

Annual Report 2020

2020 Convener Team

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Convener Co-Chair
UCHealth

Yvonne Myers,
Convener Co-Chair
Columbine Health Systems

Angela Richard,
Convener Vice-Chair
Banner Health

Jonas McKinley,
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Jacob Castillo,
Larimer County Economic &
Workforce Development

Ann Hutchison,
Fort Collins Area
Chamber of Commerce

Evan Hyatt,
Workforce Committee Co-Chair
Care Synergy

Melissa Henry,
Workforce Committee Co-Chair
University of Northern Colorado

Carol Salter,
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Anna VonDreele,
Behavioral Health Committee Chair
Columbine Health Systems

Lynn Vosler,
Front Range Community College

Chair Letter

If 2020 hasn't spotlighted how critical our health care industry is to the safety and assurance of our family, friends and neighbors, as well as the vibrancy of our communities' economies, then we're not sure what would. A challenging year, for certain, we have seen a significant shift in the way care is delivered, the skills critical to delivering that care, and the impact health care can have on our region's overall infrastructure.

Now more than ever, it is paramount to build on the collaborations of our industry, public and other community partners to address the new health care landscape and build a sustainable future. The endeavors of this Partnership over the past year are remarkable, given the interruption to "normal" operations, but additionally, we are incredibly proud of our ability to nimbly respond to the needs of our new environment. From a very successful pilot behavioral health career exploration event at UNC to the continued momentum of enriching internship programs, we continue to thrive due to the time and energy of our members. We are grateful to our committees for all the incredible work you will see outlined in this report. And we are grateful for the dedication of our nearly-500 members, who have contributed their perspective and creativity toward driving the direction of this Partnership in the months and years to come.

Since we're on the topic of dedication, we know you'll join us in extending a tremendous thank you to our sponsors whose steadfast support allows us to invest in the inspiration, partnerships and project development necessary to improve the health of our region.

We invite you to join us. From action teams associated with short-term projects within our committees, to the foundational work of the committees themselves, we have much work to do to elevate healthcare in our communities, and we would be honored to have your partnership in those efforts.

JoAnn Herkenhoff
Yvonne Myers
Partnership Co-chairs

About the Partnership

The Northern Colorado Health Sector Partnership (NOCO) began in 2013 with 30 organizations. We celebrated our 7th year anniversary in 2020 with over 75 organizations and 530 members.

The sector partnership model is industry-driven with alignment across business, economic development, workforce development and education.

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 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.

Behavioral Health Committee

Program Overview

The Behavioral Health Committee for NoCo Health Sector Partnership is a group of our partners working together to meet the behavioral health needs of the Partnership in Northern Colorado. The committee began its work with a focus on education on mental health, offering Mental Health First Aid classes, and has shifted to pipeline and career pathway priorities with its 2020 and 2021 initiatives. The committee meets on the second Wednesday of every month at 8:15 a.m. virtually.

2020 Achievements

A Successful Event! **Career Pathways in Behavioral Health: Explore, Connect, Engage**

This pilot Career Exploration Day at University of Northern Colorado was held on Feb 11, to inspire students from UNC, AIMS, Front Range, and neighboring community colleges to seek a career in behavioral health. Students were able to learn and ask questions about different career pathways within behavioral health, provided opportunities to learn career skills and had a chance to network. Employers were able to speak directly with students! We had great participation from local (Weld and Larimer Counties) and state professionals.

A big “thank you” to the following organizations for their leadership in putting this event together:

- CWDC
- Columbine Health Systems
- North Range Behavioral Health
- Northern Colorado Health Alliance
- SummitStone Health Partners
- Clearview Behavioral Health
- UNC Career Readiness Center
- Larimer County
- UCHealth
- Health District of Northern Larimer County

A huge
“thank you”
to our sponsor –
City of Greeley!

February 2020 Career Pathways in Behavioral Health: Explore, Connect, Engage photos courtesy of University of Northern Colorado University Advancement



Initiatives for 2021

1 Behavioral Health Exploratory Event: On February 25, 2021, the Behavioral Health Committee for the Northern Colorado Health Sector Partnership will offer the second Behavioral Health Exploratory Event, hosted by Colorado State University. Building upon the very successful inaugural event at University of Northern Colorado in February 2020, the event will be “exploratory,” rather than a career fair type event. With a conference style, students will have a variety of options to explore at their level. Whether the student is in his/her first years of college and is really determining what his/her career choice will be, about to graduate and determine next steps or as a graduate student, learning about certifications and licensure, the event is a designed to be non-pressured and truly exploratory.

