

Ramsey County Workforce Investment Board
Market Trends and Oversight Committee

September 10, 2010

Minutes

WIB Members Present

Jacquelyn Carpenter
Toni Carter
Joe Crowe
Trixie Golberg
Dennis Johnson
Janet Ludden
Barb Mednick
Scott North
Jim Schultz
Joe Stratig

Members Absent

Elizabeth Campbell EA
Lee Helgen
Paul Nelson EA
Dan Strittmater EA

Staff/Guests Present

Jane Foote, Healthforce MN
Mary Jo Gardner, WIB CEO
Kate Raleigh, WIB Staff

Call to Order

Barb Mednick called the meeting to order at 10:05 a.m.

Approve August Market Trends and Oversight Committee Minutes

Motion made by Joe Stratig with second by Janet Ludden to approve the August minutes as presented.

Motion carried.

Updates

Healthcare Initiative

Mary Jo updated the committee on the WIB's Healthcare Initiative (HI) including outcomes. Additionally,

- The partnership applied for funding for the next phase of the HI.
- Mary Russell will be a keynote speaker at the Adult Basic Education Conference on September 24; HI partners will present information on the project at the conference.
- Mary Russell will present on the HI at the DEED conference September on 30.
 - o Members asked if information about the WIB could be distributed at these presentations- WIB staff will work on this.
- HI partners will be meeting in Washington DC in November as part of the DOL's Career Pathways Institute.

RENEW

Mary Jo updated the RENEW leadership on August 31 of progress made on project goals; all work is in line to complete first quarter goals by quarter end on September 15.

Industry Workforce Focus: Healthcare

Mary Jo introduced Jane Foote, Healthforce MN, who was present to discuss the current state of the healthcare workforce. Mary Jo also went through the Healthcare Labor Market Information, provided by Rachel Vilsack of DEED.

Jane Foote provided the state perspective on the healthcare industry. Information included:

- Some schools have a problem finding clinical sites for nursing programs. Others have issues finding adequate Nurse Practitioner faculty.
- Associate degree RNs are having trouble getting hired in the metro area without a Bachelor's degree.
- There is a program that will pilot the model of having two Medical Assistants support each provider (Physician or Nurse Practitioner).

- If a Medical Assistant wants to become an RN they need to start their education over; LPNs wanting to become RNs can continue their education with advanced classes.
- MN is a part of several grants including the University Partnership for Health Informatics, which will help prepare people to work with the transition to electronic medical records.
- Normandale has a grant to train individuals on Electronic Health Records- counselors with clients that can start training soon may want to think about this program.
- Jane is seeing hiring in higher-level skilled areas across the state.
- The Healthcare Core Curriculum was mandated by the legislature as an identification of the basic, essential skills needed for all healthcare workers. There are efforts to get these skills in to high schools.

Scott North discussed healthcare needs from his perspective as CEO of St. John's Hospital. Information included:

- Informatics is a big need, though all aspects of it are not known currently.
- More Physician practices are adding mid-level staff, such as Nurse Practitioners, Midwives, Physicians Assistants, etc.
- There are fewer Nurses retiring and the turnover is lower than expected.
- Nurses are taking Nursing Assistant jobs until Nursing positions open up.
- There is a need for specialty staff such as Respiratory Therapists, Lab Techs, etc.
- There is great turnover in Housekeeping and Nutrition Services; these positions require more training than one may think.
 - o Members discussed this issue- the housekeeping issue may be a result of not targeting the right hires. There may be an opportunity for a short-term training program for medical housekeeping that would cover these issues.
 - o Janet Ludden discussed a three-year project with Regions that identified skills and personal attributes of the ideal Regions employee; this information was used for customized training.
- The hospital is looking to create efficiencies in staffing levels.

Members discussed the WIB's role in addressing some of these issues, including the need for clinical sites for Nurses. A solution suggested was piloting a partnership between employers and trainers.

Other

The Education Committee meeting on Monday, September 13 will focus on the Georgetown University report that projects what education levels will be needed for employment in 2018. Mary Jo will send out the meeting information to this committee.

Adjourn

Motion made by Jacquelyn Carpenter with second by Janet Ludden to adjourn the meeting at 11:31 am.

Motion carried.

Next Meeting- October 8, 2010