



ANNUAL
2022
REPORT

NORTHERN  COLORADO
HEALTH SECTOR PARTNERSHIP

LEADERSHIP TEAM

Evan Hyatt

Care Synergy (Leadership Team Co-Chair and Workforce Committee Co-Chair)

Caroline Bunn

UniteUs (Incoming Leadership Team Co-Chair)

Anna Von Dreele

Columbine Health Systems (Vice Chair of the Leadership Team)

Chris Heuston

Front Range Community College (Workforce Committee Co-Chair)

Allie Steiner

North Range Behavioral Health (Behavioral Health Committee Chair)

Jonas McKinley

UHealth (Outreach & Awareness Committee Chair)

Carol Salter

Larimer County

Yvonne Myers

Fort Collins Area Chamber of Commerce

Andrew Chadwick

Employment Services of Weld County

Betsy Coldren

Emergency Physicians of the Rockies

Cody Vetter

Banner Health

Holly Werner

Banner Health

John McKay

SummitStone Health Partners

OUTGOING MEMBERS

JoAnn Herkenhoff

UHealth (Outgoing Leadership Team Co-Chair)

Crystal Smith

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

Lynn Vosler

Front Range Community College

CHAIR LETTER

The Healthcare Sector Partnership experienced an exciting year of continued growth, increased collaboration and success in connecting with our healthcare industry leaders in 2022. With expansion of our Leadership Team and committee representation, we have broadened our impact through industry voice and perspective.

One of the highlights of the year was the Healthcare In Your Future Summit held in late November. The Summit transitioned from being sponsored and presented by the Fort Collins Area Chamber of Commerce to now becoming an annual event for the Healthcare Sector Partnership. The event was attended, in person, by more than 165 participants and more than 30 participants online.

We are looking forward to this event becoming a primary way the Healthcare Sector Partnership convenes the business community around healthcare issues and opportunities as we present leading experts to discuss topics that impact industry partners in Northern Colorado. Thank you to the Fort Collins Area Chamber of Commerce for sharing this event with us, serving as our platinum sponsor for 2022, and establishing it as a valuable conference for healthcare professionals.

Another exciting development in 2022 was the establishment of a Consortium of healthcare providers, education leaders and workforce development organizations to study the impact of the nursing shortage and provide actionable ways that can be implemented to address this crisis.

Initial goals of the consortium focus on nurses' well-being and shortage of qualified nursing faculty. We look forward to their first offering towards these goals with the presentation of the Nurses' Well Being Conference in early February, 2023.

In addition, the ongoing work of the Healthcare Sector Partnership accomplished by our incredible Leadership Team, Behavioral Health and Workforce committee leaders and members, created more opportunities for exposure to healthcare careers and career pathways in northern Colorado.

Amongst the many accomplishments is the growth of the Get Into the Guts events to include a growing number of students, increases in work-based learning opportunities through both in-person and virtual Informational Sessions with multiple school districts in our region and the growth of the Behavioral Health Committee work to include a social media campaign highlighting the efforts employers make to support worker well being and mental health.

Thank you to all of the members of the Healthcare Sector Partnership for your support and participation in 2022. We look forward to continued outreach and growth in 2023.

Evan Hyatt - Partnership Co-chair

JoAnn Herkenhoff - Outgoing Partnership Co-Chair

Caroline Bunn - Incoming Partnership Co-Chair

90 ORGANIZATIONS
AND 500 MEMBERS

PROMOTE AND IMPROVE
HEALTH WITHIN OUR
COMMUNITIES

CREATE A CLIMATE
OF INCLUSIVE AND
EQUITABLE ACCESS

ABOUT THE PARTNERSHIP

The Northern Colorado Health Sector Partnership (NoCo HSP) began in 2013 with 30 organizations. In our 9th year in 2022, we have over 90 organizations and 500 members.

The Partnership has identified the following as current committees to connect our members in our two-county region of Larimer and Weld Counties:

- Workforce
- Behavioral Health
- Outreach & Awareness

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. Additional detail of these committees, efforts and successes will be detailed in the Annual Report.

MISSION STATEMENT

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

The goal of the Behavioral Health committee is to educate on the breadth of careers available in behavioral health and the pathways to reach those careers. Other initiatives will encourage offering resources to support the mental health of employees.

