



2021 ANNUAL REPORT

NORTHERN  COLORADO
HEALTH SECTOR PARTNERSHIP

2021 Convener Team

JoAnn Herkenhoff,
UCHealth (Co-Chair)

Angela Richard
Banner Health (Co-Chair)

Yvonne Myers,
Columbine Health Systems
(Outgoing Partnership Co-Chair &
PASRR Committee)

Jonas McKinley,
UCHealth (Outreach &
Awareness Committee Chair)

Chris Heuston,
Front Range Community College
(Workforce Committee Co-Chair)

Evan Hyatt,
Care Synergy (Workforce
Committee Co-Chair)

Crystal Smith,
University of Northern Colorado
Center for Career Readiness
(Behavioral Health Committee
Co-Chair)

Caroline Bunn,
SummitStone Health Partners
(Behavioral Health
Committee Co-Chair)

Ann Hutchison,
Fort Collins Area
Chamber of Commerce

Jacob Castillo,
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Alex Kloehn,
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Carol Salter,
Banner Health

Anna Von Dreele,
Columbine Health Systems

Lynn Vosler,
Front Range Community College

CHAIR LETTER

As we close another challenging year, we are deliberate about putting an optimistic foot forward for 2022. Indeed, we have felt the ripple effects of the pandemic, not just in our health sector, but in many of the realms in which our critical work intersects. Despite the uncertainties and shifts in the way we do business and interact with each other, however, we must not fail to recognize and celebrate the incredible innovation and adaptation that we have collectively achieved in this new environment. Our virtual connection has allowed us to expand our reach to fully recognize the breadth and passion of this Northern Colorado region we all love. Our partnerships have strengthened. Our connection to one another deepened.

And the work of the sector partnership – led by our incredibly strong, well-connected and passionate convener team, and driven by intrepid industry and support leaders – continues to propel forward, even stronger. Nudged by the exacerbating effects of the pandemic, we are tackling the nursing shortage in Northern Colorado, and perhaps setting the stage for improvements at the state level and beyond. This new initiative launched, all while our dedicated committee members continued to steer progress on our workforce, behavioral health, PASRR and outreach efforts.

We have much to be proud of as a sector partnership. And much to look forward to in the coming year. Our workforce and behavioral health needs will be greater going forward, and the groundwork we have laid to make significant impacts will be critical in our upcoming endeavors. Thank you for all the support you have extended to our vision and the dynamic way we lead the health care community.

JoAnn Herkenhoff - Partnership Co-chair
Yvonne Myers - Outgoing Partnership Co-Chair
Angela Richard - Incoming Partnership Co-Chair

ABOUT THE PARTNERSHIP

The Northern Colorado Health Sector Partnership (NoCo HSP) began in 2013 with 30 organizations. Now in our 8th year in 2021, we celebrate collaboration among over 80 organizations and 540 members.

The Partnership has identified four key areas for collaboration: education of the public on health care, coordination of a larger behavioral health solution for the two-county area, increasing workforce skills relative to diversity awareness and assuring the appropriateness for PASRR (Preadmission Screening and Resident Review). NoCo HSP has private and public partners working together to address these key areas.

The partnership hosts regular meetings of stakeholders to work to address the areas of collaboration.

MISSION

The Northern Colorado Health Sector Partnership brings together key stakeholders to **promote and improve** health within our communities. We will **collaborate** across disciplines, organizations, and communities to **seize opportunities, solve problems** and **celebrate successes** in the region.

EQUITY STATEMENT

In recognition that the Northern Colorado Health Sector Partnership serves a diverse population across Larimer and Weld counties, we will create a climate of inclusive and equitable access for partnership members, regional partners, the future healthcare workforce, and all those we are privileged to represent. We welcome representation and collaboration from all and for all.

BEHAVIORAL HEALTH COMMITTEE

Committee Overview

Despite all the surprises and challenges that came with 2021, the Behavioral Health Committee kept going. To safely meet our goal of reaching career seekers, we hosted a successful virtual career exploration event. The virtual platform added flexibility, in that High School through Graduate level students were able to attend sessions pertaining to their interests and needs. Additionally, recordings of all sessions were added to our video library, which expanded significantly in 2021.

