**Greater Ann Arbor Region Health Leaders Council Notes**

**September 29, 2014 - Washtenaw Community College**

 **Attendees:**

**Gloria Danna Brooks-Arbor Hospice**

**Shannon Fisher-Evangelical Homes of Michigan**

**Jane Nickert-Washtenaw Health Department**

**John Thorhauer-United Methodist Retirement Communities**

**Jeremiah Hodshire-Hillsdale Community Health Center**

**Luke Bonner-Ann Arbor SPARK**

**Kathleen Griffiths-Washtenaw Community College**

**Lisa Katz-Workforce Intelligence Network**

**Tricia Walding-Workforce Intelligence Network**

**Regional Health Care Workforce Data Review- see attached PowerPoint presentation**

**Workforce solutions exercise:**

The following workforce solutions were assessed by the group to evaluate the ease of implementation and prioritization (ratings included).

|  |  |
| --- | --- |
| High Priority/Easy to Implement:* Leadership development/succession planning for long term care (P=4, E=1, Top choice=4
* Developing a workforce pipeline with K-12 and colleges (P=4, E=0, T=3) was combined with Creating clear career pathways to deliver to students (P=3, E=0)
* Pre-screening potential employees (P=0, E=5, T=3) was combined with Increasing job shadowing opportunities (E=5)
* Increasing clinical placement capacity in non-health system settings (E=3, T=2) was combined with Increasing specialty nursing training opportunities (P=2)
* Compact licensure/Nursing Reciprocity (P=4)-this item will be investigated further to assess what can/should be done
 | Easy to Implement/Lower Priority:* Pre-screening students prior to entering programs (E=1)
* ICD-10 training (E=1)
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| High priority/Not easy to Implement:* Increasing wage rates for low skilled health care workers (P=1)
* Allowing community colleges to offer baccalaureate degrees in health care careers (P=1)
 | Lower Priority or difficult to implement:* Referral system/ opportunities as a retention method-0
* Increasing the number of people in nursing specialities-0
* Health care workforce database-0
* Creation of credentialing for home health aides-0
* Decreasing poaching of employees from other health providers-0
* Change healthcare administration programs-0
 |

Additional conversation regarding this exercise:

Salaries in senior living for leader positions have been increasing at 6% per year.

Hillsdale Community is using JobFit to assess candidate. This has brought down the turnover rate to 4%. Workkeys might also be a good option.

The group would like this list sent to the rest of the health leaders council in order to assess the interests of the larger group. A matrix of the workforce solutions will also be developed and distributed.

**CCInspire Program Overview**

WIN is exploring a tool called Career Cruising that would provide information to K-12 and community college students regarding careers.

**Future of the GAAR health leaders council**

It was suggested to schedule these meetings 6-8 months out. Some of this work can also be done via e-mail, web meetings, and online polling.

**State Skilled Trades Training Fund-**Refer to the State Skilled Trades Training Fund Handout. You must go through a Michigan Works agency.

**State of Michigan Skilled Trades Training Fund Contacts:**

Livingston County Michigan Works! *(Livingston County)*

Mary Switzer, 517.552.2104, mswitzer@co.livingston.mi.us

South Central Michigan Works!

(*Hillsdale, Jackson, Lenawee counties)*

Mike Jones, 517.437.3381, mjones@scmw.org

Southeast Michigan Community Alliance (SEMCA) Michigan

Works! *(Monroe County)*

Margie LeNoir, 734-229-3520, margie.lenoir@semca.org

Washtenaw County Michigan Works! *(Washtenaw County)*

Colleen Mallory, 734.714.9848, malloryc@ewashtenaw.org

**Health Care Workforce trends Event-October 22-**WIN is holding a breakout session at the Medical Mainstreet Inno-Vention conference. Refer to the save the date sheet for more information.