2022 Achievements and Initiatives Summary

• Education and Industry Forums -

- Forums were held to bring together education and industry partners with a goal to better prepare students for the workforce.
- The first Forum was held with Colorado State, Front Range Community College and Larimer County Behavioral Health partners on February 24, 2022.
 - ◆ 28 attendees
- The second Forum was held with University of Northern Colorado, Aims Community College and Weld County industry partners on April 13, 2022.
 - ◆ 19 attendees
- Based on feedback from the February and April forums, a third forum was held on August 9, 2022 that brought together all groups to continue to enhance regional collaboration and connections and to build on the ideas generated at the two initial forums to come up with actionable next steps.
 - ◆ 29 attendees
 - ◆ Priorities emerging from event:
 - Internships
 - Identify and problem solve obstacles regarding paid internships
 - Identify funding streams
 - Length of internships
 - Other experience opportunities
 - Connect with employers to communicate ways to support internships
 - Teaching students the impact of their internships performance on their career
 - Human skills
 - Exploring engagement with K-12 and workforce centers
 - Netiquette
 - Create more formal avenues for mentorships
 - Job shadowing
 - Imbed in all levels of curriculum (K-12, higher ed)
 - Career Pathways
 - Educating and communicating potential career pathways to students
 - Engage K-12 (starting in elementary age)
 - Focus on identifying skills and interests and how translate to a career

- **Career Pathways**

- Career Pathways in Behavioral Health Event

- ♦ The third annual career exploratory event took place on March 2, 2022 and was held as a hybrid event with in-person activities at University of Northern Colorado. The event connected students with behavioral health professionals to learn more about the many careers available in behavioral health.
 - 152 registered attendees
 - 23 speakers, moderators and panelists contributing to the event

“This conference was absolutely amazing and so helpful as a freshmen. It added to my experience and knowledge about behavioral health and what my next steps are for my career.”

– Event Attendee

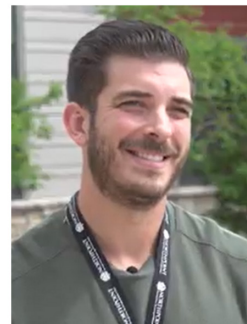
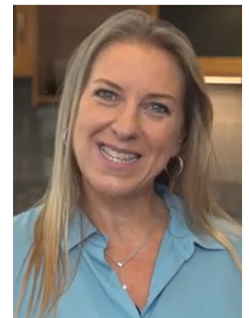
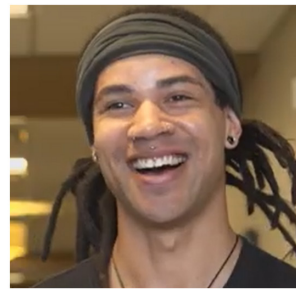


Maryann Flynn, LCSW and Jesse Boyd, LPC and the Co-Responder Role

- Behavioral Health Career Highlight Videos

- ♦ Two videos were created to highlight careers in Behavioral Health:
 - [Co-Responder Role](#)
 - This video highlights a few Co-Responder programs in Northern Colorado. Co-responders are behavioral health clinicians paired with police officers to respond to calls. The co-responder provides crisis intervention and assessment to connect the individual with appropriate treatment and mental health services and helps to divert people in crisis from the criminal justice system and emergency rooms. More than 70 law enforcement agencies in Colorado participate in a Co-responder program.
 - This video was proudly sponsored by the Northern Colorado Health Sector Partnership in collaboration with SummitStone Health Partners, Larimer County Sheriff’s Office, Loveland Police Department, Thompson Valley Emergency Medical Services, Poudre School District and PSD TV.

- Find out more about the Co-Responder role at <https://nocohealthsector.org/co-responder>
- 489 views in 2022
- Released September 2022
- [Northpoint Recovery](#)
 - This video highlights careers available in Addiction Treatment Services in Northern Colorado: Charge Nurse, Admissions Representative, and Case Manager.
 - This video was proudly sponsored by the Northern Colorado Health Sector Partnership in collaboration with Northpoint Colorado, Poudre School District and PSD TV.
 - Learn about other jobs in Addiction Treatment: <https://nocohealthsector.org/behavioral-health-career-highlight-addiction-treatment-services/>
 - 121 views in 2022
 - Released October 2022



Behavioral Health 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.**
Allie Steiner, Allison.Steiner@northrange.org

Top right: Dawn Williams, MA, LPC, CADC, VP of Northpoint Colorado Top left: Terrell Keith, Admissions Representative, Northpoint Colorado Bottom right: Rachel Aquino, RN Charge Nurse, Northpoint Colorado Bottom left: Zach Zvonek, BS, CAT Case Manager, Northpoint Colorado

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 2:30PM-4:00PM.**

The Workforce Committee Co-Chairs are Evan Hyatt, EHyatt@caresynergynetwork.org and Chris Heuston, Chris.Heuston@frontrange.edu

2022 Achievements and Initiatives Summary

- **Work-based learning**
 - Informational Interview Sessions
 - ◆ 2022 served as a re-evaluation and planning year for this committee. A small group worked with education partners to ask what work based learning opportunities would be valuable to them.

