



SUMMARY REPORT
FOR FISCAL YEAR 2012

Authentic Partnerships in Action

HealthForce⁺ Minnesota

Transforming education. Advancing practice.



Our Mission

- Provide the healthcare industry with a well-trained, flexible workforce,
- Create ongoing capacity to transform health science education and delivery, and
- Position Minnesota as a global leader in healthcare education, practice, research and innovation.

Core Goals

- Convene educators and healthcare industry stakeholders to positively impact health sciences education and practice.
- Enhance economic development through increased quality and sustainability of healthcare education, practice and innovation.

FROM THE CHAIR AND EXECUTIVE DIRECTOR



As we reflect on the completion of HealthForce Minnesota's sixth year as a Center of Excellence in the Minnesota State Colleges and Universities (MnSCU) system, it is clear we take seriously our work of *transforming education and advancing practice*. In this report, we will highlight our efforts and our accomplishments in fiscal year 2012. You will see how these simple words – transforming education and advancing practice – are powerfully realized.

Authentic partnerships continue to be at the center of the work we do. They are evident in our work ranging from The Clinical Coordination Partnership (TCCP) to the Healthcare Education Industry Partnership Council to Scrubs Camps to grant proposals. We also provide collaborative support for our MnSCU nursing programs as they seek national accreditation, develop new nursing curricula, and deliver state of the art programs that seamlessly articulate from school to school.



In the summer of 2012, the WSU Scrubs Camps celebrated its five-year anniversary at Winona State University. The Scrubs Camp program is designed to introduce high school students to healthcare careers and to allow students to dream about attending college. The program is extremely effective: we hosted 174 students at two locations this year, and efforts are underway to expand the program to additional communities in 2013.

Along with our partnering institutions, we were honored to receive the 2012 Best Health Career Program award from the Minnesota Hospital Association for our Urban Scrubs Camp. Our partnerships to reach youth span public, private, community-based and healthcare industry organizations.

We continue to be far reaching in our mission of transforming education and advancing practice. We encourage you to read this report with an eye on how we might partner or continue to work together to change lives. Thank you for everything you do to ensure a strong health industry workforce in Minnesota.

Scott R. Olson

President, Winona State University

Jane M. Foote

Executive Director, HealthForce Minnesota





REGIONAL MEETINGS

HealthForce Minnesota was pleased to be an integral part of Chancellor Rosenstone's regional workforce assessment initiative for the Minnesota State Colleges and Universities system (MnSCU). Working in partnership with our colleagues at MnSCU, the Minnesota Chamber of Commerce, and the Department of Employment and Economic Development (DEED), we convened nine healthcare workforce meetings in April and May 2012.

These meetings, part of Chancellor Steven Rosenstone's strategic framework, provided forums for healthcare employers to discuss healthcare workforce needs for three occupational categories: registered nursing, practical nursing, and clinical laboratory scientists and technicians. The three primary occupations categories were intentionally selected since they represent the largest healthcare workforce (registered nursing), a critically-important workforce role in long-term care and older adult service providers (practical nursing), and an allied health field (clinical laboratory). Data was provided on five other occupations: dental hygiene, dental assisting, nursing assistants/aides, respiratory therapy, and radiology.

Meetings were held in nine communities and were hosted by local organizations, most often a healthcare employer. The meetings began with a summary of regional supply and demand data for the three occupational categories. The data, prepared by MnSCU staff and DEED, provided a starting point for a facilitated discussion about current and future workforce needs as well as specific skills gaps that may exist or be anticipated. The discussions were led by facilitators from the Minnesota Chamber of Commerce. Consistent with the meeting's focus on business needs, the vast majority of the discussion was open to employers only, with educators and other community members forming the "listening gallery" to hear employers' responses.

