Welcome to the 2017 Indiana Health Workforce Collaborative!

Thank You to Our Sponsors:
Workforce Development in the Health Sector

MICHAEL BARNES, MBA
Associate Chief Operating Officer for Employer Engagement
Indiana Department of Workforce Development
The following speaker for this program has disclosed no actual or potential conflict of interest in regard to this program:

Michael Barnes, MBA
Department of Workforce Development (DWD)
Indiana’s workforce challenge:

- 700K jobs to be replaced
- 300K jobs to be filled
- 1,000,000+ Indiana jobs

Over the next 10 years
Create a network of education and training providers that are: · accountable · responsive · innovative,

and serve all Hoosiers, including: · secondary students · post-secondary students · adult education students · incumbent workers.
DWD Programs and Initiatives

- In 2016, more than 150,000 ICE assessments were taken by more than 72,000 middle school and high school students.

- Pilot program launch – 2017-18 school year (SEA 198)
  - 15 schools

- Statewide implementation of career exploration curriculum following conclusion of the pilot
DWD Programs and Initiatives

Welcome to INDIANA CAREERREADY.com

Indiana has the challenge of filling more than 1 million jobs over the next decade. To meet this goal, we need to have more skilled and specially-trained workers to meet the needs of Hoosier employers. INDIANA CAREERREADY.com is your single source to provide the tools needed to prepare and find high-
DWD Programs and Initiatives

**Facts:**
- 5,267 adult students served since 2011
- 2,972 certifications earned through July 2016
- 86% completion rate
- 93% of 2013 program completers still employed in 2015

**Expansion:**
- State funding doubled for FY 18/19 to $5M/year

**Goal:**
- 4,500 adult students earning their HSE and an industry-recognized certificate per year
DWD Programs and Initiatives

• Indiana has the largest JAG program in the country.

• State funding increased $2.2M/year this year for FY18/19
  • Over 25 schools will be included in expansion.

• JAG served 5,800 students in the 2015-16 school year alone.
DWD Programs and Initiatives

“The big divide in America is not between the coasts and the interior. It’s between strong communities and weak communities. You can find weak ones along the coast and thriving ones in Appalachia, and vice versa. It’s community, stupid — not geography.”

May 24, 2017
Governor’s Health Workforce Council

- Diverse membership which includes key stakeholders in health care delivery, policymakers, education/training, non-profit sector, payers, and providers

- [http://www.in.gov/dwd/ghwc.htm](http://www.in.gov/dwd/ghwc.htm)
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Thank You to Our Sponsors:

INDIANA UNIVERSITY
Developing a 21st Century Skilled and Ready Health Workforce

LTC Workforce: Needs, Challenges and Solutions

ZACH CATTELL, JD
President
Indiana Health Care Association
The following speaker for this program has disclosed no actual or potential conflict of interest in regard to this program:

Zach Cattell
What is Long Term Care?

1. There are more than 850 SNFs and ALs in Indiana

   • 550+ skilled nursing
   • 150+ licensed assisted living
   • Equal number of unlicensed AL

2. LTC facilities support an estimated $8.0 billion of the state’s economic activity

3. LTC industry is the state’s 9th largest employer
What is Long Term Care?

1. Skilled Nursing
2. Assisted Living
3. Memory Care
4. Short Term Rehabilitation
5. Each resident must receive and the facility must provide the necessary care and services to attain or maintain the highest practicable physical, mental, and psychosocial well-being, in accordance with the comprehensive assessment and plan of care.
Workforce Needs
Workforce Needs
Workforce Needs
Workforce Needs

1. Results from a survey conducted in 2016 by a local workforce development partnership between EmployIndy and Central Indiana Corporate Partnership (CICP)

