

**Northern Colorado Health Sector  
All Partner Meeting  
December 8, 2021**

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**HEALTH SECTOR PARTNERSHIP**

# Welcome

JoAnn Herkenhoff

UCHealth

Partnership Convener Committee Co-Chair

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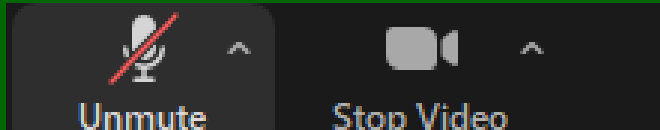


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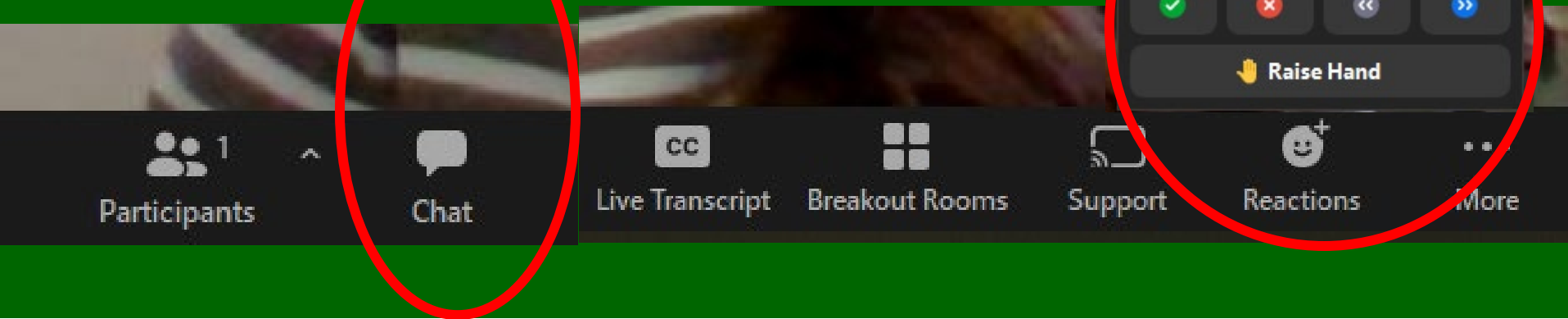
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# Housekeeping



Please stay muted for the event

Use Chat and Reactions to communicate and ask questions



# Partnership Updates

JoAnn Herkenhoff

UCHealth

Partnership Convener Committee Co-Chair

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**Thompson Career Campus Health  
Sciences Pathway Donation Impact  
Summary**

**Kim Akeley-Charron**

**Executive Director**

**Thompson Education Foundation**

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**Evan Hyatt**

**Care Synergy**

**Partnership Workforce Committee Co-Chair**

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# Work-based Learning

- Overall goals: Education and exposure
- Consistent need: The group is looking at getting more employers involved.
- Three categories the committee is pursuing:
  - Live Virtual Chat events
    - Four held since last November 2020
      - Most recent highlighted in-demand healthcare careers with short-term training with available funding to cover the costs of education
    - Recordings available on HSP YouTube
  - In-person Career Exploration Panel Discussions
  - Virtual Job Shadowing

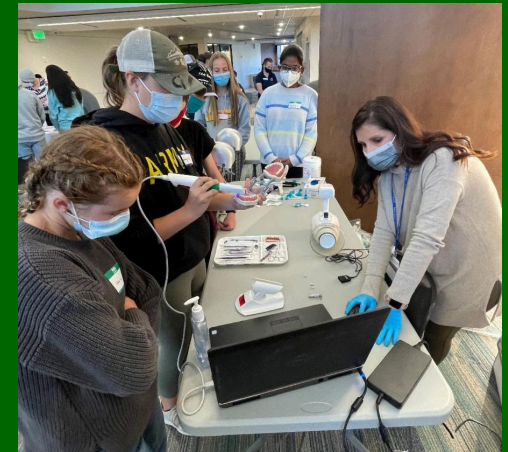


*Co-Chairs: Joyce Saffel and Susan Scott*

# Get into the Guts Updates

- Two virtual facility tour videos completed: Eye Center of Northern Colorado and Fort Collins Family Medicine
  - Both were collaborative projects with Poudre School District, PSD TV, and the Northern Colorado Health Sector Partnership
- October 27<sup>th</sup> in person Get into the Guts event held at Front Range Community College in the Grays Peak building.
  - Students learned about various healthcare careers, participated in interactive activities with community organizations, and took tours of the healthcare labs in the Grays Peak building.

*Chair: Nick Peterson*





# CareerRise Summer Internship Business Outreach

Sandra Jackam – Larimer County Economic and  
Workforce Development

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# SECTOR SUMMER INTERNSHIP PROGRAM

## Purpose

- Place high school students into paid internship experiences with our region's healthcare industry and build a workforce pipeline.
- Enable youth to increase their skills, explore career options and gain exposure to these important industries.