Significant trends from the regional meetings include:

- **Workforce** – The existing and projected data does not adequately represent employer needs with the data underestimating workforce needs. Reasons for this discrepancy may be related to projection assumptions being made during challenging economic times. Also, workforce features such as part-time versus full-time workers and national policy changes such as the Affordable Care Act will impact healthcare workforce, but are not taken into account in the projections.
 - **Technology** – Electronic health record and other technological advances in care delivery will play a key role in healthcare in the future.
 - **Aging Population** – As the population ages there will be a greater emphasis on geriatrics and chronic disease care.
 - **Licensed practical nurses** – Data shows that licensed practical nurses (LPNs) are continuing their education and entering registered nursing programs at a high rate. This phenomenon has a significant impact on long-term care and older adult service providers who typically hire large numbers of LPNs and experience high turnover when LPNs become registered nurses and leave for higher paying jobs in hospitals.
 - **Registered nurses** – There has been a definite easing in the registered nursing market, but shortages exist in specialty nursing, advance practice nursing, and baccalaureate-prepared registered nursing. Currently, acute care employers have a preference for baccalaureate-prepared nurses in all regions of the state. Some are requiring associate degree registered nurses (ADRN) to obtain a baccalaureate of science in nursing (BSN) within a certain time period; others are analyzing positions prior to hiring to determine best fit.
 - **Clinical laboratory** – The supply and demand is much more in sync for clinical laboratory scientists and technologists. The critical shortage of the past 10 years has eased as educational programs have expanded.
 - **Diversity** – The diversity and cultural skills of graduates who enter healthcare is important to employers who want a workforce that mirrors their patient population.
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Employers told us new graduates are often lacking important skills, knowledge, and abilities. These gaps include:

- Caring and compassion
- Leadership, supervision and management abilities
- Working with teams
- Conflict management skills
- Knowledge in gerontology/geriatrics at all levels
- Time management skills
- Experience with electronic health records and databases
- Strong interpersonal skills

Overall, approximately 300 people attended the healthcare regional meetings. Healthcare employers comprised approximately 25 to 35 percent of the attendees, ranging from the largest hospitals and health systems in the state to home health agencies to nursing homes and care centers.

As we have learned through the Healthcare Education Industry Partnership Council, there is an enthusiastic synergy and richness of discussion that happens when employers from different sectors of the healthcare world come together to share challenges, opportunities, and ideas. Therefore, it was important the regional meetings had broad representation and we heard from a wide variety of employers. When a large hospital in a region commented on the lack of need for LPNs, for example, the nursing care centers in the region were able to share their strong need for and continuing utilization of this level of nursing.

Ideas for future initiatives – large and small – were generated. These include the need to:

- Continue to support innovations that build upon “soft skills” of leadership, time management, communication and conflict management in health programs
- Support diversity success in education and employment
- Support gerontology course development for programs and incumbent workers
- Implement ICD-10s code training for hospitals
- Continue to support and participate in employer and educator partnerships, such as HealthForce Minnesota or local and regional partnerships

The healthcare workforce assessment regional meetings yielded rich discussion and important needs. We look forward to working with our partners on these, and other, workforce initiatives to continue to transform education and improve practice.

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A more detailed summary report of the healthcare workforce meetings is available by going online at: www.mnscu.edu/business/workforceassessment/healthcare.html.

To learn more about the findings, an interactive data mining tool can be found at www.mnworkforceneeds.org. This website allows you to explore the qualitative data by theme from each meeting’s transcript.



NATIONAL ACCREDITATION OF NURSING PROGRAMS



In June 2011, Minnesota statute was changed to require all nursing programs within the state of Minnesota to be candidates for national accreditation by January 2016. HealthForce Minnesota has been working since 2008 with the Minnesota Board of Nursing, the Minnesota State Colleges and Universities System (MnSCU), and associate degree and practical nursing (PN) programs across the state to assist programs in meeting the standards for national accreditation by the National League for Nursing Accrediting Commission (NLNAC). Support has taken the form of small grants to campuses, workshops, travel to self-study forums, and consultation for coaching individual programs on accreditation.

In fiscal year 2013, HealthForce Minnesota is supporting the development of a **Practical Nursing Curriculum Collaboration Project**. The purpose of this project is to develop a PN curriculum framework in collaboration with the PN faculty in Minnesota. The framework will demonstrate excellence and meet state and national standards required by the Minnesota Board of Nursing and the NLNAC. It will provide an educational foundation for Minnesota's future practical nurses.

With dedication and perseverance, faculty began working on the curriculum soon after a national presentation in August 2012. The Curriculum Collaboration team plans to have the project completed by May 2013. PN programs will have the option to implement the entire framework or portions of it to fit their program's needs.

HealthForce Minnesota is supporting
the development of a Practical Nursing
Curriculum Collaboration Project



THE CLINICAL COORDINATION PARTNERSHIP

The Clinical Coordination Partnership (TCCP) continues to implement large-scale solutions to clinical capacity barriers for both education programs and clinical sites.

