

# Overview of Regional Healthcare Workforce Initiatives

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**What Brings us here today...**

## **Health Profession Opportunity Grant**

- Competitive grant award from the U.S. Department of Health and Human Services
- \$4.9 million over a five year period
- Supports demonstration program designed to assist TANF recipients and other low income individuals acquire the skills and credentials needed for entry and advancement in high demand healthcare occupations.

# Health Profession Opportunity Grant

## Requirements:

- Target skills and competencies demanded by healthcare industry
- Support career pathways
- Result in employer or industry recognized certificate or degree
- Combine supportive services with education and training services
- Provide training at times and locations easily accessible to targeted population
- Integrate occupational training with basic skills training

# Framework of Regional Program

- Identified targeted occupations training programs would address
- The selection of occupations was based on
  - projected job growth in the next five years
  - anticipated number of annual openings
  - current supply of worker
  - average hourly wages
  - length of time required for target population to obtain certificate or license
  - guidance provided by the Metropolitan Chicago Healthcare Council based on hospital vacancy rates and hiring patterns.

## Program Details

Six programs – 3 community based organizations and 3 community colleges

- College of Lake County – CNA, EMT, Medical Assistant, and Pharmacy Tech
- McHenry County College – CNA, RN, Occupational Therapy Assistant
- Jewish Vocational Services - Pharmacy Tech
- Instituto del Progreso Latino – CNA, LPN
- Joliet Junior College – CNA, LPN, Pharmacy Tech
- Central States SER – CNA, LPN, Physical Therapy Assistant



## **HEALTH CARE WORKFORCE INSTITUTE INITIATIVES**

# What We Do: Team Illinois - IL Healthcare Action Coalition

**Mission:** *Team Illinois* networks with regional stakeholders and partners for the purpose of promoting nursing and addressing the health care workforce shortages to improve access to high quality, safe care to citizens of the State of Illinois.

**2008:** Robert Wood Johnson Foundation; the Center to Champion Nursing in America; and the United States Department of Labor hosted a national Nursing Education Summit to provide a forum for state teams to develop and refine their own plans to effectively expand nursing education capacity.

- 10 original Team Illinois Members: ICN, St. Francis Medical Center, IDCEO, MCHC, Chicago Community Trust, Northwest Community Hospital, ConnectSI, Northern Illinois University, Illinois State University

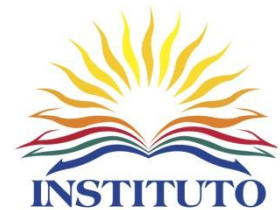
## **2010: 18 Partners Across Illinois**

- ICN, St. Francis Medical Center, IDCEO, MCHC, Northwest Community Hospital, ConnectSI, Northern Illinois University, Illinois State University, Community Foundation of the Great River Bend, Lewis & Clark College, AARP, IHA, OSF St. Francis, Memorial Hospital, CIRCLE, Springfield Chamber of Commerce, IL Eastern Community Colleges

## **2011: Reorganized as the Illinois Healthcare Action Coalition**

# What We Do: Instituto Health Sciences Career Academy (IHSCA)

- IHSCA opened on September 22, 2010 at its temporary campus located in the downtown campus of National Lewis University
- Admitting 180 freshmen
- MCHC facilitates partnerships between the school and member hospitals to provide IHSCA students with an array of educational experiences.





# What We Do: Advanced Health Care Degrees Open House

**Mission:** To increase the number of graduate and doctoral prepared health care professionals.

## – Partners

- City Colleges of Chicago
- Illinois Center for Nursing
- Elsevier
- Mercy Medical Center

## – Nursing Programs Highlighted

- 14 graduate schools across the region
- Included dual degrees, part-time and online options
- Totaled 56 masters and doctoral degree offerings



# What We Do: Newly Licensed Graduate RN Survey



- **2002:** National Council of State Boards of Nursing (NCSBN) surveyed constituents to determine, among other things, the attributes of the most successful new graduate residency or transition programs.
- **2007:** NCSBN Practice, Regulation and Education Committee members hosted a forum on transitioning new nurse graduates to practice. Subsequently, a movement began across the country to legislate the length of a new graduate nurse's orientation.
- **2009:** IONL collaborates with the Illinois Association of Colleges of Nursing (IACN), Illinois Council of Directors of Associate Degree Nursing Programs, Illinois Council and MCHC Health Care Workforce Institute to design, develop and distribute the Newly Licensed Graduate RN Survey

