

Health Sector Partnership

Region 2: Larimer & Weld County

Partnership Meeting July 1, 2020

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HEALTH SECTOR PARTNERSHIP

Welcome

JoAnn Herkenhoff

UCHealth

Partnership Convener Committee Co-Chair

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July 1, 2020 Partnership Meeting

- Welcome
- Partnership Updates
- Purple Wall Discussion
- Closing

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Health Sector Partnership Working Teams

□ Workforce

- Co-Chairs: Evan Hyatt (ehyatt@caresynergynetwork.org) and Melissa Henry (Melissa.henry@unco.edu)
- Meets the second Tuesday of every month from 2:30PM-4:00PM

□ Behavioral Health

- Chair: Ann Von Dreele, MSW (anna.vondreele@columbinehealth.com)
- Meets the second Wednesday of every month from 8:15AM-9:45AM

□ PASARR

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

□ Outreach and Awareness

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



Health Sector Partnership Updates/News

□ Committee Updates and News to Share:

• Workforce

- New Website Helps Connect CO Healthcare Jobseekers with Healthcare Facility Jobs: [ConnectToCareJobs.com](https://connecttocarejobs.com)

• Behavioral Health

- Following a successful Career Pathways in Behavioral Health event in February at UNC the group is working on a synopsis to replicate at CSU. This event is likely to be held in virtual format.
- Speakers Bureau – contact if interested.

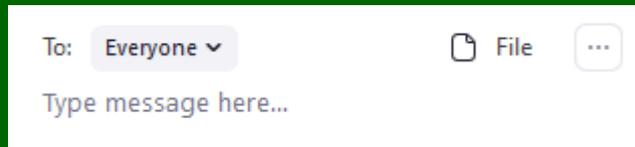
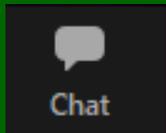
• Purple wall discussion

- Today is about input, tomorrow is about action



How to interact in this Zoom meeting

- ❑ This meeting is being recorded.
- ❑ All buttons are at the bottom of the Zoom window screen.
- ❑ Please stay on mute until called upon. Click Unmute to talk.
 - Please announce yourself (Name, Organization) prior to speaking.
- ❑ If you have a question or would like to speak, please write in the chat box. Chat box appears on right after clicking the chat button.



- ❑ We recommend using Speaker View to focus on the person speaking.
- ❑ Send chat to Nikki Lucas for technical help.

Purple Wall Discussion

Ann Hutchison

**Fort Collins Area Chamber of Commerce
Partnership Convener Committee Member**

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Housekeeping

Zoom Instructions

 Headphones	 Video	 Chat
 Mute	 Gallery View	 Breakout Rooms

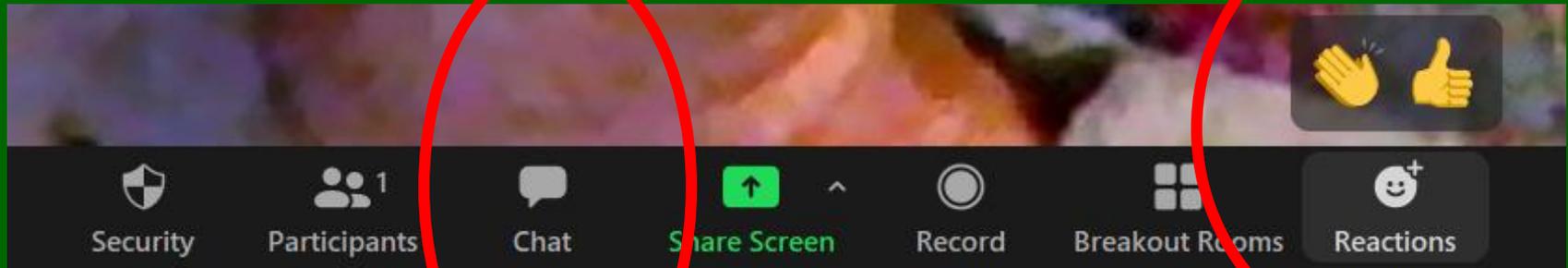
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Housekeeping



Change and Crisis

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Thinking about post-COVID-19, what keeps you up at night?

- Second and third waves; Additional shutdowns; Deviant strains
- Safety and well-being of employees
- Enforcing safety protocols
- Engagement of remote workers
- Keeping team and community healthy
- Maintaining staff levels
- Increased trauma: financial, emotional, personal
- Impact of seclusion
- Return of allied health workers
- Telehealth skills
- Clinical sites for nursing education
- Economic fall out
- Finances to pay for employees
- Keeping business alive
- Balancing protection vs life and economics
- New normal

What changes in processes have occurred because of COVID-19 that we should keep?

- Communication: efficiency, clarity, increase, with families
- Process: separation of sick vs well patients , temperature screens, masks, infection control, safety, personal hygiene
- