

December 11- N KY Healthcare Career Network Summit Notes

Kids are interested in healthcare! High demand and high interest!

QUESTION #1- A to B Nursing Program- Can this, or a version of this, happen in NKY?

PATHWAYS/STUDENTS

Opportunities:

- Set healthcare dual credit pathway to be replicated by all schools
- Expansion to a broader field of health science careers with multiple entry & exit points
- High schools-> 4 course pathway (n/a)(-< summer exposure?)-> healthcare foundation->AND-> BSN
- Need to create a nimble pathway to be able to move between pathways and credentials
- “Begin the BSN in high school” is missing the boat!
 - Offering LPN in high school is much more attainable and relative
- A STACKABLE career in healthcare is much needed! (accreditation may be needed)

Barriers:

- *Alignment with KDE pathway (pre-nursing)- how does Jefferson county deal with this?*
- *Support from KDE and/or workforce development to solve some bureaucratic issues*
- *Students in high school need more exposure to career fields*
- *Programs & credentials exist in area but don’t start in 9th grade (challenge)*
- *Is it developmentally appropriate?*
- *Child labor laws- Under 18 (how old do you have to be to be a CAN?)*
- *Are kids ready/mature enough to commit?*
- *Emotional, social, academic ability/readiness*
- *Is this what’s best for our kids?*
- *Is it “pigeon holing” students?*

DUAL-CREDIT

Opportunities:

NKU opened dual credit to 9-12th grades (Note from James Catchen, NKU - This should be amended to 10th*. We are revising our policy and its still going through the pipeline here and there will be additional exceptions for 9th and 10th grade, however its really 10-12th grades.)

- Holmes- students can earn CAN through dual credit courses & Gateway
 - Students do well on these exams, tend to score lower on ACTs
 - Tend to stay CNAs versus going on for nursing training
 - Lots of dual credit paid for by district

Barriers:

- *Dual credit scholarship requirements/ funding would need reconsideration*

EXPLORATION

Opportunities:

- Opportunities to explore/co-op/shadow careers & professions while in high school
- Job shadowing for students
- Begin with a pilot program, pilot institution, and pilot business

POST SECONDARY

Opportunities:

- Expanded tuition reimbursement programs
- Work with universities for expansion of credentialed staff
- Beckfield College offers 3 year on ground BSN
- BC offers jump start program for high school students
- NKU is starting with school-based scholar programs but only for gen eds
- TMU has RN to BSN

Barriers:

- ***Nursing programs often selective***
- ***Consideration of the nursing selective admissions process & available clinicals***
- ***Alignment and admission issues- how to solve?***

NETWORK/PARTNERSHIPS

Opportunities:

- Network already established (HS-universities-businesses)

TRANSPORTATION

Opportunities:

- Some transportation solutions already established (i.e. TANK)
- Pendleton Co- transport students to Campbell Co ATC

Barriers:

- ***Transportation from rural counties a challenge***

PROVIDER/BUSINESS INFORMATION AND NEEDS

Opportunities:

- Healthpoint Family Care needs more MA's & dental assistants
 - They can become certified after hire
 - Health science program offers CAN
- Carmel Manor has partnerships with local high schools and will grow those
- Businesses can find the "starting ground" for high school students, from that point can be offered at the employer's discretion/employee's desire

Barriers:

- ***NKY Health Department- government, non-profit sector so pay scale is a challenge (qualifications & experience), offers preventative services, competitive market***
- ***Disconnect with industries at the high school level***

ISSUES IN SCHOOLS – challenges/barriers only listed here

- ***Dual credit teachers***
- ***ACT barriers-> co-reqs***
- ***Summer requirements***
- ***Variance of policies/calendars among NKY school districts***
- ***Who will teach? (invest/credentialed teachers)***
- ***Are there enough qualified educators to create the pathways?***
- ***Capacity issues (i.e. faculty, certified instructors, facilities, transportation, scheduling (day v. evening))***
- ***ATC conflicts? Enhancements?***

QUESTION #2- What certifications, and degrees to those certifications, are needed for specific healthcare jobs?

CERTIFICATIONS

- CNA certification- age 18??
- Nurse Aide at 16 year old
- MA certification
- Home Health Aid- CNA/SRNA (state registered nurse aides)
- LPN certification
- Central Sterile Processing Tech- certification
- EMT/Paramedic certification (working with/in) schools for recruitment
- x-ray tech
- ROT – Reg Ortho Tech
- CPC – Certified Prof Coder
- CMA Certified Med. Asst.
- CNA – Certified Nursing Asst.

