



Quarterly Meeting Notes
June 18, 2013 at 3:30 p.m.

Attendees: Tony Violetta from BayCare Clinic, Jean Bouche from St. Mary Hospital, Deb Mauthe from Prevea Clinic, Beth Kirby from Aurora BayCare, Linda Bora from Helping Hands Caregivers, Suzanne Laurent from Orthopedic & Spine Therapy, Trina Trepanie from Grancare Nursing Center, Troy Koebke from Bellin Hospital, Mike Conard from Concordia University, John Holzberger from Forward Services, Jennifer Degener from Bellin College, Veronica Kruse from Globe University, Scott Schlicher from DVR, Sara Schmitz from UWGB, Shelly Gabel from UWGB, Kay Tupula from NWTC, Kathy Charles from Concordia and Riki Szymanski from Rasmussen, Lisa Schmelzer from the Green Bay Chamber of Commerce and Ann Franz from NWTC.

Industry Updates

Beth started the discussion on her hiring needs for LPNs. She added that Aurora is having difficulty finding long-term nursing assistants. Other hospitals are also finding it difficult, due to several CNAs are continuing their education. Troy echoed their need for long-term CNAs and home health aides. Trina said that at GranCare they have had great success in retention rates of CNAs. One of the reasons their organization is successful in keeping CNAs is their flexibility in scheduling. Kay reported that NWTC has 300 students enrolled in CNA over the summer. Lisa shared that there is a CNA youth apprenticeship program. Trina reported that her organization has had great success in hiring youth apprenticeship students. Suzanne shared that her company has filled their PTA openings, but still has a need for PTs.

Education update

Dietetics who have recently graduated from UWGB are finding jobs. In fact 8 out of 12 are employed. Kay reported that the Wisconsin Center for Nursing released a study that found 68% of nurse educators plan to leave the profession in the next 9 years. There is also a good study about "Enhancing Diversity in the Workforce" on the organization's website. Veronica shared that Globe is using IPADs and EBooks for all of its students. Students watch a lecture at home and then have hands-on activities in the classroom, which is called a 'flipped classroom.' Kay discussed the new construction being done at NWTC. The Health Sciences building is adding a fourth floor. It will have simulation rooms and lab spaces. One of the lab spaces will be like a home setting. The Wellness & Health Promotion Associate degree started this past January with 24 people in the cohort. It is the only one in the state. The degree can ladder into UW Stevens Point Wellness B.S. The Gerontology program graduated its first group that had 11 students in the cohort. In addition, NWTC is working on a fast track Associate Degree in Nursing. There are 22 students who started the fast track program in June and will complete the program in December 2014. Bellin College graduated its first class in the Radiology B.S. program. Jennifer explained that they have a pediatric and two geriatric simulators. Riki reported that Rasmussen graduated its third cohort of RNs. It also uses EBooks and the flipped classroom model like Globe. Mike stated that the 30 PA students started in May. It has over 200 applicants for the next cohort. Students must have a B.S. before entering the Masters P.A. program. There are 11 rotations (4 weeks in each rotation). Kathy shared that Concordia's Healthcare Administration degree has had an increase in enrollments. UWGB has been working with Bellin College on using their simulators for its students.

Subcommittee updates:

Clinicals – The clinical process using the website is still going well. To view go to: <https://sites.google.com/GBHCAAlliance>. The subcommittee will be reviewing the Safety and HIPAA/Compliance modules at its next meeting.

Career Exploration subcommittee – Ann said that the first of six career exploration events for Spring 2013 went well, however the last event was poorly attended. The subcommittee would like to offer 8 career exploration events for the upcoming 2013/2014 school year. Ideally the committee would like to have 2 in November, 1 in January, 3 in February and 2 in March. Each member is asked to find out if their organization is interested in hosting one or more events for the next school term. Alliance members should contact Ann on what date(s) and what department they are interested in hosting. The subcommittee will meet again in August to finalize dates/times and develop a promotional flyer.

EPIC meeting – On June 5, there was an EPIC Conference at NWTC. At the meeting, it was agreed to have the Alliance develop a standardized EPIC training for clinical students. Nursing students will be the first group that will participate in the training program. A pilot of the training will be delivered at NWTC on June 26, in which healthcare organizations can determine if the training program meets their requirements. There will be documents developed that assist students in understanding the differences between the different clinical sites.

Fast Forward grant – the state will be offering an incumbent worker training grant in the fall. Ann will develop a survey to be sent out this summer to determine training needs of each member. The grant also funds short-term skills training for job seekers, in order to enhance their skills. Ann will include in the survey a question related to hiring needs. There was discussion on the BAWDB sponsored Work Certified program that works with individuals that have had some barriers to employment. The employability skills program has had great success throughout the country.

Other: Members discussed the opportunity to have guest speakers present to the membership, along with other members from their organization. Topics include labor market projections from Dennis Winters, chief economist for DWD, Work Certified, and Generational Differences. Deb from Prevea knows a business colleague who has given a presentation on Generational Differences. Ann can contact Dennis Winters. The program is tentatively scheduled for the fall.

Next quarterly meeting – **September 17, 2013 at 3:30 p.m. at the Green Bay Chamber of Commerce.**