To keep our efforts going, the Behavioral Health Committee was granted a \$10,380 grant to support our 2022 Exploratory Event and two Advisory Forums.

- Our third annual exploratory event is scheduled for March 2nd at UNC. We are excited to bring students, employers and universities together in March 2022.
- The Forums will bring together education and industry partners with a goal to better prepare students for the workforce. We will explore ideas and create solutions together. The first Forum will be held at CSU on February 24, 2022 and include FRCC and industry partners. The second Forum will be held at UNC and include AIMS Community College and industry partners on April 13, 2022.

Committee volunteers include health industry organizations and education and public organizations. The committee is looking for additional volunteers to get involved by participating in **monthly committee meetings held on the second Wednesday of each month virtually 8:15 PM - 9:15 AM. Caroline Bunn, caroline.bunn@summitstonehealth.org or Crystal Smith crystal.smith@unco.edu**



2021 Achievements and Initiatives Summary

- **Career Pathways in Behavioral Health event - February 25, 2021**
 - The exploratory event featured engaging panels and breakout sessions with information on:
 - Direct Service and Organizational Support Careers in Behavioral Health
 - Gaining experience while in school
 - Certifications and Licensures required for behavioral health careers
 - Graduate School insights and options
 - **70** virtual attendees
 - **100%** of attendees responding to the event survey said the information provided was meaningful for exploring behavioral health career pathways and that they would recommend the event to others.

“I think this event was great and seeing the passion in everyone and the energy they have for behavioral health was overall just really amazing and inspiring.”

“This was incredibly helpful, thank you to all the community partners that have taken the time out of their days for this presentation. What an inspiration and way for me to get so excited to pursue my career in the behavioral health field!”

- **Behavioral Health Careers Resource Library on YouTube**
 - **7** Behavioral Health Professionals answering their reasons for choosing a career in behavioral health
 - **1** “day-in-the-life” video featuring three different professionals from behavioral health roles in criminal justice services

WORKFORCE COMMITTEE

The goal of the workforce committee is to bring health sector employers together with government agencies, educators and workers to meet growing workforce needs in the health care industry. The committee is growing and new members are welcome to get involved by participating in **monthly committee meetings held on the second Tuesday of each month virtually 2:30 - 4:00 PM**. **Evan Hyatt, Chair, EHyatt@caresynergynetwork.org** and **Chris Heuston, Co-Chair Chris.Heuston@frontrange.edu**

2021 Achievements and Initiatives Summary

• Live Virtual Chat events

- March 24, 2021 - **56** registrants -
Topic: Internships and Apprenticeships in Healthcare
 - **17** - College Students and Educators - Speech Language Pathologist, Behavioral Health Nurse, and Sterile Processing Technician
 - **25** - High School Students and Educators - CNA Apprentice, Radiology Intern, and Healthcare Administration Intern
 - **14** - Adult Job Seekers/Career Transitioners - Sterile Processing Technician, Home Healthcare Caregiver, and Medical Assistant
- June 8, 2021 - 22 registrants -
Topic: Positions in healthcare with short-term training:
 - Certified Nurse Assistant (CNA)
 - Medical Assistant (MA)
 - Licensed Practical Nurse (LPN)
 - Ophthalmic Assistant /Technician
 - Peer Specialist/ Certified Addictions Specialist (CAC)

- November 17, 2021 - **22** registrants -
Topic: High-demand occupations:
 - Certified Nurse Assistant (CNA)
 - Medical Assistant (MA)
 - Emergency Medical Technician (EMT)

• Nursing Shortage Solutions

- Session 1 - **23** participants
- Session 2 - **17** participants

• Get into the Guts Program Relaunch

- Poudre School District had 48 students representing Lincoln, CLP, Preston, and Boltz Middle Schools
- October 27, 2021 at Front Range Community College Larimer Campus Grays Peak

“92% of students attending said they Strongly Agree or Agree that after the event they were more interested in considering working in healthcare in the future.”

• Virtual Facility Tours and Career Overview

- Eye Center of Northern Colorado - **73** views since April 23, 2021 posting
- Fort Collins Family Medicine - **58** views since August 23, 2021 posting



Get into the Guts Program, Front Range Community College, October 2021

Nursing Shortage Solutions

In 2021, the Workforce Committee initiated a Work Group to explore the nursing shortage impacting all areas of health care in Northern Colorado. The Committee invited key stakeholders from the Sector region and State of Colorado and defined the following goals of the Work Group.

