TURNING POINT REGIONAL
ALLIED HEALTH ROUNDTABLE

Executive Board Meeting
Friday, August 14, 2009
11:00 AM – 3:00 PM
Gateway Technology Center
North Carolina Wesleyan College

Mr. Eric Evans, Presiding
Ms. Trinnette Cooper, Recording

Present:

Area L AHEC:	Mrs. Alice Schenall, Ms. Trinnette Cooper;
Staff:	Evangeline Grant
Community Member:	Mrs. Janice Cutchin
Turning Point WDB:	Ms. Carissa Rudd, Mr. Michael Williams, Mr. Eric Evans, Ms. Catherine Moody
Nash General Hospital:	Ms. Van Holt
Wilson Co. Schools:	Mr. Jimmie Lucas
Edgecombe Comm. College:	Ms. Robin Pigg and Mrs. Kathy Williford

Agenda item (s) Issues raised and decisions made	**Follow up** (who'll do what by when?)
Mr. Eric Evans called the meeting to order at 11:12 am by welcoming the group and thanking them for attending.	
Discussion Points: Mr. Evans then shared sharing the good news that TPR had been awarded an implementation grant in the amount $250,000 over the next two years. We were one of the 4 proposals that were funded. Shared that the new initiative *Jobs Now* 12 in 6 is in direct correlation to what we will be doing with the TPR; a number of the programs are allied health programs; Shared that Turning Point WDB received funding support for their job enhancement project for Edgecombe/Nash/Wilson. Shared that there is still grant money left N.E.W. grant for job profiling; Nash Community College is the only agency that has used those funds; Mr. Evans assured that would like to make sure no funds will be sent back; Alice shared that Yvonne Long-Gee at the Rural Health Group would be interested in doing some job profiling; **Board discussed:** Mr. Evans then shared information from ECC's graduation and that a large	

number of the graduates received degrees in the areas that we are focusing on in TPR; Mr. W. Williams reported that funds were available, via WIA, to transport interested students from other counties to Edgecombe; Ms. Schenall shared that we will pull together a workshop to address criminal background law and how TPR can consider systemic changes to promote healthcare workforce recruitment and retention. Workforce Development Board is applying to Golden LEAF Foundation for a grant proposals to address *hard to employee* citizens in the region (creating a system to get them trained and able to move through the workforce pipeline in healthcare); Ms. Rudd shared the Incumbent Worker Program can also apply to the allied health field and encouraged the group to be creative and share ideas; the lowest number for a class at an agency would be 15; the next grant cycle will be in September; *Members discussed…* Ms. Schenall then formerly introduced Ms. Evangeline Grant as the new Program Coordinator for the Regional Skills Partnership who will be working as a consultant with this project. Mrs. Grant shared that she would like to meet with those on the board to find out more about their role in their agencies. Mrs. Schenall also shared that Mr. William Wooten from Edgecombe Community College (Director of the Dislocated Workers Program) will be joining our board. Mr. Evans shared that we are happy to have Ms. Grant be a part of the team. $125, 00.00 for the first year – Mrs. Schenall shared that the second year of funding is contingent upon progress in the first year. In order to discuss how to invest the $125,000.00 Mr. Evans first went over our plans from the planning grant. We then discussed the expectations of the Program Coordinator position; Strategized ways to build a foundation now of how to sustain the work of the TPR Mrs. Schenall shared feedback from the NC Department of Commerce, Division of Workforce Development; they recommended that we reduce the number of target disciplines; acknowledged the success of the ADN Consortium (nursing degree program) and how we will engage/replicate with that group; it was suggested that we make a Health Sciences Consortium; address Diversity; Mrs. Schenall shared that they are fully aware that we have and will continue to address diversity because we have to considering our demographics; give attention to the	

SWOT analysis; asked questions about how the attention will be given to the criminal background concerns; liked the idea of relaxing the standards for the Allied Health Sciences instructors in high schools (using other healthcare professionals with clinical backgrounds); how we will incorporate dislocated/incumbent workers – who are already our primary target; Ms. Schenall shared information about other grants that we could apply for in terms of sustainability, specifically NAWDP. Eric, Michael and Alice will be responsible for grant writing and the Program Coordinator's position will include working with members to coordinate goals and activities, planning in-service trainings, and strategize ways to approach our implementation plan. Program Coordinators' Role: Priorities should be on site training opportunities for employers; data around employer needs to be linked to training and curriculum opportunities; criminal back ground; assessment for academic training (in term of seats being filled, etc); Initiate/Evaluate/Coordinate is what Mr. Evans sees the position will be doing as well begin looking at sustainability beyond year two; data gathering and evaluation; Ms. Moody asked if marketing was going to be a part of coordinators' role as it will be. Ms. Grant will be working about 20-25 hours a week as a consultant – Ms. Cooper suggested that we revisit the use of the workgroups to hopefully help be her arms extended to get the work done; Ms. Holt shared that we can produce DVDs very inexpensively depending on how many we want to distribute; Mr. Lucas suggested that for those who are communications students, this would be a great opportunity for both and them.	Mr. Lucas will check with Barton College about their communications program;
The board meeting was adjourned for lunch at 12:00 noon.	