- 13.2% projected growth in the number of healthcare jobs over the next five years in Central Indiana alone
- Job growth will concentrate in home and primary care settings
  a) Long Term Care – 11.8%
- Job growth will be particularly pronounced for frontline occupations
  a) In LTC – C.N.A., Physical Therapy, Speech Pathologist, Respiratory Therapy, Patient Care Support
- Greatest demand by sheer volume is nursing
  a) Registered Nurse, Licensed Practical Nurse, and Certified Nursing Assistant have the greatest number of job postings
  b) Registered Nurse, Licensed Practical Nurse, and Certified Nursing Assistant all listed as hardest to fill positions
Aging Population – Hoosiers Will Need More Skilled Nursing-Level Care
Workforce Challenges

1. C.N.A. Volume
2. LPN/RN Volume
3. Perception
4. Difficulty of Work
Career Pathways Website

http://carefortheaging.org/

- Attracting qualified individuals
- Promoting understanding of career pathways available to retain staff
- Connecting leads with openings for education, internship and job opportunities
Career Pathways Website

Career Pathways
- Certified Nursing Assistants
- Nursing Administration
- Social Services
- Therapy Care Coordination
- Activities
- Support Services
Career Pathways Website

Each position includes information on:

- Job requirements
- Education & experience needed
- Salary average (Indiana specific)
- Certifications
- Next steps
Career Pathways Website

Site visitors are encouraged to fill out a contact form requesting more information.

Form results are shared with IHCA/INCAL members (potential employers).
Additional Workforce Efforts

1. Collaboration
   - Connect the Ages
   - Indiana HOSA

2. Online C.N.A. Course

3. Registered Apprenticeship Program
   - Partnership with Employ Indy
Welcome to the 2017 Indiana Health Workforce Collaborative!

Thank You to Our Sponsors:
Developing a 21st Century Skilled and Ready Health Workforce

Healthcare Organization Engagement

MICHELLE A. JANNEY, PhD, RN, NEA-BC, FAAN

Executive Vice President & Chief Nursing Executive

Indiana University Health
The following speaker for this program has disclosed no actual or potential conflict of interest in regard to this program:

Michelle Janney, PhD, RN, NEA-BC, FAAN
Objectives

1. Understand the healthcare workforce landscape
2. Discuss IU Health’s nursing workforce strategy
3. Highlight one IU Health workforce development partnership
Healthcare Workforce Landscape
Nursing Workforce
Educational Preparation of Nurses

**INCREASE THE NUMBER OF NURSES WITH BACCALAUREATE DEGREES FROM 50% TO 80% BY 2020.**

**DOUBLE THE NUMBER OF NURSES WITH A DOCTORAL DEGREE BY 2020.**

**HIGHER ED GOALS**

**INCREASE THE NUMBER OF NURSES WITH BACCALAUREATE DEGREES FROM 50% TO 80% BY 2020.**

- **HOW:**
  - Tuition reimbursement
  - Scholarships and loan forgiveness
  - Increase higher ed faculty
  - Expand clinical partnerships

**ALTHOUGH 13% OF NURSES hold a graduate degree, fewer than 1 percent (28,369 nurses) have a doctoral degree in nursing or a nursing-related field.**
Diversity & Inclusion

### Indiana Population by Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>50.8%</td>
</tr>
<tr>
<td>Male</td>
<td>49.2%</td>
</tr>
</tbody>
</table>

### Indiana Nursing Workforce to population ratio by Race and Gender

- **White** (1:92)
- **Black or African American** (1:240)
- **Asian** (1:173)
- **Multiracial** (1:189)
- **American Indian or Alaska Native** (1:258)
- **Native Hawaiian or Pacific Islander** (1:130)
- **Hispanic or Latino** (1:313)

- = 1 Registered Nurse
- = 50 Indiana residents
Evolving Roles & Care Delivery
Designing a Workforce Strategy
Elite Nursing Workforce Strategy

WHAT MAKES AN IU HEALTH NURSE?

- Is professionally engaged
- Possesses clinical expertise
- Has a spirit of inquiry
- Embraces learning
- Fosters relationships
Developing the Next Generation
JA JobSpark


JA JobSpark is a coalition of educators and industry leaders, led by Junior Achievement of Central Indiana. At the center of our work is a two-day event that will be massive, measured both in square feet and impact.
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Thank You to Our Sponsors:
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Jason Kloth
By 2020, nearly 1 million Indiana jobs will go **unfilled**.
Meet Marielle.
BA, University of Michigan
3.89 GPA
Proficient in Adobe Creative Suite
President, Delta Gamma

She’s underemployed.
After 22 applications, she heard back from three employers. None offered her a job. She’s currently working part-time at Godiva.
Meet Acme.