- Conducted virtually
- Includes panelists and breakout sessions with focus on - Explore, Connect and Engage
- Opportunities to connect directly with professionals to discuss and to learn from their career pathways
- Will be truly regional! - Colorado State University, University of Northern Colorado, Front Range Community College and AIMS Community College. We will open to high school students as well.

“The presenters were great and the opportunity to network was absolutely amazing!”

The committee is excited to inspire the next generation of behavioral health professionals!

2 Resource Library: The Behavioral Health Committee of the Northern Colorado Health Sector Partnership is excited to start a Resource Library to support students in their exploration of the Behavioral Health profession! In this new normal, our efforts will be focused upon providing videos of professionals who explain their career paths and their passion for behavioral health. Eventually, we will expand to virtual tours of different organizations with interviews of staff members. The videos will be available on NoCo Health Sector Partnership website.

100 students | **60** professionals participated in the February 2020 Behavioral Health event

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. Committee volunteers include over 15 health industry organizations and over 25 education and public organizations. The committee is growing and new members are always welcome. Get involved by participating monthly committee meetings held on the second Tuesday of each month virtually 2:30PM-4:00PM. Evan Hyatt, Chair, EHyatt@caresynergynetwork.org and Melissa Henry, Co-Chair Melissa.Henry@unco.edu.

2020 Achievements

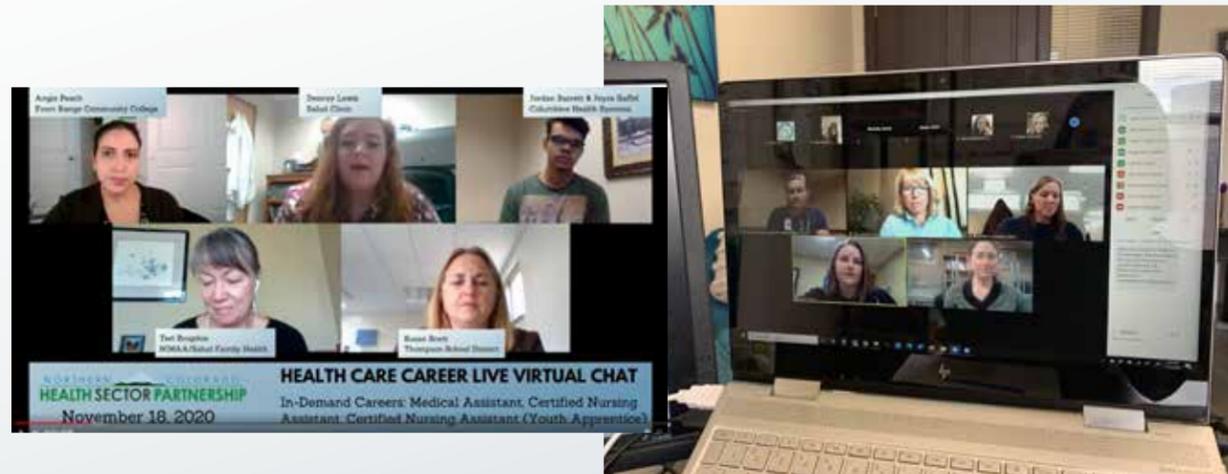
Live Virtual Chats for In-Demand Healthcare Careers

The Health Sector Partnership workforce committee hosted the first Healthcare Career Live Virtual Chats on Nov 18th, 2020. These innovative panel discussions connected individuals interested in healthcare careers with speakers from in-demand jobs in a live, panel presentation and Q&A setting. The first event included panel discussions with practicing registered nurses, occupational therapists, social workers, certified nursing assistants, medical assistants and surgical technicians, along with education and workforce development professionals, to engage and connect individuals at different stages in their careers.

Attendance Summary:

- Virtual Chat with a Registered Nurse, Occupational Therapist, Social Worker – 55 attendees
- Virtual Chat with a Medical Assistant, Certified Nursing Assistant (Youth Apprentice), Certified Nursing Assistant – 115 attendees
- Virtual Chat with a Licensed Practical Nurse, Certified Nursing Assistant, Sterile Processing Technician – 41 attendees

“Thank you so much for sharing your time and expertise with my high school students who are interested in medicine!”



