student health requirement across 4 major health care systems.
- In process of standardizing criminal background check processes.
- Clinical Summit schedule for October to address availability of clinical sites and processes to secure clinical placements.



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■ Lessons learned:

- It's amazing what can be accomplished when there is collaboration!!!!
- Need to get more partners to the table, particularly from the long term care arena.
- Need to standardize a number of requirements across healthcare industry
- Need involvement of grant writers and a subgroup just to work on finding possible grants.



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Affinity Health Care's Experience with Survey Tools

- Data Collection

- Two comprehensive surveys
 - Healthcare Retirement and Departure Intentions Survey
 - Completed by Employees
 - Healthcare Staffing Assessment
 - Completed by Employer



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Healthcare Retirement and Departure Intentions Survey

- Two comprehensive surveys
- Healthcare Retirement and Departure Intentions Survey
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Healthcare Retirement and Departure Intentions Survey

- Assess current number of positions staffed and the age ranges of employees.
- Assess anticipated staffing level changes over the next 5 years.
- A total of 7 occupational clusters and a miscellaneous cluster.
 - Health Information and Lab
 - Nursing and Pharmacy
 - Imaging and Therapist
 - Physicians and Miscellaneous
 - Currently have completed 4 of 8 clusters



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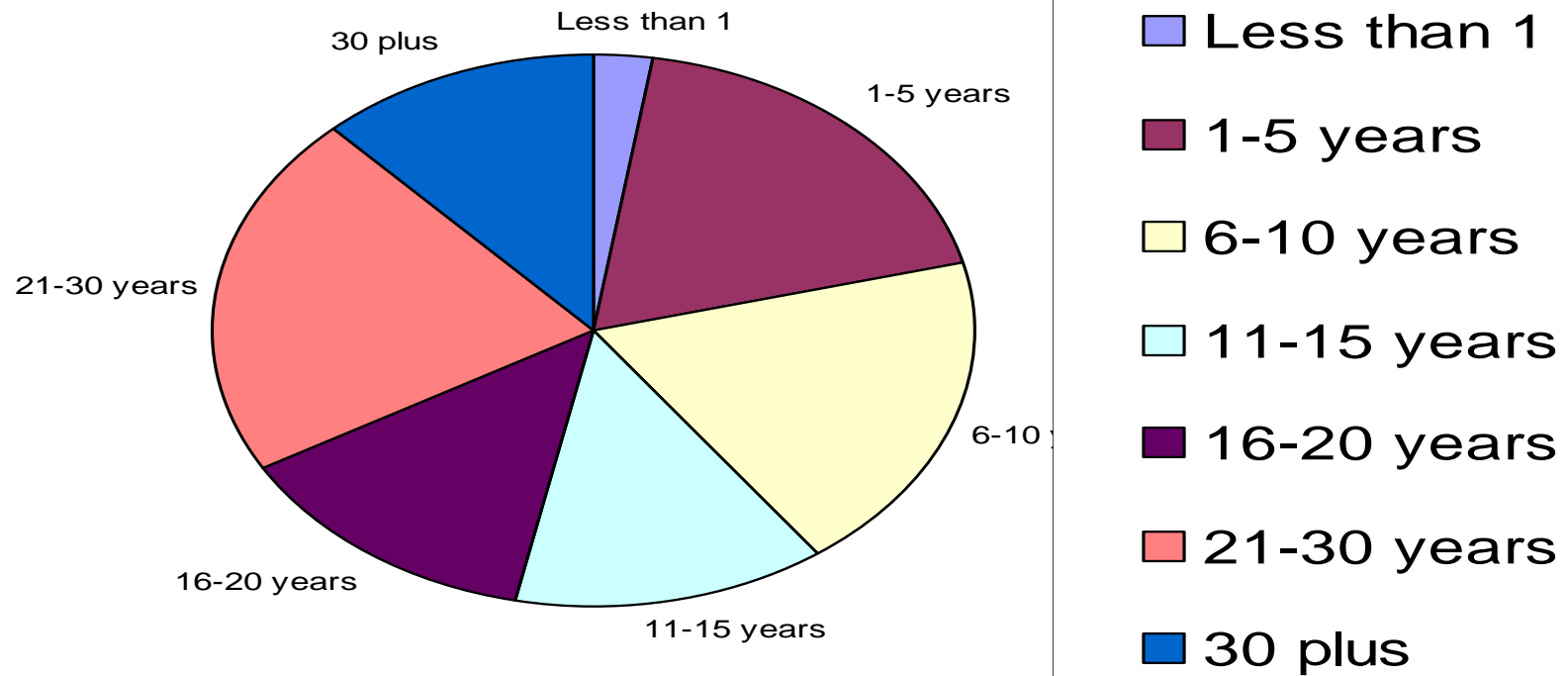
Affinity Findings