- ◆ The Information Interview Sessions are interactive sessions that provide an opportunity for students to discover information about healthcare pathways, occupations and training.
 - 30-90 minute group information interview session
 - Variety of medical careers available
 - In-Person or Virtual
 - Funding for food
- ◆ Request a session: bit.ly/3QL1InZ

Photo Courtesy of Thompson School District



- **Get into the Guts Program**

- 263 students served in the 2022-23 school year so far
- Poudre School District and Thompson School District - October 18
 - ◆ 120 students
- Three Weld County districts held a joint Get into the Guts event at Aims Community College on November 1, 2022.
 - ◆ 143 students from RE-4, RE-5J and District 6
 - ◆ 10 interactive exhibitor booths
 - ◆ Tours of the Aims Community College Allied Health & Sciences building including the Nursing Lab, Surgical Tech Lab, Medical Assisting/Phlebotomy Room, Nurse Aid Lab, and Radiological Tech Lab

- **Student evaluations indicate the following:**

- 90% of students of students are more interested in taking classes related to healthcare in high school after attending.
- 90% of students are more interested in pursuing a career related to healthcare in high school after attending.
- 96% of students know more about current and future occupations in healthcare
- \$22 per student is the average cost to provide this event.



Photo Courtesy of Greeley-Evans School District 6

- **Virtual Facility Tours and Career Overview**

- Health care Job Shadowing at Fort Collins Family Medicine Center - 77 views in 2022

Industry-Education Nursing Consortium

- **Nursing Industry-Education Consortium**

- 29 participants from industry and education
- Kick off meeting of the Consortium took place on March 29, 2022
 - ◆ The first meeting included review and adoption of the bylaws, discussion in breakout groups to identify priorities for action, and sending a survey after the meeting.
 - ◆ The survey helped to prioritize the needs of education and industry and subsequent meetings had a focus topic that was researched and reported out on.

- Identified Priorities:
 - ◆ Nursing Burnout/Nurses’ Health and Wellbeing
 - Nurse Well Being Conference
 - Save the Date! - February 2, 2023 - The Ranch, Loveland
 - ◆ Clinical Placements/Clinical Instructors
 - The group is researching funding opportunities to bring the Clinical Scholar Model to Northern Colorado.
- The Clinical Scholar Model is an industry and education partnership that is focused on improving education and practice outcomes.
 - ◆ Staff nurses in practice setting are provided professional development in clinical education.
 - ◆ Staff nurses work clinical rotations as part of FT workload.
 - ◆ Work with program faculty to oversee and evaluate students in a clinical setting.
 - ◆ The Center for Nursing Excellence conducts the workshops 2-3 times per year.

CareerRise Summer Internship Program

The Partnership is pleased to be in year seven of this Internship Program which had applicants from Poudre School District, Thompson School District, St. Vrain Valley School District and Weld County School Districts, Colorado Early Colleges, Northfield Mount Hermon, and Compass Community Collaborative School.

About the Summer Sector Internship Program

The NoCo Health Sector Partnership supports the Larimer County Economic and Workforce Development’s CareerRise summer internship program 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.

2022 Program Successes

- 5 positions developed, 136 total applicants
- 5 positions placed
- 2 interns hired on directly after their internship

Supervisors shared:

“Our Intern was a pure delight. She was self-motivated, professional, a quick learner, and the staff really enjoyed her company and endless assistance.” – UC Health Medical Center of the Rockies

“This was our first year doing this program and we loved having our intern. She was a go getter and did a great job helping our teams out in every way she could. We look forward to continuing the program here again next summer.” – UC Health Poudre Valley Hospital

Interns shared:

“All of the in depth career conversations that I had with coworkers as well as the teaching they provided me with showed me the broadness of medicine and the multiple career pathways it provides.”

“Towards the end of my internship, my mom had asked me whether I regretted spending my whole summer at the hospital, to which I replied I wouldn’t change it for the world, I loved it.”