# What We Do: Newly Licensed Graduate RN Survey



- **2010 – May:** The IONL sends the survey to over 200 CNO and IONL members.
- **2010 - Summer:** 69 individuals responded representing 72 of the 210 different hospitals across the State of Illinois or 34%.
- **2010 – August:** A synopsis of the findings were presented at a IONL Webinar.
- **2010 - December :** The Illinois Board of Nursing used the survey findings as a springboard to apply for the NCSBN Transition to Practice Program Study.
- **2011 - January 4:** Illinois is one of 3 states selected for the NCSBN Transition to Practice Program Study

# What We Do: National Council of State Boards of Nursing



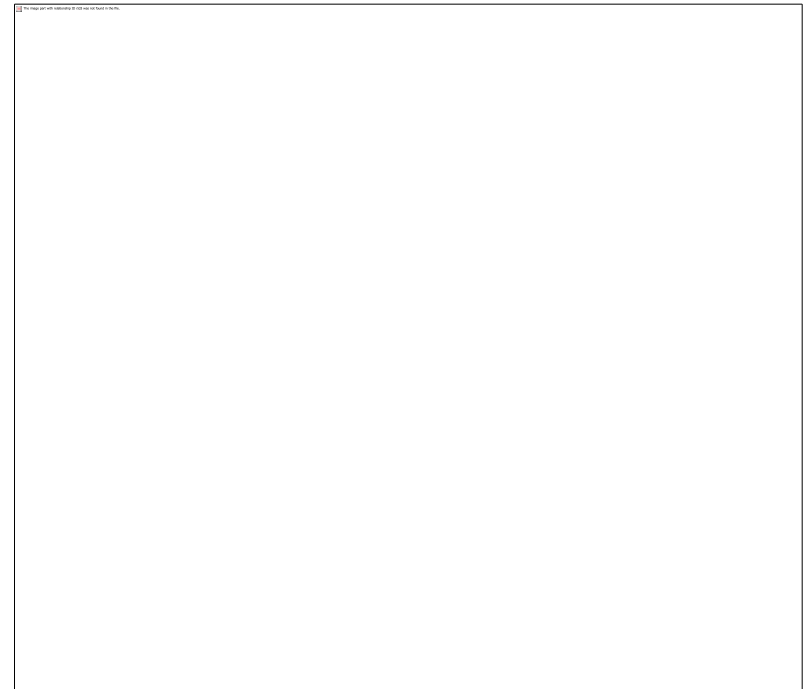
Longitudinal, randomized, multi-site study comparing patient outcomes in organizations that use NCSBN's transition model versus those that use their traditional method.



# What We Do: National Council of State Boards of Nursing



- **Phase I: Internal Validity**
  - Starts in July 2011 until October 2012 (18 months).
  - Conducted in three states and includes 25 hospitals with newly licensed Registered Nurses (RNs).
  - Consists of an experimental group of 10 hospitals and control group of 15 hospitals.
  
- **Phase II: External Validity**
  - Starts in April 2012 until October 2013 (18 months).
  - Conducted in the same three states as Phase 1 and include newly licensed RNs and newly licensed practical nurses (LPNs) and vocational nurses (LVNs) in various health care agencies and settings.
  - Consists of an experimental group of 10 health care agencies and control group of 15 health care agencies.



**For more information please contact:**

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**Nurse Act Coordinator for State of Illinois,**  
**Chairperson of the Illinois Center for Nursing**

# Background Information: High Level Historic View

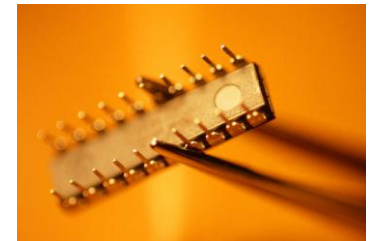
Imhotep



Medical Records  
Filing Systems

Health Information  
Exchanges

Health  
Information  
Microchip



27th Century BC

19th Century AD

21st Century AD

the Future ?

# What We Do: Health Information Exchange

MCHC selects combined Microsoft Amalga and HealthUnity Corp. technologies to drive quality care improvements and cost efficiencies for Chicago healthcare consumers.

- The HIE will allow a patient's information to be available whenever the patient seeks care at a participating institution or health care provider, whether that be at a physician's clinic, an outpatient surgery center or a hospital.
- The HIE will help eliminate duplicative testing, allow for more comprehensive second opinions, reduce the risk of adverse drug reactions and minimize errors caused by hard-to-read handwriting and transcriptions.
- The MetroChicago HIE will also prove invaluable during medical emergencies, when a patient may not be able to tell health care providers about their medical history, medications or allergies.