800 global employees
Massive YOY growth
Named INC 5000 3 years in a row
Best places to work in Indiana
Competitive salaries and benefits

Staffing isn’t easy.

They have 200 open positions, are deluged with irrelevant applications, and have made talent a top priority for 2017.
Why?
Misguided job postings

Application overload

Timing

And it’s happening a lot.

Burdensome

Vagueness

Lack of appeal

Employers can't find talent.

Talent can't find jobs.

And it's happening a lot.
And some fields face critical talent shortages.
Ascend bridges talent and communication gaps by creating connectivity between people and employers.
Ascend Network
Identify and connect talent.

Our experienced team of recruiters use our next-level talent network to match high-achieving prospects with employers.

- Employer Profile
- Job Seeker Profile
- Ascend Pre-Qualification
Ascend Network

Employer Profile
Showcase what matters most to top talent.

• Highlight specific teams
• Demonstrate your culture in action
• Display open roles by team and role
• Become a company candidates want to follow and work for
Job Seeker Profile
Find the right candidate for the job, and the right person for your team.

- Use our matching score to identify the best interview candidates
- View candidate matches by teams and roles
- Access candidate experience, skills, and Ascend's unique view of their strengths
Ascend Network

Ascend Pre-Qualification
Our algorithm analyzes the whole person to ensure the highest quality matches so you don’t waste your time.

• View skills, strengths, notable achievements, and key character traits
• Access candidate highlights and ratings
• Review Ascend recommendations and notes
Employer Benefits


Increase interview-to-hire conversion rates
Eliminate wasted efforts
Maximize your time
Ensure higher quality matches
Ascend Services
Build Talent Pipelines

Ascend’s **strategic consulting services** help high-growth companies identify, evaluate, and secure education partners to build their talent pipeline.

Our custom programs are tailored to your specific needs to ensure the supply is there to fill your demand.
Problem 1: Nursing Shortage

Indiana and the nation faced a critical nursing shortage.

Solution

Community Health Network (CHNw) Nursing Academy - A unique, scalable education model that creates a work-ready pipeline of talented, highly-educated nurses who initiate and continue their careers at CHNw.

Result

Shortage addressed. CHNw staffed. Students placed.
Problem 2: Behavioral Health Workforce

Indiana faces a critical shortage of qualified behavioral health professionals to meet increasing demand.

Solution

Creating a scalable education model that generates a work-ready pipeline of highly-educated, SUD experienced, licensed clinical social workers (LCSWs) who initiate and continue their careers at CHNw.

Result

30 - 50 staff providing 3,000 treatment opportunities. Shortage addressed. Opioid epidemic impacted.

Timeline

18 months: completed in September 2018
Our Methodology

As the project lead, our team plans and develops student programs that attract, prepare, and retain.

Discover
the course of action

Identify & Secure
education partner(s)

Develop
strategic infrastructure

Support
and improve

Launch
program
Employer Benefits

**Intentional investment. Continued growth.**

- Continuous supply of talent
- Decreased orientation costs
- Increased retention
- Less time spent recruiting
- Solidified partner ecosystem
Executive Committee

Mark Hill, Chairman
Managing Partner
Collina Ventures

Patrick Carr
President & CEO
UnitedHealthOne

Scott Davison
President & CEO
OneAmerica Financial Partners, Inc.

J. Mark Howell
COO
Angie’s List

Joyce Irwin
President & CEO
Community Healthy Network Foundation

Robert Manuel
President
University of Indianapolis

Richard Giromini
CEO
Wabash National Corporation

David Johnson
President & CEO
CICP
Board Members

[Logos of various organizations]
Our Vision

Every Indiana employer has access to the skilled workforce necessary to thrive.

Every Indiana citizen has the opportunity to pursue a meaningful career path.