Poudre School District Educator Externship Program

The Poudre School District Educator Externship Program is designed to provide a paid opportunity for educators to work with local businesses to gain additional expertise in their content area. Educator externs are also expected to learn about academic pathways into these sectors and industries, updated practices, trends, and bring this knowledge into practice in ways to tangibly impact students.

Business partners provide 40 hours of experience over the course of the externship. Experiences may include job shadowing, interviews with staff, project support, facility tours, etc. Business partners and educator externs are asked to meet at the start of the externship to create an experience which supports both parties.

The Health Sector Partnership was proud to help support businesses with hosting an educator extern to help give real world experience to educators so they can better share about careers in those industries with their students. [Link to video on Health Sector YouTube page](#)

PASRR COMMITTEE

The Pre-Admission Screen and Resident Review (PASRR) has been a priority of the Northern Colorado Health Sector Partnership to ensure all those affected by the Federal requirements of PASRR; nursing homes, Single Entry Points (SEP), hospitals, home health, assisted livings, etc., were:

- 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 PASRR Committee was disbanded in 2022 as the national Public Health Emergency, enacted as part of the COVID-19 response, suspended the PASRR requirement. The national Public Health Emergency is still in place. We hope that when it is lifted, decisions will be made as to how to re-implement PASRR or to actually remove it. Over the course of the pandemic, the lack of PASRR has not shown serious consequences or outcomes to patient care. We will continue to monitor and determine if we need to bring the committee back to advocate on behalf of patients, their families, and the staff who care for them.

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.

2022 Achievements

YouTube: Impressions – 14,262

Impressions click through rate – 4.6%

Channel Views – 1,763 Monthly unique viewers –

Jan - 26	Feb - 47	March - 57	April - 47
May - 31	June - 36	July - 28	August - 51
Sept - 339	Oct - 237	Nov - 165	Dec - 215

Highest views per video – 489, 406, 121

Emails: 36% open rate
4% click rate

Education and Membership Meetings

All Partnership Meeting

February 23, 2021 – 49 participants, virtually

May 25, 2022 – 69 participants, Budweiser Events Center

August 24, 2022 – 59 Participants, Front Range Community College

The Q4 meeting originally scheduled was canceled to support and host the 2022 Health Care in Your Future Summit

HEALTH CARE IN YOUR FUTURE SUMMIT

The Northern Colorado Health Sector Partnership has been a long-time supporter and sponsor of the Health Care in Your Future Summit. Previously hosted by the Fort Collins Area Chamber of Commerce, this event will now be under the leadership of the Health Sector Partnership.

The event will be held on the original date scheduled for the Q4 All Partner Meeting.

See Event Resources, Links to video recordings: <https://nocohealthcaresummit.com/resources/>
See photos from the Event: <https://nocohealthcaresummit.com/photo-gallery/>

The 11th annual event took place on November 30, 2022 at The Ranch Events Complex

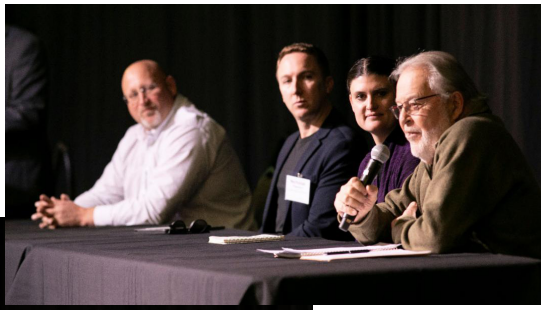
Historically hosted by the Fort Collins Area Chamber of Commerce, leadership transitioned to the Health Sector Partnership.

Attendance: 166 people in person, 30 people virtual

Session Topics:

- Healthcare Innovations
- The Future of Healthcare Workforce / Building the Pipeline
- Are we there yet?? COVID Workforce and crisis management adjustments
- Supporting Employee Behavioral Health
- “The doctor will see you now”- Conversations with primary care providers
- Colorado Healthcare Legislative Update and Preview

Panelists share during the The Future of Healthcare Workforce / Building the Pipeline session



Speaker shares information on the 2022 Talent Pipeline Report findings



Panelists interact during the "Conversations with Primary Care Providers" session



Attendees interact with sponsor booths

Thank you to the 2022 Health Summit Sponsors



2022 Sponsors

Platinum



Gold



Silver

Banner Health
North Range Behavioral Health

Bronze

- 50 Plus Media Solutions
- Advanced Medical Imaging Consultants P.C.
- Associates in Family Medicine P.C.
- City of Fort Collins
- Eyecare Associates, P.C.
- Front Range Community College, Larimer Campus