In 2008, TCCP began as a pilot initiative between twelve hospitals and nine nursing programs (representing Minnesota State Colleges and Universities (MnSCU), the University of Minnesota, private colleges and proprietary colleges) to identify barriers to clinical coordination and develop solutions for pre-licensure nursing. The pilot utilized a database/scheduling system from the Oregon Center for Nursing.

Today, TCCP has evolved into an innovative partnership initiative that implements a clear and collaborative approach to scheduling and providing clinical experience. After receiving initiative funds from MnSCU, a stand-alone custom-designed database/technology solution was developed and is now in use. With 51 education programs and 52 clinical sites, TCCP is now an efficient and effective method of scheduling more than 7,000 student experiences per year.

Keys to the success of this vibrant partnership are:

- Committed partners
- Sustained communication
- Clinical activity data and process standardization
- Technology and transparency

The Partnership has proven so successful for pre-licensure nursing that partners are now working to create a similar system of planning, scheduling, and providing student experiences for Advanced Practice Nursing. Additionally, partners are developing services that increase efficiencies in other areas such as connecting programs with student orientation information and working on faculty orientation materials.

The TCCP Advisory Committee, comprised of representation from 12 clinical sites and 11 education programs, also has worked to develop and implement a sustainability strategy for TCCP partnership and scheduling services. While the Advisory Committee is still determining the strategic details of where TCCP will be housed, the new model is anticipated to begin implementation on July 1, 2013.

Recent accomplishments include:

- Increasing partnerships and clinical activity placement by 50%
- Coordinating clinical activity planning and scheduling between 51 education programs and 52 clinical sites that represent approximately 7,000 student experiences
- Developing and maintaining the coordination of clinical activity for five regions throughout Minnesota and western Wisconsin
- Developing, testing and currently piloting a clinical activity database – StudentLink – created specifically for TCCP partners
- Building a foundation to develop similar clinical activity database applications for Advanced Practice education programs and their clinical sites
- Creating an online clearinghouse of clinical site orientation materials for education programs to access easily
- Building the groundwork for TCCP to evolve as a membership-funded organization, and act as the lead entity when launched on July 1, 2013

It has been exciting to assist in the streamlining of clinical placements and to watch the growth of the education and clinical programs.



SCRUBS CAMP



Scrubs Camp continues to be one of HealthForce Minnesota's signature initiatives, in large part because the camps are a true partnership effort among many organizations working together to encourage and support students as they begin to think of college and careers. WСУ Scrubs Camp, at Winona State University, and Urban Scrubs Camp, at Augsburg College, allow high school students to explore healthcare careers and to begin to dream the dream of attending college. Campers register for "courses", eat in the cafeteria, and stay in the residence halls for the week. Urban Scrubs offered a day camp option this year for the first time.

The Urban Scrubs Camp partnership was honored to receive a Health Care Career Promotion Award from the Minnesota Hospital Association. A better example of authentic partnerships would be hard to find!

•• By the Numbers ••

- 174 Scrubs Camp students at WСУ Scrubs Camp and Urban Scrubs Camp
- 104 Scholarships given to students
- 99 Degrees – the unofficial average temperature during both camps
- 50 Percent students of color
- 80 Separate sessions/activities offered
- 6 Organizations that provided sessions at their own locations
- 1 Amazing motivational speaker, Trent Tucker, sponsored by Fairview Health Services

•• What Can't Be Measured by Numbers ••

Several students have experienced Scrubs Camp multiple times. One returning camper said,

"Yet again, [this camp is] one of the best experiences of my life. Even on year three!"