# IL Health Information Technology Regional Extension Center



**Mission** of IL-HITREC is to leverage expertise and resources to implement the outreach, education, and technical assistance programs necessary to assist Illinois physicians to advance toward the goal of improving the quality and value of care they provide by attaining or exceeding meaningful use of electronic health records.

- REC services include outreach and education, EHR support (e.g., working with vendors, helping choose a certified EHR system), and technical assistance in implementing health IT and using it in a meaningful way to improve patient care.
- **MCHC (Northeast Satellite Office of IL-HITREC) has enough grant funding to assist 564 primary care providers. To date, 260 PCP's have enrolled** in the program with the remaining slots (304) expected to be full by then end of this summer. The PCPs are located throughout the suburban metropolitan Chicago area.

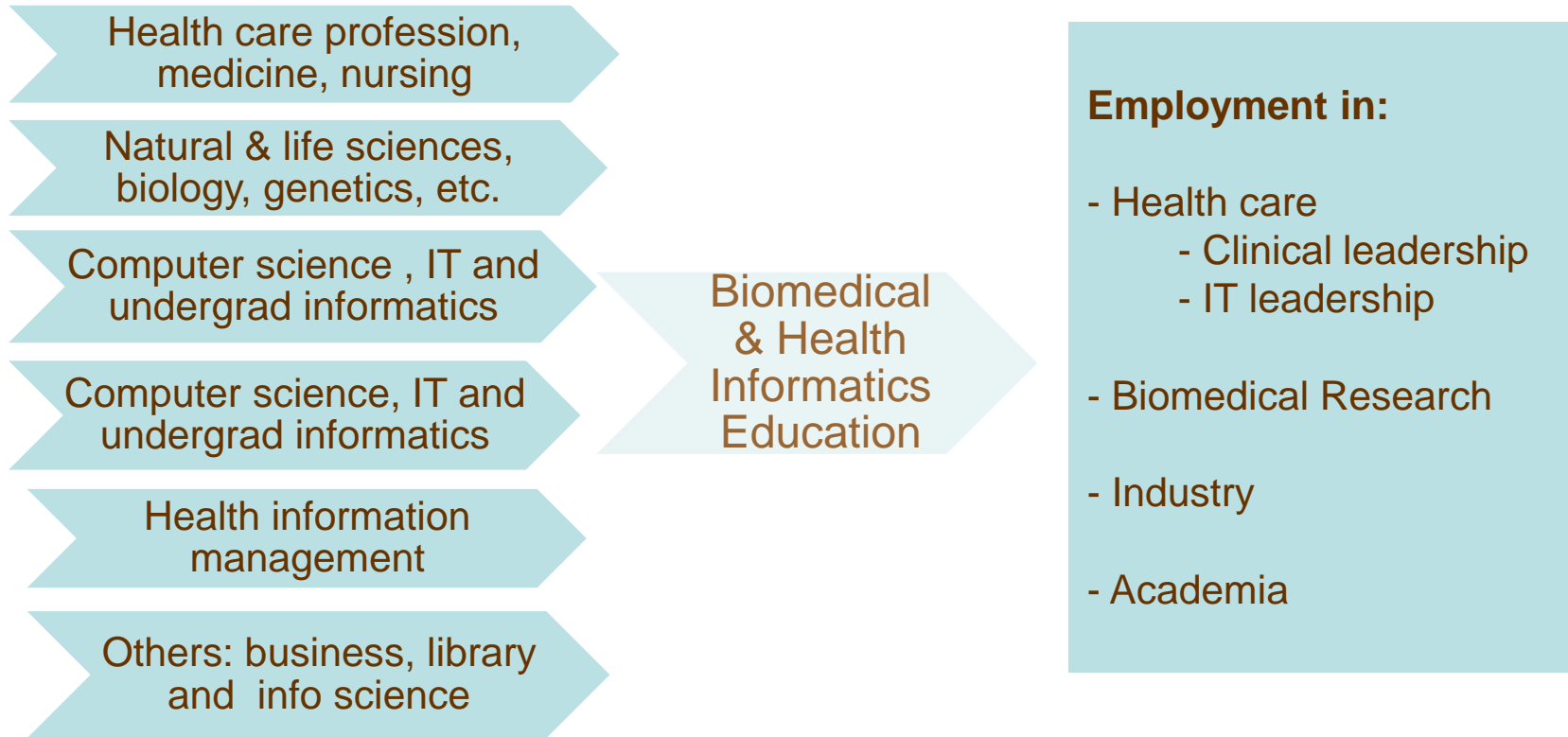


# What We Do: Health Care Workforce Labor

- Emerging opportunities
- Re-training current workforce
- Training programs



# What We Do: Diverse Career Pathways



# What We Do: Illinois Board of Nursing

## Minimum Data Sets

Since 2008, the Illinois Board of Nursing (IBON) has been collecting student data sets, which includes retrospective data from as far back as FY 2006.