- iHeart
- Orthopaedic & Spine Center of the Rockies
- Pathways
- Senior Voice
- SummitStone Health Partners
- UHealth Plan Administrators

Event

- Allergy & Asthma Center of the Rockies
- Centennial Area Health Education Center (CAHEC)
- Century Park Associates (Bridge at Longmont/Greeley and Pointe Frontier Retirement Community)
- Colorado Visiting Nurse Association
- Emergency Physicians of the Rockies
- FNBO
- Jet Marketing
- North Forty News
- Northern Colorado Rehabilitation and Northern Colorado Long Term Acute Hospital
- Signarama
- Surgery Center of Fort Collins
- The Women's Clinic of Northern Colorado

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	LEADER \$2,500/yr	PARTNER \$1,000/yr	SUPPORTER \$500/yr
<p>Logo on NOCO website homepage</p> <p>Logo included in annual report, newsletters, and quarterly invitations</p> <p>Logo included in quarterly meeting event slides</p> <p>Logo included in year end "Thank You Email" to all NOCO members</p> <p>Supports cost of 2 CareerRise Summer Interns</p>	<p>Logo included in annual report</p> <p>Name included in quarterly meeting event slides</p> <p>Logo included in year end "Thank You Email" to all NOCO members</p> <p>Covers the cost of 4 Quarterly All Partner Meetings including program support and technology</p>	<p>Name listed in annual report</p> <p>Name included in quarterly meeting event slides</p> <p>Name included in year end "Thank You Email" to all NOCO members</p> <p>Supports production costs for behind-the-scenes health care facility tour via Get in the Guts program for middle school students</p>	<p>Name listed in annual report</p> <p>Name included in year end "Thank You Email" to all NOCO members</p> <p>Covers production costs for 2 Resource Library video interviews for the Behavioral Health Committee YouTube page</p>

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

NORTHERN COLORADO
HEALTH SECTOR PARTNERSHIP

Thanks to our 2022 Donors and Grantors



Champion \$5,000+



Colorado Workforce Development Council



Leader \$2,500



Partner \$1,000

Supporter \$500

Associates in Family Medicine, a member of Village Medical

SummitStone Health Partners

Emergency Physicians of the Rockies

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 member of Village Medical
A Woman's Place
Banner Health
BizWest
BrightStar Care
Centennial BOCES Serving
Weld/Morgan Counties
BrightFutures
Care Synergy Network
Centennial Area Health Education Center
City of Fort Collins
City of Greeley
City of Loveland
Colorado Community College System
Colorado Department of Education
Colorado Department of
Labor & Employment
Colorado State University
Colorado State University Career Center
Colorado Workforce Development Council
Columbine Health Systems
Connections
Dementia Friendly Communities
Early Childhood Council
Emergency Physicians of the Rockies
Employment Services of Weld County
Eye Center of Northern Colorado
Fair Acres
First Light Home Care
Fort Collins Area Chamber of Commerce
Front Range Clinic
Front Range Community College
Generation Schools Network
Good Samaritan Society
Greeley-Evans School District
Grief Support of the Rockies
Halcyon Hospice
Harmony Foundation
Health Center Counseling
Health District of Northern Larimer County
Hearing Rehab Center
Homecare of the Rockies
Homeward Alliance
Home Watch Care Givers
Imagine Zero Suicide
Interim HealthCare
Kaiser Permanente
Larimer County
Larimer County Community Corrections
Larimer County Health District
Larimer County Public Health
Larimer County Economic &
Workforce Development
LifeStance Health
Loveland Chamber of Commerce
MedSurge Consulting
Next Step Careers
North Colorado Health Alliance
Northern Colorado Independent Physicians
Northern Colorado Rehabilitation
North Point Recovery
North Range Behavioral Health
Ortho Health
Orthopaedic Center of the Rockies
Outreach Fort Collins
Palmer Lake Recovery
Pathways
PeopleCare Health Services
Poudre School District
Project Self Sufficiency
Rocky Mountain Crisis Partners
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
Superior Caregivers
Tender Care Pediatric Services &
Medical Supply
The Group
Thompson School District
Touching Hearts at Home
UCHealth
UCHealth Mountain Crest
University of Northern Colorado
University of Northern Colorado Center
for Career Readiness
Vendegna Counseling
Veterans Affairs
Weld County RE 8 Schools
Weld RE-4 School District
Weld Trust
Women's Clinic of Northern Colorado