



HCW! Coalition

Healthcare Works!



HCW! Coalition's Vision:

- **Drive strategic alliances that advance the region's economic vitality**
- **Create a long term commitment to regionalism and support institutions by building on each other's strengths**
- **Implement large scale solutions that require leveraged funding and can be easily replicated to reduce redundancies**



STRATEGIES TO MOVE FORWARD:

**LINK TO THE AGENDA'S OF THE BUSINESS COMMUNITY
AND ECONOMIC DEVELOPERS**

SUPPORT THE EDUCATION SYSTEM MORE STRONGLY

DEVELOP A SUSTAINABILITY PLAN



Our champions: Employers!

- First came together for “The Cost of Doing Nothing” Regional Healthcare Solutions Forum



- Hospitals, universities, community colleges, HC associations, private trainers, medical staffing agencies, workforce and economic developers
- 62 attendees with 93% requesting on going participation to implement the major solutions to they want to see



BIGGEST SOLUTIONS

- Professional, effective marketing campaigns for career awareness targeted to K-12
- Consolidation of training efforts to include Regional Clinical Sites and Regional Simulation Hospital
- More apprenticeship programs
- Pipeline: Increase number going in, address issues causing a “bottleneck”, smoother flow out and into careers



EPHIPHANY

Infrastructure!



Communicating With Potential Partners

- “Industry Driven” = It’s all about your needs!
- Disclose who else is at the table
- Discuss the benefits of leveraged knowledge and resources
- Describe the expected outcome of regional solutions that produce sustainable, systemic change that meets the demands facing allied health careers



Leadership

- Currently stepping forward: Employers, community colleges, healthcare associations and stakeholders
- Who we need: Assisted living facilities and even more employers
- Capital Area Workforce Development Board will continue as intermediary



Governance Model

- Partnership Agreement being finalized
- Executive Officers: Chair, Vice-Chair, Secretary, Treasurer
 - Two-year terms
 - Maybe re-elected only once for a second 2-year term
 - May not hold office for three successive terms
 - Will be nominated from current Partnership Members



Office Duties

Chair: Preside at all Partnership meetings and all Executive Committee meetings

Vice Chair: Perform duties of Chair in his or her absence, or in the event of the Chair's inability or refusal to act. Serve as a member of the Partnership Executive Committee

Treasurer: Monitor the Partnership budget and perform duties, which may be assigned to him or her by the Chair of the Partnership or Executive Committee. Have secondary signature authority for fund disbursement by the Capital Area Board

Secretary: Review meeting minutes transcribed by the Office Assistant and approve for voting by Partnership for permanent record



Staff Support

- Hire an Executive Director and half-time Assistant to:
 - Implement the plan
 - Maintain communications
 - Conduct public relations
 - Lobby

Position will be grant and employer supported with office space at CAWDB. Pro-rated rent paid by Partnership



Data Collection and Analysis

- Utilized Strategic Advantage, surveys, interviews, solutions forum, and researched projects implemented elsewhere in the state and nation
- Information gathered from individuals verified the statistical data



Learning Points

- Successful at getting major players to the table and creating a desire for continued participation

What would be done differently?

- Dedicate funds to have full-time staff dedicated to HCW! Initiative
- More action, follow-through and concrete deliverables
- Earlier research and discussion of regional collaborative models underway elsewhere



Our Final Decision?

Move Forward!