- Number of Nursing Seats Available
- Number of Qualified Applicants
- Number of Students Formally Admitted
- Number of Students Who Dropped Out After First Clinical
- Number of Students Graduated
- Number of Students Taking the NCLEX & Pass Rates

IBON was then able to share these educational data points and the corresponding definitions with The Forum of State Nursing Workforce Centers , who has been charged with developing Minimum Data Sets on a national level.





# ILLINOIS CLINICAL SCHEDULER

A program of the Metropolitan Chicago Healthcare Council

## IMPROVING CLINICAL EDUCATION THROUGH COLLABORATION AND INNOVATION

- **Current Participation**

- Northeast Region: 34 hospitals, 23 schools
- **45% increase in participation since the pilot**
- Added Central Illinois region

- **2010 Numbers**

- Over 1,021 placements (41.9% increase over 2009)
- Over 7,583 total students (45.5% increase over 2009)
- Over 393,000 nursing education hours.

- **Lessons Learned**

- Top 4 most frequently used units are MedSurg, Psych, OB and Peds.
- The most common days of the week for placements are Tuesday and Wednesday
- The most common shift for a placement is 7:00am-3:00pm.

- **Additions to the System**

- HealthStream Online Orientation



# What We Do: Standard Clinical Affiliation

## Standard Clinical Affiliation Agreement

### Currently Utilized

- At 90 health care facilities
- At 61 educational institutions
- With 39 education programs

### Developed a Preceptor Agreement

- For use with students licensed in their profession

### Release of Health Care Worker Background Check Reference Guide

- To assist nursing programs and hospitals in navigating the Health Care Worker Background Check Act and the Health Care Worker Registry.



# What We Do: Clinical Faculty Academy

**Mission** - To develop qualified staff nurses for the role of clinical nurse educators to increase faculty workforce and expand enrollments in nursing schools.

**Purpose** - Develop a support network for adjunct clinical nurse educators  
Enhance connections between clinical practice sites and academic environments Increase knowledge and skills that are essential for becoming successful clinical adjunct faculty

**Objectives** - Upon completion of this program, participants will be able to:

- Identify and use the context necessary for curriculum development and program planning
- Mission and/or philosophy, goals and expected outcomes
- State board requirements
- Accreditation and professional standards
- How the context of this clinical course fits with the concurrent theory course/curriculum as a whole
- Differences among program types, i.e. LPN, ADN, BSN
- **374 completers to-date**

**Next Sessions for 2011: August 11-12 (Normal, IL)  
September 8-9, (Chicago, IL)**





# CAREERBOARD

A program of the Metropolitan Chicago Healthcare Council

The Healthcare Career Board, developed in partnership with the National Healthcare Career Network (NHCN).

- Registered Employers via Network – 200+
- Registered Employers (MCHC) – 27
- Searchable Jobs – 2,225
- Network Resumes – 92,488

Post a job and  
receive a  
**10% discount**

[www.careerboard.mchc.org](http://www.careerboard.mchc.org)

# What We Do: Health Care Worker Background Check Reference Guide

- MCHC created and released the Health Care Worker Background Check Reference Guide
- Contents Include:
  - Information about the IDPH Health Care Worker Registry
  - Background Check Information from JCAHO
  - Direct Links to the Administrative Code
  - A List of Offenses that are Always Disqualifying Except Through an Appeal Process
  - A List of Disqualifying Offenses that may be Considered for a Waiver
  - Information about MCHC's Verified Services Department
  - Information about MCHC's Finger Print Partner, Accurate Biometrics
  - Frequently Asked Questions





# What We Do: STEM – Learning Exchange

- The nine P-20 STEM cluster-based working groups to develop statewide frameworks for the targeted clusters are:
  - Agriculture, Food and Natural Resources
  - Energy
  - Manufacturing
  - Information Technology
  - Architecture and Construction
  - Transportation, Distribution and Logistics
  - Research and Development
  - Health Sciences
  - Finance



MCHC has partnered with DCEO in the **Health Sciences** STEM Program of Study working group

# Questions/Comments

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