- 1) Explore data related to the shortage in Northern Colorado
- 2) Gain deeper understanding of the complexity of this issue
- 3) Hear first-hand what our industry is experiencing locally
- 4) Identify actionable steps toward solutions

The results of the initial discussions recognized the need for collaborative action for solutions between education, workforce, and providers.

Key themes generated:

- Using an apprenticeship program
- Exploring alternate roles in acute care
- Reskilling nurses
- Rotating roles - Allowing a break from clinical role to share knowledge in an education setting.
- Change framework for how to get students into the field, rather than into an institution
- Explore solutions to work-life-balance.
 - Schedule management and shift options
 - Shift sharing
 - Evaluate workforce needs including childcare, housing and transportation

6 Education Partners

6 Industry Partners representing a variety of scale

4 Support Organizations

Survey results from question:

“Rank the feedback from the identified 6 action steps (1 being highest priority, 6 being lowest)”

	1	2	3	4	5	6	SURVEYED PRIORITY RANK
Change framework for how to get students into the field, rather than into an institution	44.44%	22.22%	16.67%	5.56%	11.11%	0.00%	4.83
Explore solutions for work-life-balance	45.00%	20.00%	5.00%	10.00%	0.00%	20.00%	4.4
Rotating roles to allow a break from clinical to share knowledge in an education setting	16.67%	33.33%	22.22%	11.11%	11.11%	5.56%	4.17
Using an apprenticeship program	16.67%	22.22%	27.78%	11.11%	5.56%	16.67%	3.83
Reskilling nurses	23.53%	17.65%	11.76%	17.65%	17.65%	11.76%	3.76
Exploring alternate roles in acute care	21.05%	21.05%	10.53%	10.53%	21.05%	15.79%	3.63

In the sessions, there were areas that needed additional exploration and evaluation. Some of the items were explored in the second session and some need additional work.

- Exit interviews and data collection
- Ages of current workforce
- Grant funding resources
- Academic requirements to move from clinic to education role
- Number of clinical hours required in CO as compared to other states
- Search of national models that may be working
- Advocate with state board of nursing on capacity

Work will continue in 2022 through these next steps:

- Nursing Excellence Consortium: facilitate communication and collaboration among regional nursing education and industry partners involved in pre-licensure nursing education, in an effort to identify and initiate actions to ensure availability of quality clinical education opportunities and address issues surrounding the shortage of nursing workforce.
- Report to full partnership for additional collaboration and engagement on solutions.
- Determine role of partnership in solutions.
- Support a new, regionally focused workforce position hired to support nursing shortage initiatives. This role will be supported by an EDA grant originating from Health Sector partners at the Fort Collins Area Chamber of Commerce and Larimer County Economic and Workforce Development and is critical to our efforts to address the shortage.

Thompson Career Campus

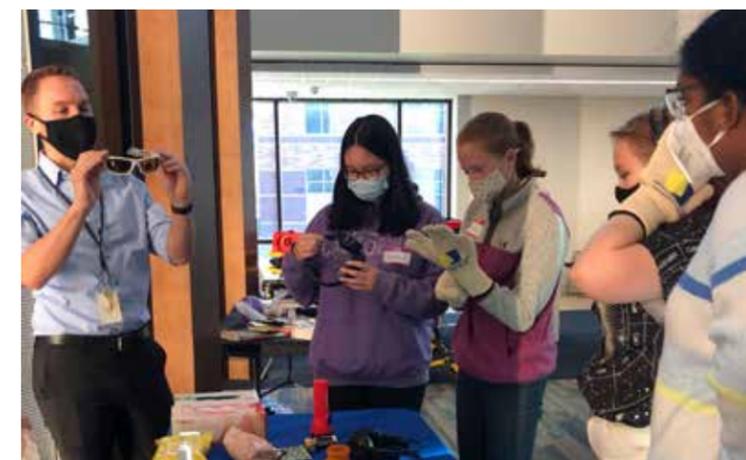
The Partnership financially supported the Thompson Career Campus (TCC) health sciences pathway program for student support. Representatives from TCC came to the Q4 All Partner Meeting and reported on the impact of the donation for the program.