## Program

- 50% industry funded and 50% sector partnership funded.
- Host companies are members of the partnerships.
- Regional program covering Larimer and Weld counties that is LCEWD administered.

# NoCo Health Sector Internships

## Summer 2021 Successes

- 5 positions developed across Larimer and Weld counties
- 166 total student applicants
- 100% of interns completed their internship
- 2 job offers post internship; 1 hired

## Healthcare Employer's Quote:

*"We have been thrilled to offer opportunities for internship to the youth in our community. Our interns have been able to strengthen their personal character, develop professional attitudes and learn. Several of our interns have grown so much through our program and have turned their internships into a real job with real paychecks!"*

## Student Intern's Quote:

*"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."*



<https://workinnortherncolorado.com/blog/>

# NoCo Health Sector Internships

## Interested in participating for Summer 2022?

- 5 positions open as first come, first served
- Deadline to sign up is February 18<sup>th</sup>

Contact Sandra Jackam at [sjackam@larimer.org](mailto:sjackam@larimer.org) or call (970) 498-6635

# Larimer County Innovation Grant

Sandra Jackam – Larimer County Economic and  
Workforce Development

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# Workforce Innovation Grant

The Goal of the Workforce Innovation Grant is to help solve pressing workforce challenges by financially supporting innovative pandemic-recovery plans that will;

- Help build in-demand skills; or
- Connect workers and learners to quality jobs; or
- Drive employer engagement in employee development

Eligible entities include:

- Public and Private Sector Employers, Employer Organization, or Trade Associations
- Apprenticeship Sponsors
- Community-Based Organizations
- Colorado Workforce Centers
- Formalized Sector Partnerships recognized by the Colorado Workforce Development Center

# Workforce Innovation Grant

Application open December 3, 2021  
through Thursday, January 20, 2022.

Learn more at  
<https://www.larimer.org/ewd/workforce-innovation-grant>



**Caroline Bunn**

**SummitStone Health Partners**

**Partnership Behavioral Health Committee**

**Co-Chair**

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# Behavioral Health Committee

## Updates:

- Proud to receive grant funding from Larimer County Behavioral Health!
- The grant funding allows us to add a collaborative forum between education and industry to help better prepare the Behavioral Health future workforce.
  - One forum with CSU/Front Range
  - One forum with UNC/Aims

**If you are interested in the forum, contact Anna Von Dreele.**



# Behavioral Health Committee

## Behavioral Health Career Exploratory Event

- Date set! Wednesday, March 2, 2022 at UNC
- Open to students from CSU, UNC, Front Range and Aims
- Scheduled to be in person and will have virtual and recorded options
- Opportunities to connect directly with professionals to discuss and to learn from their career pathways.
- The committee is excited to inspire the next generation of behavioral health professionals!

**If you are interested in this event, please contact Crystal Smith.**

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# Behavioral Health Committee

## Resource Library

- Video interviews located on HSP YouTube Channel
  - We need your help promoting this content!
- Next video: SummitStone Health Partners Co-responder program

**If you are interested in this project, please contact JoAnn Herkenhoff or Caroline Bunn.**



# Health Sector Partnership Committees

## □ Workforce

- Co-Chairs: Evan Hyatt ([ehyatt@caresynergynetwork.org](mailto:ehyatt@caresynergynetwork.org)) and Chris Heuston ([chris.heuston@frontrange.edu](mailto:chris.heuston@frontrange.edu))
- Meets the second Tuesday of every month from 2:30PM-4:00PM

## □ Behavioral Health

- Co-Chairs: Caroline Bunn ([caroline.bunn@summitstonehealth.org](mailto:caroline.bunn@summitstonehealth.org)) and Crystal Smith ([crystal.smith@unco.edu](mailto:crystal.smith@unco.edu))
- Meets the second Wednesday of every month from 8:15AM-9:15AM

## □ PASRR

- Chair: Yvonne Myers ([Yvonne.myers@columbinehealth.com](mailto:Yvonne.myers@columbinehealth.com))
- Meets the fourth Wednesday of every month at 7:30AM

## □ Outreach and Awareness

- Chair: Jonas McKinley ([Jonas.mckinley@uchealth.org](mailto:Jonas.mckinley@uchealth.org))

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# Northern Colorado Health Sector Nursing Shortage Solutions

Focus Group and Discussions:  
September 9 & 16, 2021





HIRING

EMERGENCY

NURSES NEEDED!

