



Alliance for Workforce Development, Inc. Rural Healthcare Collaborative

Prepared for:
NoRTEC Workforce Development
Board/Governing Board Meeting
April 26, 2018

America's **JobCenter**
of California™

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Rural Healthcare Collaborative

- Priority industry sector
- Lassen, Modoc, Plumas Counties
- Aligning the needs of business with education and workforce is critical to meet current and future demands

[Outcomes]

- Alignment of workforce, education and business
- Labor market study
 - Give us a better understanding of the current and projected needs and wage data
- Work with Community College partners to establish educational/career pathways that are aligned with employer validated standards

[Results]

- Increased employer engagement
 - CEO's/Chief Nursing Officers of all major healthcare providers, including state prison system, at the table
- Labor market study completed
- Lassen College LVN program received state approval
- HR working group, includes AFWD, to address on going recruiting challenges
- Employer round tables – January/February

Labor Market Information Lassen and Modoc Counties

2017 Positions	2018 Positions	Job Titles	2017 Vacancies	2018 Vacancies
118	181	Registered Nurses	22	40
159	164	Licensed Vocational Nurses	42	45
131	113	Certified Nursing Assistants	45	32
24	21	Certified Medical Assistants	10	4
29	33	Emergency Medical Technicians	14	1
27	40	Paramedics	14	6

Labor Market Information Plumas County

Job Titles	Total Positions	Vacancies
Registered Nurses	76	5
Licensed Vocational Nurses	47	5
Certified Nursing Assistants	35	4
Certified Medical Assistants	19	2
Radiology Technician	7	3
Phlebotomist	5	2

** Plumas County was not part of our initial study. This data is based on information from the facilities HR departments. Represents data as of January 2018.

Results

- On the Job Trainings (7)
 - \$46,431
- Internships (3)
 - \$12,658
- HR Assistance (16)
 - Labor law, job postings, customized recruitments
- Client support – (39)
 - \$37,922

** July 1, 2016 – December 31, 2017

[Training]

- Leading in a Health Care Environment
 - 4 part leadership series
 - Quincy, Susanville, Alturas
 - 60 attendees
- Soft Skills
 - Hi Touch Health Care
 - Susanville
 - 45 attendees

Requested Training

- Modoc Medical Center
 - Soft skills, leadership, Excel
- Seneca Healthcare District
 - Soft skills
- Plumas District Hospital
 - Leadership, customized training
- Mayers Memorial Hospital
 - Soft skills, leadership
- High Desert State Prison
 - Soft skills
- Canby Family Practice Clinic
 - Soft skills

[Non Profit Staffing Agency]

- CEO's met over course of year to discuss a local staffing agency approach to vacancies
 - Allow hospitals to “share” employees and reduce the high cost of hiring traveling staff
 - Identify a vendor who would agree to conditions that improve quality, consistency and costs
 - RFP for services
 - Removal of the 13 week clause
- Vendor selected

[Questions]

- Thank you!