

Pierce County Health Services Careers Council

FACT SHEET

History: Like many communities across the nation, Pierce County is faced with critical healthcare workforce shortages. With the sponsorship of the Tacoma-Pierce County Workforce Development Council, the Pierce County Health Services Career Council (PCHSCC) was formed in 2000, comprised of 9 major healthcare colleges, private and public universities, labor, secondary education, government, and community organizations. The PCHSCC is industry driven and works towards bridging the gap of industry workforce needs and supply of qualified health care professionals. By using a proactive approach for addressing shortage, this partnership has developed a system that fosters collaboration and advocacy, which continues to result in creative, effective and tangible solutions.

Our Mission: Develop, implement and oversee collaborative strategies that ensure:

- ❖ A sufficient supply of trained healthcare workers
- ❖ Healthcare workers have the skill sets to provide quality care
- ❖ Pierce County residents have access to industry specific training that results in employment and career progression in the healthcare industry
- ❖ Healthcare industry is assisted in its ability to retain staff
- ❖ Awareness of healthcare careers and training opportunities

Goals:

- ❖ Develop and maintain public and private partnership to respond to healthcare industry's workforce needs.
- ❖ Analyze training capacity for sustainability at an appropriate level through traditional and nontraditional venues while maintaining a high quality of education
- ❖ Develop and maintain adequate funding and other resources for implementing and sustaining strategies
- ❖ Improve retention within the healthcare industry by providing career opportunities and training
- ❖ Maximize graduations rates from high demand healthcare training programs while maintaining high quality of education
- ❖ Increase understanding of and awareness for healthcare careers to an underrepresented audience

Examples of Accomplishments:

- ❖ Initiated the Comprehensive Career Coach Program - coaches are on-site at area hospitals to assist incumbent workers move up the healthcare career ladder by providing guidance and support, training/education access, and barrier removal resources.
- ❖ Increased training capacity of training programs include: RN, LPN, Radiology Technologist, Respiratory Therapist, Physical and Occupational Therapy assistant, Surgical Technologist, Health Information Technician, and Pharmacy Technician, UWT Master of Science in Nursing (MSN), ADN to Bachelor of Science Nursing (BSN) Program, "Career Changer" BSN to Master Program at PLU, Diagnostic Medical Sonography.
- ❖ Developed Magnetic Resonance Imaging (MRI) and Computed Tomography (CT) Technologist Apprenticeship Programs.
- ❖ In 2002 the Student Retention Program was formed, using funds from the Industries of the Future Skills Training (IFST) grant. The program provided tutoring, mentoring and financial assistance to eligible students in order to increase the retention and graduation rates of ADN students.

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- ❖ Maintain adequate funding to support strategies aligned with goals:
 - In 2002, the Department of Labor granted the WDC \$3 million in federal H1B funds to increase graduates from Nursing and Imaging Technology programs.
 - In 2003, the Healthcare Resources and Services Administration (HRSA) awarded a \$683,100 grant to the Workforce Development Council (WDC). These grant funds, in partnership with healthcare and colleges supported three different programs: the development and implementation of four collaborative residency programs; shared preceptor and mentor workshops for nurses and recruited inactive nurses back into the workforce.
 - WDC received a Federal 503 incentive grant for \$327,413 in 2003 to support high priority strategies identified by the PCHSCC. Those funds helped sustain coordinated clinical placement and development for nursing programs, funding for healthcare incumbent worker training, increased outreach activities to K-12 and ESL populations and increased capacity in the Masters of Nursing.
 - In 2003, WDC allocated \$362,000 to the healthcare workforce development initiative. Funds were used for partnership's staff support, incumbent worker training tuition assistance and marketing.
- ❖ Create and maintain awareness of healthcare careers to a diverse audience:
 - The Healthcare Occupations Workshop (H.O.W.), developed by PCHSCC's Student Retention Work Team teaches job seekers, youth, educators, and counselors about high demand healthcare careers, and how to get started in these careers.
 - A marketing campaign was conducted to increase awareness of high demand healthcare careers. Posters, flyers, and other products were developed distributed by council members and staff.
 - In 2003, 5000 job seekers attended the Ladders to Success Career Fair held at the Tacoma Dome and PCHSCC partners participated by sponsoring booths and provided staff to talk to job seekers about healthcare careers and provide presentations on healthcare careers.
- ❖ Hired a Clinical Training Site Coordinator for regional nursing programs and developed a web-based clinical site coordinating system.
- ❖ Conducted a local marketing campaign & co-sponsorship of KIRO Nursing Campaign & Website