# Goals:

- 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**

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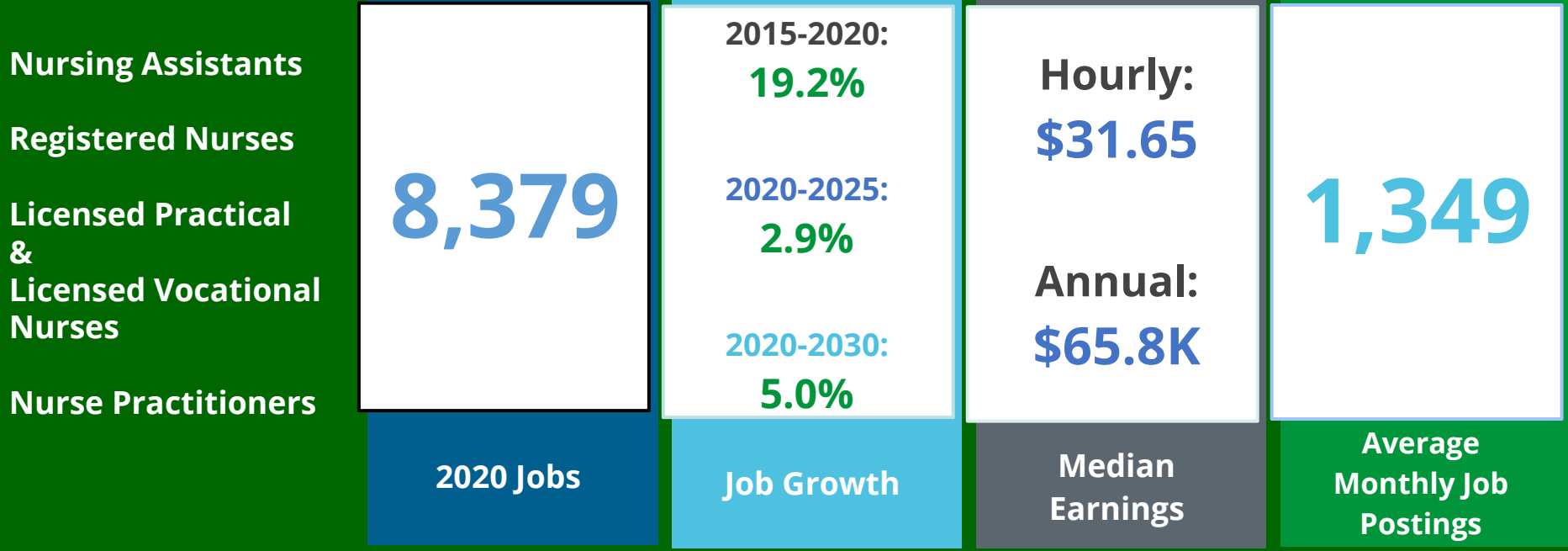


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# Nursing Occupations Quick Facts





# Participants:

**\*6 education partners**

**\*6 industry partners**

**representing variety of scale**

**\*4 support organizations**

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# Small group discovery discussions hosted by:

Evan Hyatt – Care Synergy

Chris Heuston – Front Range Community College

Anna VonDreele – Columbine Health

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# Break out rooms asked...

- What are the challenges?
- What opportunities do you see for addressing the nursing shortage?
- Needs for success!

And then detailed conversation on proposed solutions and strategies.

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**Ideas & Solutions.**

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**Collaborative Action  
necessary for solutions  
between:**

**education, workforce,  
providers**

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# Key themes generated:

- Using an apprenticeship program
- Exploring alternate roles in acute care
- Reskilling nurses
- Rotating roles. Allowing a break from clinical to share knowledge in an education setting.

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- **Change framework for how to get students into 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**

**In the sessions, discovered  
areas that needed additional  
exploration and evaluation  
(ongoing)...**

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- **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**

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# Next steps:

- Nursing Excellence Consortium
- Report to full partnership for additional collaboration and engagement on solutions
- Determine role of partnership in solutions
- Support new regional focused workforce position hired to support nursing shortage initiatives

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# Polling.

**Nikki Lucas, The Place Setting Company  
Health Sector Partnership Support**

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*Place in chat:*

What word describes  
how you are feeling  
about the nursing  
shortage?

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# Rank the feedback from the identified 6 action steps:

- Use apprenticeship program
- Exploring alternate roles in acute care
- Reskilling nurses
- Rotating roles to allowing a break from clinical to share knowledge in an education setting
- Change framework for how to get students into field, rather than into an institution
- Explore solutions to work-life-balance

**Based upon what you heard today, are there any other opportunities we did not discuss today?**

**We are looking for interested individuals to continue the work on these ideas and solutions.**

**Please share your name and the specific action area(s) you would like to be added to for next steps.**



# Questions or comments?

Contact JoAnn Herkenhoff at  
[joann.herkenhoff@uchealth.org](mailto:joann.herkenhoff@uchealth.org)

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# Donors | Thank You

## CHAMPION DONORS \$5,000+



## LEADER DONOR \$2,500



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# Donation Opportunities

**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 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 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 members

**Supports production costs for behind-the-scenes health care facility tour via Get into 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 members

**Covers production costs for 2 Resource Library video interview for the Behavioral Health Committee YouTube page**

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# Closing & Thank you!

## 2022 Partnership Meetings:

February 23, 2022

May 25, 2022

August 24, 2022

November 30, 2022 (one week later due to Thanksgiving holiday)

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