“I feel that it has granted me so many opportunities that a lot of students don’t have. It’s helping me pursue what I want to do, which is to be an NP. Going into nursing school with the credits and certifications that I have I am going in as a Sophomore. Having my CNA has helped me with my confidence level to help others and talk and inform others.”

- Braylen, Thompson Career Campus student

“Completing the MA and CNA will prepare high school students to have a job right out of high school or give them a leg up when applying for other positions. It also helps propel them for other roles in healthcare. The best part is that this is free to students.”

- Laurie Stevens, Faculty at Front Range Community College and Teacher at TCC



Get into the Guts Program, Front Range Community College, October 2021

CareerRise Summer Internship Program

The Partnership is pleased to be in year 6 of this Internship Program which had applicants from Poudre School District, Thompson School District, St. Vrain Valley School District and Weld County School Districts.

About the Summer Sector Internship Program

The goal of the NOCO Health Sector Partnership and Larimer County Economic and Workforce Development's CareerRise summer internship program is to place high school students into paid internship experiences with our region's healthcare providers. This program has enabled youth to increase their skills, explore career options and gain exposure to the field of healthcare.

Internship Supervisors shared:

"Our Interns serve a vital role in our practice. We specifically save projects/work for them over the year. I don't know what we would do without them!"

"We have been thrilled to offer opportunities for internships to the youth in our community for the past several years. Our interns have been able to strengthen their personal character, develop professional attitudes and learn and connect with the elderly. We take pride in our ability to offer interns/students an avenue to explore different areas of healthcare while developing real work experience and connecting with our residents. Several of our interns have grown so much through our program and have turned their internships into a real job."

Student Interns said:

"This internship has allowed me to work in an environment that has been challenging but at the same time it has shown me how nice it feels to help others."

"This internship has allowed me to interact with diverse age groups. It has allowed me to help others with what they can't do and has allowed me to experience a career I knew nothing about."

Host a 2022 Summer Intern

The program is administered through Larimer County Economic and Workforce Development (LCEWD) and 50% funded through the Northern Colorado Health Sector Partnership!

Administration will include:

Marketing • Hiring process • Payroll
Workers' compensation coverage • Support in management of interns

2021 Program Successes:

- 5 positions developed, 166 total applicants
- 5 positions placed
- 100% of the interns completed their internship
- 2 job offers post internship, 1 hired

PASRR COMMITTEE

The purpose of the Pre-Admission Screen and Resident Review (PASRR) Committee is to ensure all those affected by the Federal requirements of PASRR; nursing homes, Single Entry Points (SEP), hospitals, home health, assisted livings, etc., are:

- Educated in PASRR requirements
- Utilizing Telligen as the new vendor for Colorado to manage the Level I and II screening
- Participating in regularly scheduled Stakeholder Meetings for feedback and process improvement

The State PASRR rules are being revised to be aligned with the federal proposed rule changes aimed at modernizing the requirements for PASRR program by incorporating statutory changes, reflecting updates to diagnostic criteria for mental illness and intellectual disability, reducing duplicative requirements and other administrative burdens on State PASRR programs, and making the process more streamlined and person-centered.

Due to COVID-19, PASRR pre-admission requirements were waived in the 1135 Waivers during the Public Health Emergency. PASRR requirements for continued stay for nursing home residents remain in place. Thus, the Committee suspended meetings for all of 2021.

OUTREACH AND AWARENESS COMMITTEE

The outreach committee focuses on increasing the partnership's visibility and membership diversity, supporting all committee marketing efforts and helps educate Northern Colorado on important healthcare issues.

2021 Achievements

YouTube

Impressions – **8,574**
Impressions click through rate – **3.4%**
Channel Views – **852**
Unique viewers – Oct -Dec – **66**
Unique viewers July-September – **148**
Unique viewers April June – **99**
Unique viewers Jan – March – **87**
Highest views per video – **73, 62, 58**

Emails

31% Open rate
16% click rate

Education and Membership Meetings

All Partnership Meeting
February 24, 2021 – **66** participants
May 26, 2021 – **63**
August 25, 2021 – **72**
December 8, 2021 – **70**

THANK YOU TO OUR 2021 SPONSORS

CHAMPION DONORS \$5,000+



LEADER DONORS \$2,500



Help sustain the Partnership's efforts in promoting and improving health within our Northern Colorado communities by donating to the NOCO Health Sector Partnership.

