



Workforce Development Initiatives MHA Leadership and/or Involvement

August 2014

MHA Workforce Planning Tool

The MHA Workforce Planning Tool allows participating MHA members to access information about current and future workforce needs, and trends for 38 health care job types. MHA also uses the data to educate key stakeholders and policy makers about the hospital and health care system workforce picture throughout the state.

Summer Health Care Internship Program

MHA has a long history of administering the Summer Health Care Internship Program (SHCIP) on behalf of the Minnesota Department of Health (MDH). This program brings students and employers together to give students experience in a health care environment. Participating organizations employ students between Memorial Day and Labor Day for six to 12 weeks paying at least minimum wage. Up to half of the intern's hourly wages are reimbursed through the program.

National Governor's Association Policy Academy on Building a Transformed Healthcare Workforce: Moving from Planning to Implementation

In May 2014 the National Governor's Association announced the selection of seven states, including Minnesota, which will receive technical assistance to develop and implement statewide plans for their health care workforce. Minnesota's efforts will focus on improving the coordination of health care workforce data; increasing diversity of the workforce; improving supply and distribution of primary care, behavioral health and oral health providers; developing telehealth capacity; and supporting adoption of new care team models. MHA has a seat on the Core Team developing and implementing the plan.

National Governor's Association Veterans' Licensing and Certification Demonstration Policy Academy

The National Governor's Association (NGA) selected six states, including Minnesota, to participate in the Veterans' Licensing and Certification Demonstration Policy Academy. Each state is in the process of developing a plan to help service members leaving the military gain the necessary civilian credentials in three of the five following occupations (which all require state-level credentials): truck drivers; police officers; emergency medical technicians (EMTs)/paramedics; licensed practical nurses (LPNs); plus one health care occupation of the state's choosing based on needs. Minnesota's plan will focus on LPNs, EMTs and peace officers. The governor's office is leading the effort and MHA has a seat on the committee advising the process in Minnesota.

Minnesota Department of Labor & Industry Health Care Services Industry Council/Minnesota PIPELINE Project

The Minnesota Department of Labor (DLI) and Industry is hosting four industry council groups (information technology; health care services; agriculture; and advanced manufacturing) to implement 2014 legislation that requires specific competency standards be developed for one entry level and two higher skill level occupations in each industry. DLI must issue a report to the legislature in January 2015. MHA holds a seat on the health care services council.

Integrating Patient and Worker Safety Through Leading Edge Advance Practice Topics Federal Funding

Through the Leading Edge Advanced Practice Topics (LEAPT) hospital engagement network, MHA is helping Minnesota hospitals integrate a culture of safety that fully integrates patient safety with worker

safety. MHA will provide participating members best practices, education, and tools for worker safety, including expanding the SAFE LIFT Road Map beyond the topic of safe patient handling to address other employee injuries, such as falls. Strategies will include enhancing employee resilience.

The Clinical Coordination Partnership

The Clinical Coordination Partnership (TCCP) is an online scheduling tool and support system for health care providers and health care educators to collaboratively maximize the ability to meet clinical experiential learning requirements for Registered Nurses, Advanced Practice Registered Nurses and Physician Assistants. TCCP is staffed in partnership between HealthForce Minnesota and the University of Minnesota. Clinical sites report significant decreases in employee time spent scheduling and education programs report an increase in opportunities to secure clinical activity space. MHA holds a seat on its steering committee.

Graduate Medical Education Funding Advocacy

MHA strongly advocates in support of funding at both the state and federal level for Graduate Medical Education Funding and Medical Education Research Costs. In September 2012, MHA published a white paper outlining the history of these programs in Minnesota, the threats to the programs, and the case for protecting and even expanding programs to train the next generation of physicians and other health care professionals. MHA values our collaborations on this issue with the University of Minnesota, the Minnesota Medical Association and the Metro Minnesota Council on Graduate Medical Education.

Mental Health Workforce Summit Steering Committee

In the 2013 session, the Legislature passed legislation (SF 1236) that requires the Minnesota State Colleges and Universities (MNSCU) to convene a mental health summit and write a plan to increase the number of mental health professionals working at all levels of the mental health system. HealthForce Minnesota is leading this effort and MHA holds two seats on the steering committee - one metro and one rural. The final plan is due to the Legislature by Jan. 15, 2015.

Itasca Project Workforce Alignment Team

The Itasca Project Workforce Alignment Team is comprised of employers, educators and state agencies. Its primary objectives are to enable employers to articulate anticipated workforce skill needs to educational institutions so that our educational system can develop or expand the appropriate programs and to help students and job seekers make more informed decisions about their options based on the labor market. MHA staff holds a seat on the team. The team began four pilot projects in January 2014 to test online tools designed to meet these objectives.

Minnesota Action Coalition

The Action Coalition is a designation from the Robert Wood Johnson Foundation and the American Association of Retired Persons. The initiative seeks to implement the recommendations of the Institute of Medicine's report "Future of Nursing; Leading Change, Advancing Health." The coalition is currently focusing on recommendations to remove scope-of-practice barriers; reach 80 percent of nurses with a baccalaureate degree by 2020; and to prepare and enable nurses to lead change for better health. MHA holds a seat on the steering committee.

HealthForce Executive Alliance Board and the Health Care Education Industry Partnership Council

MHA staff serves on the Executive Alliance Board of HealthForce Minnesota. HealthForce Minnesota is one of four Centers of Excellence approved by the legislature and launched by Minnesota State Colleges and Universities. Each center is focused on industry sectors important to the state's economy including health care; engineering and manufacturing; manufacturing and applied engineering; and advanced information technology. HealthForce focuses on ensuring Minnesota will have a well-trained, flexible and diverse workforce.

MHA staff also serves on the Health Care Education Industry Partnership Council. The Partnership Council is part of HealthForce Minnesota and includes health care providers, professional and trade associations, health plans, and higher education and is focused identifying concerns and implementing solutions for nurse and allied health professionals.

MNHospitalJobs.com

MHA helps member hospitals and health systems promote their organizations along with their current job openings directly to job seekers through MNHospitalJobs.com. The goal of MNHospitalJobs.com is to be the main resources for job seekers looking to work in a Minnesota hospital or health system. Members pay an annual subscription fee of \$1,675 per facility for unlimited job postings.

Job Shadowing

MHA helps to promote member hospitals that offer job shadowing programs on the association's website. Job shadowing is a career exploration strategy that offers individuals the opportunity to gain realistic insight into health care careers. Unlike interning or working, job shadowing entails mainly observation and is typically for a defined and short time frame. Students have the opportunity to see up close and personal what working in a hospital is like and experience the variety of careers that are possible.

MHA Retention Toolkit

MHA offers its members a retention toolkit to help hospitals retain valued employees. The toolkit offers specific examples of successful retention programs that may be applied in other facilities. Members will find five content areas related to various aspects of retention including career growth and development; culture and values; human resources; new employee on-boarding; and workplace design. The toolkit can be found at mnhospitals.org.

MHA Workforce Development Committee

The MHA Workforce Development Committee charge is to, "identify, support or develop resources and policies that increase health care workforce supply, improve hospital employee retention and support the best use of hospital resources, both human and technological." The committee reviews current legislative, regulatory and public policy positions and provides recommendations to the MHA Board of Directors regarding workforce implications to support a framework for effective advocacy.

For more information regarding workforce development initiatives, contact Ann Gibson, MHA vice president, federal relations and workforce, at anngibson@mnhospitals.org or (651) 603-3527.