Based on flip chart notes, it wasn't clear where the following should be noted:

Entry: STNA/PCA, HUC (or HOC?), pharm tech, HIT

Mip: Surg tech, Clinical lab tech, Respiratory therapy, OT, PT

Home Health: HHA

Behavioral/Social: Substance Abuse Disorder, CHW

DEGREES

Bachelors Degree

- Rad Tech- Bachelors degree
- Lab Tech- Bachelors degree
- BSN

Associates Degree

- Respiratory Therapists – associates
- Surgery Tech- Associates degree

- LXMO – Licensed xray machine operator – associates

THE FOLLOWING WERE LISTED AS “NONE” IN THE NOTES (not sure if this means no certificate or no degree needed?)

- IT Support- none
- Phlebotomist- none
- Glass eyeball maker- none
- Culinary- none
- Medical Coding- none
- Medical Billing- none (is there still a need?)
- Pharmacy Tech- none
- RN
- Ortho Tech
- IT specific to Healthcare

COMMENTS MADE AT TABLES DURING THIS DISCUSSION TIME:

- Expanded scholarships for certificates that employers need
- Have to identify CORE COMPETENCIES (among employers!)-> lifelong learners
- Community partnerships- presentation programs
- Military Community Paramedicine!
- Overcome career pathway barrier – many companies have entry level jobs or next level but in order to progress, you have to leave.
- Companies sponsor students? Cast net wider than nursing to appeal to more business/expand possibility for funding.
- Degrees needed: pass exam, gamut of certificates and degrees – from associates to bachelors and beyond.
- Basic Core Courses: Needed for most healthcare fields – Medical Terminology, Anatomy and Physiology
- Med Assist:
 - Educating hs students about the job
 - Employer goal – MA retention
 - 2-year vs. certificate
 - Ky Work Ready
 - Helping students self-select
- CNA
 - Fitting with hs schedules
 - Clinical space availability
 - Job seekers vs. pre-nursing
 - First step in the healthcare door

QUESTION #3- What workforce exposure and/or experience opportunities our high schools offer? What do high schools need? What are the barriers to getting what they need?

Offerings

- Unique to each school, but could include work experience, shadowing, internships, co-op
- Schools vary on their career development needs

Needs

- Businesses to partner with
- Connections between business & schools (perhaps NKY Chamber & Ed Co-op)
- A way to manage opportunities
 - Application process, due date, etc.
 - Curriculum for work experiences
- Need for instructors/mentors
- Need someone to manage internships and employer relationship in schools – counselors can't do it
- Virtual classrooms
- Mobile classroom
- Videos to show what you do (how it's made)
- Students need to know about options – GREAT IDEA
 - Use college advisors
- Maximizing internship opportunities regionally – more flexible, allows more general exposure
- Industry mentors
- On-site college visits
- Financial planning for students
- Menu of opportunities all in one place
- Communication b/w schools and businesses – communication to students and families
 - Specific contacts
- Innovative ways to serve rural counties – online, in-school academies, etc. – remote learning, MOOC model or SKYPE
- Incentivize DC teacher training
- Local Job Opps. HS job fair with business to promote careers not jobs
 - Focus on shadowing, volunteer opps
- Private funding option for counselors (employers)?
- Education of all parties involved on what the other entities are doing, what barriers, what opportunities
- Incentives – externships for teachers to bring industry experience into the classroom
- Workforce opportunities – specific programs for summer students
- Parent education for high demand industry
- Strong network/collaborative of employers and providers in a structured format
- Create regional hubs outside of the River Cities, where schools are clustered – Gateway, TMU)

Barriers

- Transportation
 - Solving the transportation issue – ride share, TANK, regional sites and bussing
 - Bus line

- Bodies- only 1-2 counselors, CCRs trying to get 500+ (more at larger schools!) kids in these opportunities/ Too many kids, too few counselors
- Lack of communication between schools and businesses
- Money- financial input from businesses
- Bureaucratic/ KDE limitations
- Lock into the program- timeframe for flexibility vs demand
- Lack of companies involved
 - Adopt a school
 - Plan a field trip
- Lack of education to what is available in career fields
 - Career fairs in specific fields
 - Health, manufacturing, ...
- Snowflake mentality
 - Soft skills training
- Liability
- Time (Time – 2000 hours apprenticeship requirement?)
- Travel is tough – go for short term experiences
- State Regulations
- Time out of classes
- Awareness
- Busy students – competing involvements

The following question was included from one of the group discussions:

By devoting so many resources to the healthcare industry in NKY, are we ignoring the needs of other sectors?

Answer: We will be creating networks around the top five identified job sectors in our region:

Healthcare, Logistics, Advanced Manufacturing, Construction, and Information Technology

We had to begin with one of these and since healthcare is the area in which the majority of students express interest and because there are many workforce needs for healthcare providers, we chose to begin with healthcare careers.