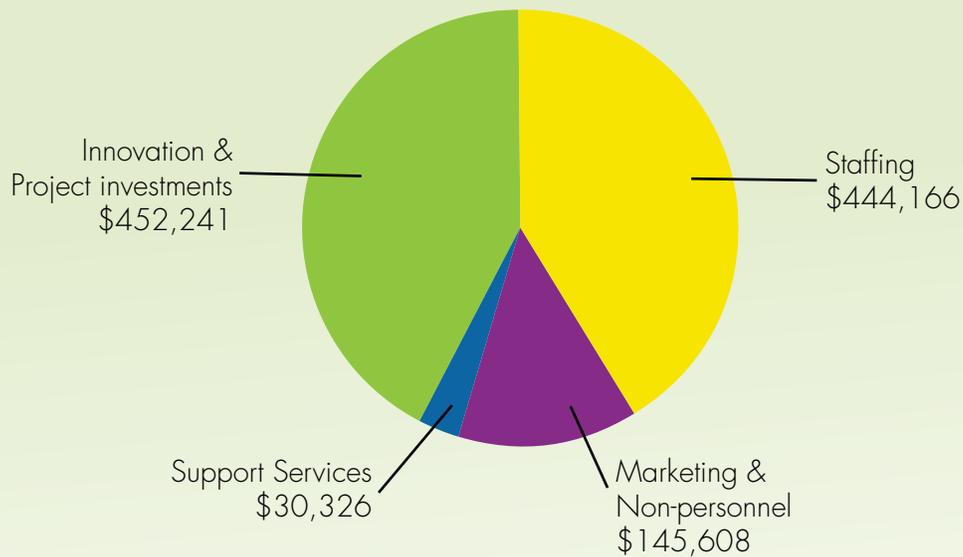


Front Row: Pam Cosby - MN Urban AHEC Executive Director, Regina Pekarek - Fairview Health Services, Jane Foote - HealthForce Minnesota, Laura Beeth - Fairview Health Services, Barbara Brandt - Director, Minnesota AHEC Network.

Second Row: Mike Christenson - Minneapolis Community & Technical College, Mark Eustis - Fairview Health Services, Carolyn Jacobson - Fairview Health Services, Louis Smith - Smith Partners, Cedar Riverside Partnership.
Not pictured: Paul Pribbenow - Augsburg College.



