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GREATER METRO DENVER HEALTHCARE
PARTNERSHIP

EARN Maryland 2014
Planning Grantee Conference
January 23, 2014

Identifying Critical Occupations/Skills Needs

- Convene Business Executive Committee (Industry Leaders/VPs of HR only)
- Vet Data
 - Industry Profile
 - Regional Growth Projections
 - Hospitals/Facilities Hiring Specific Positions
 - Skills Gap
 - Competitive Wage Analysis
 - Saturation Rates



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Identifying Critical Occupations/Skills Needs

- Collective Discussion Regarding Skills Gaps
- Generate List of Questions
- Gather Feedback from each System



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Identifying Critical Occupations/Skills Needs

- Reconvene
- Prioritize and Identify Targeted Occupations
- Business Leadership Committee Recommends Subject Matter Experts for each Occupation

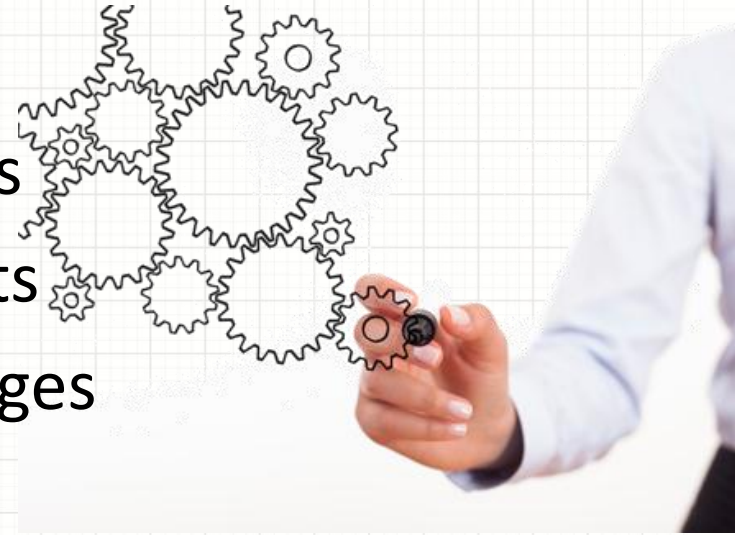


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Developing Responsive Training

- Subject Matter Experts Key
 - Business Leadership Committee Recommends SME's
 - Outline Roles and Expectations
 - Validate Training Survey Results
 - Identify Skill Gaps and Challenges
 - Recommend Solutions



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Developing Responsive Training

- Subject Matter Experts Key
 - Invite Training Programs To Listen
 - Strategize Solutions with Training Programs
 - Bring Recommendations to Business Leadership Committee for Approval
 - Develop Criteria for Enrollment/Funding
 - Work with Workforce Regions/Process and Procedure to Enroll



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Medical Laboratory Technician

- Challenges:
 - Students Drop Out of Program during Internship
 - Need to Expand Programs but Limited Clinical Sites



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Clinical Scholar Training

- Challenge:
 - Limited Preceptors/Clinical Scholars to take on New Grad Hires and Students



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Periop 101 (OR)

- Challenge:
 - Need for Nurse Specialty Training in OR
 - OR Nurses Retiring
 - Need Experienced OR Nurses



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Lessons Learned

- Sterile Processing – SME's Did Not Establish Criteria for Enrollment
- Training Programs Invited to Listen
- Industry Recognized Training Important
- Hospitals Had Curriculum and Shared
- SME's Validated and Recognized by HR VP's



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Lessons Learned

- SME's Didn't Have Forum to Discuss Issues Across the Partner Hospitals/Facilities
- Policy Changes - Tuition Reimbursement
- Occupations Validated – Med Technologist
- Partnership Infused Deeper into the Facilities
- Workforce Providing Better Customer Service



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