Thompson Career Campus Sponsorship

The Thompson Career Campus opened early fall semester as a career and college training center open to high school students in Thompson School District. Students enrolled on the campus have the opportunity to earn academic credit and other industry related credentials aligning with in-demand healthcare career pathways, including certified nursing and medical assistant training opportunities. The Health Sector Partnership was pleased to provide financial support for needed supplies, testing fees, and uniforms for students entering the Health Science program this fall.

“Get into the Guts of Medical Careers” Program

The workforce committee continues to offer this interactive and engaging health career exploration experience for middle school students. The “Get into the Guts of Medical Careers” is a half day event providing students with opportunities to meet with leading health care professionals and educators to talk about different medical careers, including medical assisting, surgical technician, behavioral health, emergency medical services, senior care, and many other health occupations. A tour of a hospital or medical center is included when available.

The purpose of this event is to point students in the direction of healthcare career pathways and give students a behind-the-scenes look to help capture their interest before they reach high school.

In February 2020 two “Get into the Guts” events were held that reached 67 middle school students from Greeley and Fort Collins. Thank you to Banner Fort Collins and North Colorado Medical Center for hosting these students and providing healthcare career exploration opportunity.



Summer Internships Program – CareerRise

CareerRise summer internship program connects high school students with northern Colorado healthcare providers for paid internship experiences. The program has enabled youth to increase their skills, explore different healthcare related career options, and gain exposure to the healthcare industry. The internships are supported through collaboration between the Northern Colorado Health Sector partnership and the Larimer County Economic and Workforce Development. There was significant interest in the program this year, with 59 applicants for the 5 supported positions. Due to changes related to the pandemic, not all 5 developed positions were filled, however, the program was still highly successful and provided a tremendous opportunity for the intern placed. The intern provided the following feedback regarding their experience this past summer:

“Through this program, I was able to meaningfully contribute to the health care goals at Associates in Family Medicine, while also developing my personal and professional skills.”

The Health Sector partnership paid for 50% of the wages and the business hosting the interns paid for the remaining 50%. This program gives healthcare providers an avenue to easily host high school interns and connect with their future workforce. Thank you to employers who developed positions but were unable to host an intern: Banner Health – Stepping Stones Adult Day Program and Columbine Health Systems.

59
APPLICANTS

HOST A HIGH SCHOOL INTERN AND GET CONNECTED TO YOUR FUTURE WORKFORCE!

The goal of the summer internship program is to place high school students with local healthcare providers into 250 hours of paid internship experiences. If you are interested in hosting an intern contact **Sandra Jackam** at sjackam@larimer.org or call (970) 498-6635.

Outreach 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.

2020 Achievements

- Monthly newsletter with partner updates with 32% average open rate and click rate of 16%
- Expanded committee support to include video recording and editing for virtual resource library
- Added COVID-19 Specific page on our website to support our partners with information in one place
- Over 265 total attendees participated in the quarterly meetings in 2020

Education & Membership Networking Meetings

- Q1 2020 – Colorado Talent Pipeline Report
- Q2 2020 – Purple Wall Discussion – Priorities and Opportunities in post COVID-19
- Q3 2020 – Purple Wall Themes and Opportunities Discussion and Virtual Tour of Thompson Career Campus
- Q4 2020 – Virtual Tour of Gray’s Peak, health care careers center, at Front Range Community College Fort Collins Campus and Overview of Partnership and Committee Priorities

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:**
 - eQHealth
 - Level I and Level II
 - Regularly scheduled Stakeholder Meetings for feedback and process improvement
- **The State of Colorado and the PASRR staff are aware of:**
 - Needs and concerns of those mandated to participate
 - Ongoing education of providers
 - Continued importance of Stakeholder Meetings for feedback and process improvement

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 from March-December 2020.

Thank you to our 2020 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

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

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

SUPPORTER \$500/yr

- Name listed in annual report
- Name included in year end "Thank You Email" to all NOCO members

Through committee work the partnership collaborates across disciplines, organizations and communities to seize opportunities, solve problems and celebrate successes in the region. As funding from past city & state grants begin to expire it is even more important for the healthcare industry to invest in the partnership.

Contact NocoHealthSector@gmail.com to coordinate your donation.

Thank you to all our partners

FOR SUPPORTING THE NORTHERN COLORADO HEALTH SECTOR PARTNERSHIP

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

NORTHERN  COLORADO
HEALTH SECTOR PARTNERSHIP