Expenditures for Fiscal Year 2012



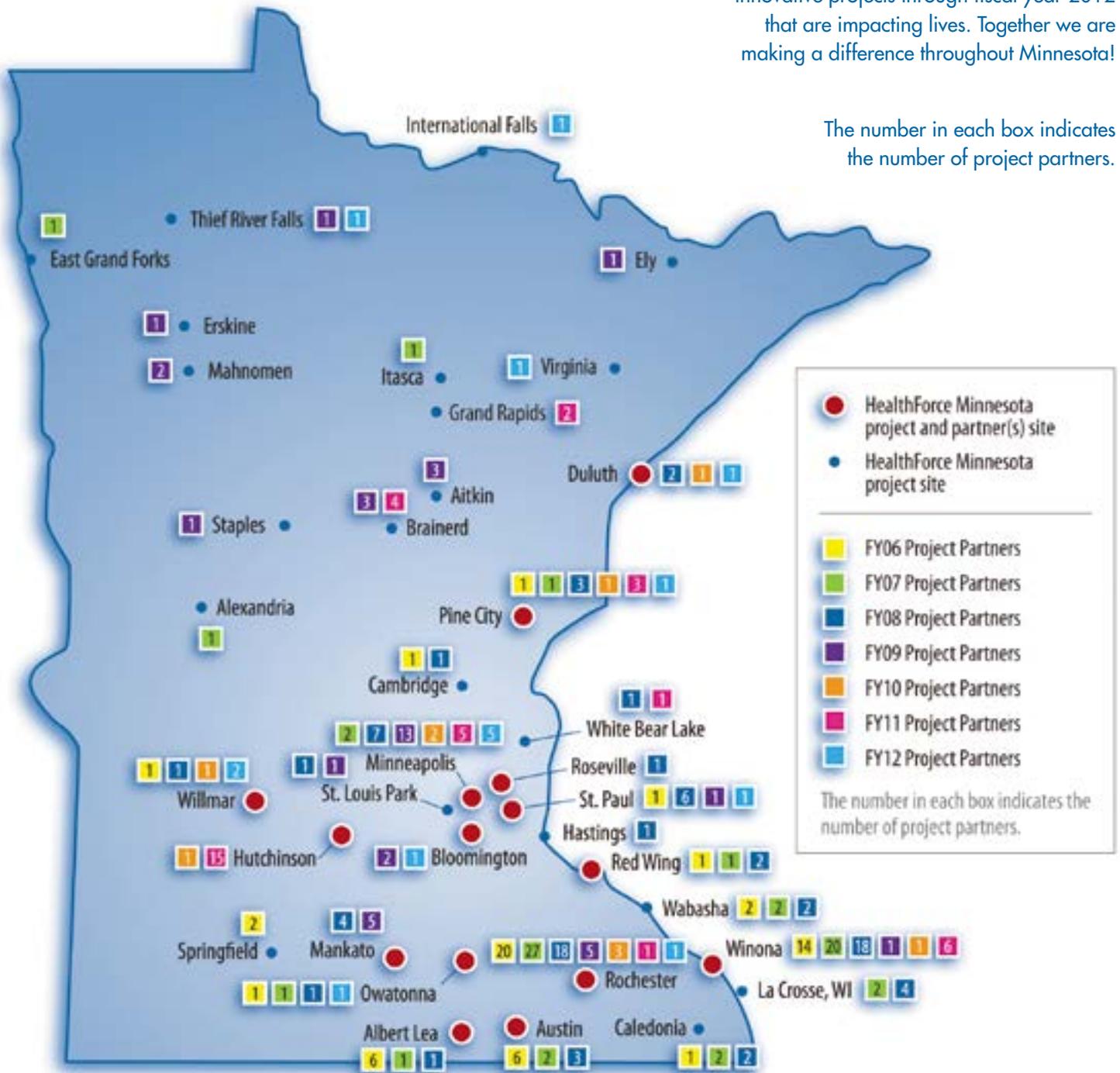
Projects Funded

Anoka-Ramsey Community College	\$5,000
St. Paul College	\$5,000
Ridgewater College	\$5,000
Rainy River College	\$5,000
Pine Technical College	\$5,000
Normandale Community College	\$5,000
Minneapolis Community and Technical College	\$5,000
Mesabi Range Community & Technical College	\$5,000
Inver Hills Community College	\$5,000
Century College	\$5,000
Lake Superior College	\$3,000
Rochester Community & Technical College	\$ 825
Riverland College (<i>Simulation</i>)	\$40,000
Northland Community College	\$1,500
Ridgewater College (<i>Bridge program for lab</i>)	\$5,040
Century College (<i>Bridge program for lab</i>)	\$5,040
Total Projects Funded	\$105,405

PROJECT SITES

HealthForce Minnesota has provided grants for innovative projects through fiscal year 2012 that are impacting lives. Together we are making a difference throughout Minnesota!

The number in each box indicates the number of project partners.



Executive Alliance

Doug Allen, Ridgewater College

Ron Anderson, Century College

Deb Bahr-Helgen, Minneapolis Community Planning & Economic Development Office

Laura Beeth, Fairview Health Services

Jill Bothwell, HealthPartners

David Brumbaugh, Children's Hospitals and Clinics of Minnesota

Mike Christenson, Minneapolis Community and Technical College

Patti Cullen, Care Providers of Minnesota, Inc

Ann Gibson, Minnesota Hospital Association

Jim Gross, Rochester Community and Technical College

Scott Haman, Allina Hospitals & Clinics

Kent Hanson, Riverland Community College

Jim Johnson, Minnesota State College - Southeast Technical

Randy Johnson, Workforce Development, Inc

Lowell Larson, Benedictine Health System

Mark Magnuson, Lake Superior College

Robert Musgrove, Pine Technical College

John O'Brien, North Hennepin Community College

Scott Olson, Winona State University

Joe Opatz, Normandale Community College

Kristine Retherford, Minnesota State University, Mankato

Rachelle Schultz, Winona Health

Keith Stover, South Central College

Adam Suomala, Aging Services of Minnesota

Tim Wynes, Inver Hills Community College

Center of Excellence

HealthForce Minnesota is one of four "Centers of Excellence" designated by the Minnesota State Colleges and Universities Board of Trustees. A state university with two-year colleges and partners leads each Center with Winona State University (WSU) acting in this capacity for HealthForce Minnesota. Other centers are information security at Metropolitan State University, manufacturing and applied technology at Bemidji State University, and engineering and manufacturing at Minnesota State University, Mankato.

Winona State University is a member of the Minnesota State Colleges and Universities system that comprises 31 state universities and community and technical colleges serving the higher education needs of Minnesota. The system serves about 250,000 students per year in credit-based courses and an additional 153,000 students in non-credit courses.

HealthForce  Minnesota

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AUTHENTIC PARTNERSHIPS IN ACTION

HealthForce⁺ Minnesota

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A MEMBER OF THE MINNESOTA STATE COLLEGES
AND UNIVERSITIES SYSTEM