CHAMPION \$5,000+/yr

- Logo on NOCO website homepage
- Logo included in annual report, newsletters, and quarterly invitations
- Logo included in quarterly meeting event slides
- Logo included in year end "Thank You Email" to all NOCO members
- Supports cost of 2 CareerRise Summer Interns**

LEADER \$2,500/yr

- Logo included in annual report
- Name included in quarterly meeting event slides
- Logo included in year end "Thank You Email" to all NOCO members
- Covers the cost of 4 Quarterly All Partner Meetings including program support and technology**

PARTNER \$1,000/yr

- Name listed in annual report
- Name included in quarterly meeting event slides
- Name included in year end "Thank You Email" to all NOCO members
- Supports production costs for behind-the-scenes health care facility tour via Get in the Guts program for middle school students**

SUPPORTER \$500/yr

- Name listed in annual report
- Name included in year end "Thank You Email" to all NOCO members
- Covers production costs for 2 Resource Library video interviews for the Behavioral Health Committee YouTube page**

THANK YOU TO ALL OUR PARTNERS

FOR SUPPORTING THE NORTHERN COLORADO HEALTH SECTOR PARTNERSHIP

- | | | |
|---|---|---|
| 137 Homeless Connection | Employment Services of Weld County | Northern Colorado Rehabilitation |
| Ability Home Care | Eye Center of Northern Colorado | North Range Behavioral Health |
| Accent Care Home Health | Fair Acres | Office of Perry Buck |
| Advanced Imaging | First Light Home Care | Office of Joann Ginal |
| Aging Resources Coordinators | Fort Collins Area Chamber of Commerce | Ortho Health |
| Aims Community College | Front Range Clinic | Outreach Fort Collins |
| Allergy & Asthma Center of the Rockies | Front Range Community College | Palmer Lake Recovery |
| The Alpha Center | GEARS2 STEM Coalition | Pathways |
| Aspen Ridge Recovery | Good Samaritan Society | PeopleCare Health Services |
| Associates in Family Medicine | Greeley-Evans School District | Poudre School District |
| A Woman's Place | Grief Support of the Rockies | Project Self Sufficiency |
| Banner Health | Halcyon Hospice | Rocky Mountain Family Physicians |
| BizWest | Harmony Foundation | Rocky Mountain Health Plans |
| BrightStar Care | Health Center Counseling | Salud Clinic |
| Centennial BOCES Serving | Hearing Rehab Center | SAVA |
| Weld/Morgan Counties | Homecare of the Rockies | Seniors Blue Book |
| BrightFutures | Home Watch Care Givers | State of Colorado |
| Care Synergy Network | Imagine Zero Suicide | Strategic Action Planning Group on Aging |
| Centennial Area Health Education Center | Interim HealthCare | Summit Stone Health Partners |
| City of Fort Collins | Kaiser Permanente | Tender Care Pediatric Services & Medical Supply |
| City of Greeley | Larimer County Health District | Thompson School District |
| City of Loveland | Larimer County | UCHealth |
| Colorado Community College System | Larimer County Public Health | UCHealth Mountain Crest |
| Colorado Department of Education | Larimer County Economic & Workforce Development | University of Northern Colorado |
| Colorado Department of Labor & Employment | LifeStance Health | University of Northern Colorado Center for Career Readiness |
| Colorado State University | Loveland Chamber of Commerce | Weld County RE 8 Schools |
| Colorado State University Career Center | MedSurge Consulting | Weld RE-4 School District |
| Colorado Workforce Development Council | Next Step Careers | Weld Trust |
| Columbine Health Systems | North Colorado Health Alliance | Women's Clinic of Northern Colorado |
| Dementia Friendly Communities | Northern Colorado Independent Physicians | |
| Early Childhood Council | | |

Thank you to all our partners for supporting the Northern Colorado Health Sector Partnership