Roundtable Meeting Area L AHEC: Mrs. Alice Schenall, Ms. Trinnette Cooper; Ms. Evangeline Grant; Mrs. Janice Cutchin Turning Point Workforce Development Board: Ms. Carissa Rudd; Mr. Michael Williams; Mr. Eric Evans; Ms. Catherine Moody Nash General Hospital: Ms. Van Holt Wilson County Schools: Mr. Jimmie Lucas Edgecombe Community College: Ms. Robin Pigg; Mr. William Wooten; Mrs. Kathy Williford; Rocky Mount OIC: Mr. Charles Washington Nash Community College: Ms. Nancy Worsinger Life Care Hospitals: Ms. Vicky Goode	
Mr. Eric Evans welcomed the grouped and thanked them for attending. Shared the good news that the implementation grant award and all present to introduce themselves and their agency; Mr. Evans then shared information about how the grant's services can be used for employers in the region; also shared information about the incumbent worker training; Ms. Carissa Rudd shared that well over 300 youth are out working as a part of the TPWDB Summer Youth Worker (use of stimulus funds); also shared information about the WDB Summit to be held on Sept. 24th at Nash Community College. Mr. William Wooten shared that the *Jobs Now* 12 in 6 Program is up and rolling; and a great number of the programs are in the allied health field. Mrs. Schenall then offered a brief overview of the history of the Regional Skills Partnership, target audience, and shared specifics regarding the Planning Grant Objectives: Allied Health Employer Workforce Needs (Training Opportunities;); Quality and Effectiveness of Partnerships (Memberships: Governance & By-Laws/MOA; Develop mutually beneficial partnerships); Systemic Changes (Leverage Resources-within region; Criminal Background-regional approach; ADN Consortium Expansion; Health Occupations Education); Knowledge, Skills, and Abilities of Industry Workers (Marketing) **Discussion Points** In regards to marketing, Mr. Evans shared information about the website (www.tpralliedhealthjobs.com) and the areas in which work still needs to be done; he encouraged the employers and the community college representatives to use the website to market vacancies, training opportunities, etc. At some point the partners will have access to the website to up date their information as needed. Mrs. Schenall shared that the six disciplines listed on the webpage will change based on need and decreased per the recommendation of the funders.	

Employer Needs: Mr. Evans opened the floor for general discussion regarding employer needs and challenges regarding the healthcare workforce. Ms. Moody commented that of the many lay-offs, is it beneficial to the consumer to load those who provide direct patient care with other duties to get the job done with fewer people; Ms. Holt responded that if we can keep the vacancies to a minimum then we should be ok; Ms. Pigg asked if this conversation would lead to the process we will use to collect data; and it appears that needs/vacancies aren't as acute as they used to be; suggested that we still look at long term solutions; Ms. Holt suggested that in our five year strategic plan we include how we will respond to shortages and changing times; Mr. Goode shared that from their perspective, the Physical Therapy Assistant and then more advanced careers (i.e. Pharmacist or Therapists) are the areas that they need filled; Mr. Wooten shared that in response to the 12 in 6 program they are only promising the training considering the uncertainty of the job market; Ms. Worsinger shared that of the 12 Phlebotomy graduates, only 2 have found jobs; she is un-sure of how many of the PTA students are finding jobs; Ms. Schenall shared that there is a dire need to collect the date we need to answer the question, What do the employers need?; ***Data to Collect:*** Job vacancies Length of time and cost to fill vacancies Qualifications to fill vacancies Recruiting cost Job outlook/trends Retirees Career Ladder moves Number of seats available in training programs Size of waiting lists Jobs on the decline ***How to Collect the Data:*** Survey to the major employers every 3-months Website data portal (easy and accessible) **need to check with HR on what is available** **need to find IT solution** (easy to transfer to TPR portal; easy to gather on employers information)	Mr. Wooten shared that he will send information to Mrs. Schenall about the Job Outlook for 2016

Collect the data from sources other than HR *Members discussed…* Ms. Holt suggested that we have this discussion with the other three groups; Ms. Kathy Williford then shared information/the history about the NEWH Nursing Consortium as we consider the expanding this consortium to the allied health field. Shared that the drug screening and background checks have been very frustrating because they don't do the background check/drug screening until after they have been admitted – ECC does not allow them to be done before admissions. There needs to regional efforts in place to address this. Ms. Worsinger shared just FYI - that you can clean up drug screening within a week. *Members discussed…*	
Meeting was adjourned at 2:48 pm.	
Next Meeting: **Tentative Date:** Friday, September 11, 2009 **Location:** Gateway Technology Center (NCWC campus) Rocky Mount, NC **Time:** 9:00 – 12:00 noon	