**CAPITAL AREA HEALTH ALLIANCE**

**HEALTHCARE WORKFORCE COMMITTEE**

**May 2017 Meeting Minutes**

**Location:** Lansing Community College

**Date:** May 18, 2017

**Time:** 2:30 pm – 4:00 pm

**Attendees:**

**Chad Borodychuk Regina Traylor**

**Erin Duckett Barbara Ball-McClure**

**Joe Winkiel George Mansour**

**Larry Leatherwood Ronda Miller**

**Jeanette Klemczak Morgan McKittrick**

**Wendy Smith Margie Clark**

**Stacie Sadowski Sherry Shannon**

**Russ Kolski Kathy Hollister**

**Sherry Pfaff-Doody Crystal Korpi**

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**Welcome & Introductions:**Chad welcomed Committee members.

**March Meeting Minutes:**

Minutes were approved with corrections to attendance (Erin Duckett did not attend; Sherry Shannon did attend).

**Regional Project and Programs to Engage Youth in Health Careers Exploration and Recruitment:**

Sherry Pfaff-Doody of Sparrow Health System provided an overview of programs and experiences in the community. She began with a description of her role, responsibilities and passion for her work in developing the talent pipeline in health care. In general, the labor market is tighter. There is an increased demand for 2-year post-secondary education graduates.

Sparrow offers several Career Exploration Programs. Fifteen internal system departments offer 1 week ½ day job shadowing programs. There is a “Future Doctors” program in collaboration with the Emergency Department, MSU and the Lansing District and outlying schools. It accommodates 15 students. The program is intended to offer the flavor and experience of health care services and roles.

An additional strategy for youth and other recruitment to health careers are stepping stone jobs in hospitals to develop a career path. One example of such opportunities for exposure is the role of patient safety sitters.

The Capital Area Career Center is another program that offers training and experience as patient care technicians. This is live, hands-on experience.

I-Tech (Empowerment Center) program focuses on a 20-20 girls’ program related to STEM careers.

Career exploration programs include a careful school selection process and school guidance for students who participate in these programs.

Group discussion included:

* a question about how to reach out to teachers as a resource to encourage health careers with students.
* a desire to reach out to younger students
* create a tool that links ACT scores with health occupations that might correlate with those levels of scores
* development of an inventory of regional health care exploration programs for youth and best practices
* explore teacher and parent coaches for career exploration
* offer opportunities for interviewing and resume’ development in high school geared at health career programs

Sherry Shannon from McLaren Hospital of Greater Lansing also shared youth career exploration initiatives in her system. There is a job shadowing program for high school students which is offered in 4 hour blocks under the Capital Area Healthcare Education Partnership (CAHEP).

There has been grant funding previously for Friday Career Exploration. Scholarships have been donated previously. Job shadowing experiences are at the high school level.

LCC has collaborated for a “13th year” program with schools to offer a phlebotomy certificate.

The Michigan Health Council has offered “mini-medical school” experiences through its programs.

There are structured internship and externship models. Federally Qualified Health Centers such as Baldwin is an example.

Catholic hospital networks in Ohio (Toledo) received $5 million grant for internship and externship programs.

MSU offers an annual “Teddy Bear Picnic” which is an experience for younger children to participate in hands-on experience of being a health care worker.

**Next Steps**:

Wendy Smith offered to offer additional information on health careers education at the June meeting. Jeanette Klemczak will report on the National Nursing Workforce Centers Forum meeting in Denver.

**Capital Area Registered Nurse Education Pipeline: Nursing Program Capacity at Lansing Community College:**

LCC Health and Human Services Division Dean, Margie Clark, provided an overview and data regarding nursing, as well as several health career programs.

The nursing program will admit 192 students per year. They graduate 200 students per year with a 95% placement rate. Fifty eligible nursing program applicants were not seated due to capacity limitations.

Student admission capacity in other programs includes:

**Sonography** 30 students (clinical sites are a major challenge)

**Surgery Technician** 24 students (articulated model with 5 community colleges)

**Dental Hygiene** 24 students

**Radiation Technician** 25-30 students

**Paramedic** 40 students

**Next Steps**: Invite participation and presentation from MSU College of Nursing on capacity and limitations in their programs.

**Next Meeting**: June 15, 2017 from 2:30pm to 4:00pm at LCC West Campus, R-151