- Representative Sample:
 - 71% of workforce or 2,903 surveys completed
 - 95% confidence level, error margin .5%
 - Surveyed entire workforce with breakouts by
 - Long Term Care
 - Acute Care (three hospitals)
 - Clinic
 - Managed Care



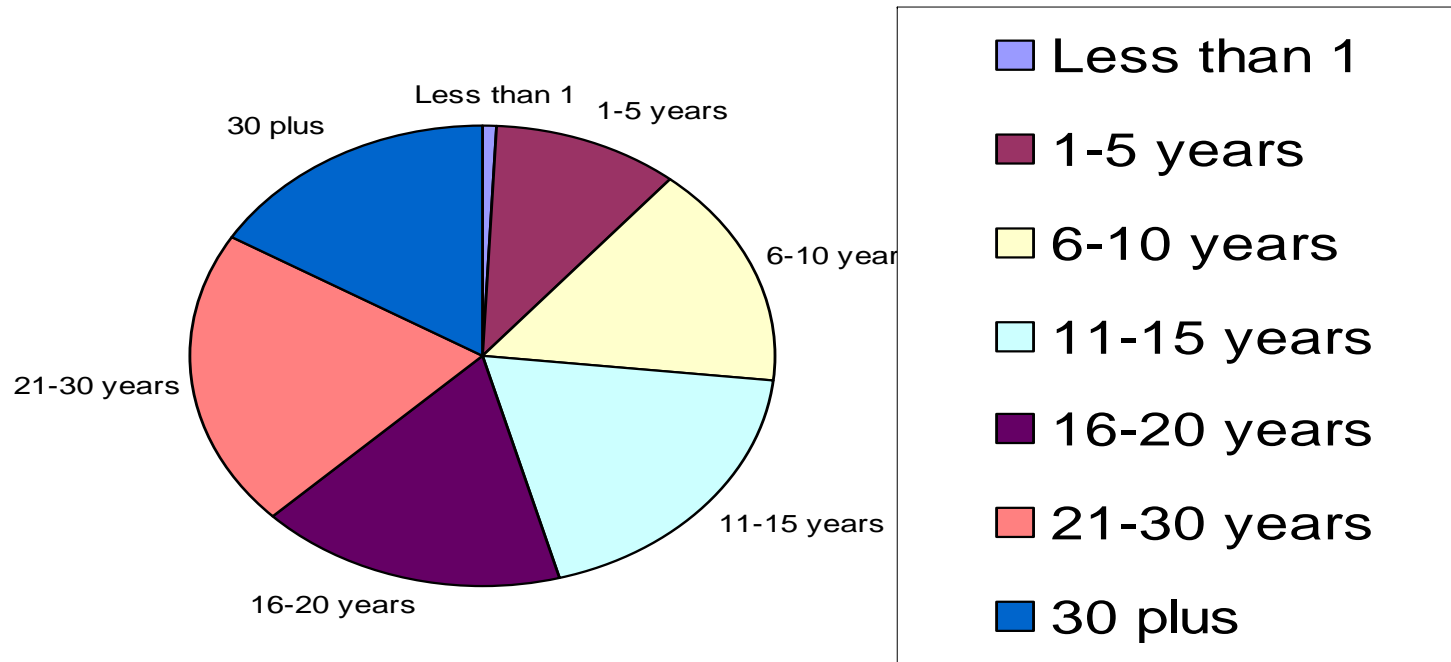
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Years Employed as Healthcare Professional



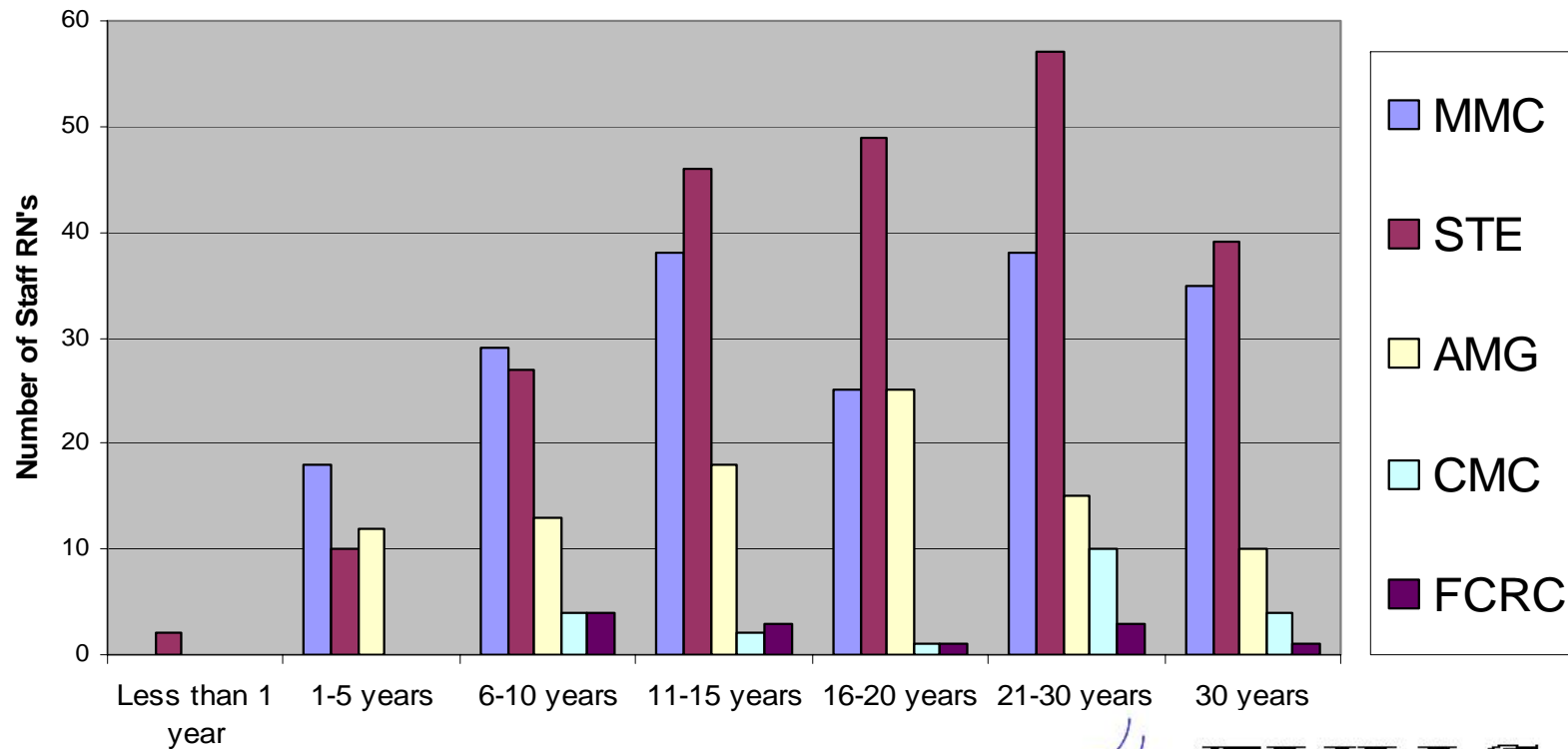
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Years to Retirement



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Staff RN - Retirements



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Affinity Findings

Departures - Other than Retirement

- 3.4% of those surveyed, or 98 employees plan on leaving for reasons other than retirement in next 24 months
- Top Three Reasons Cited:
 - Insufficient Pay and Benefits
 - Desire for a Career Change
 - Changing Priorities within Healthcare System



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Affinity Actions

- Compensation Program Aligned with Business Needs
 - Skill and Performance Based
- Affinity Learning Center
 - Career Development Program Enhancements
 - Occupational Assessments
 - Projected AHS Need
- Total Rewards
 - Individual Retirement Meetings
 - Financial Planning Seminars
 - Total Rewards Statements



Affinity Actions

- Developing Pipeline
 - Explorer Program – Middle/High School
 - Summer Camp
 - Job Shadowing
 - Volunteers
- Position Specific Retention Plans
 - Reduction in Hours Prior to Retirement
 - Re-recruitment of Retired Staff



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Questions & Discussion



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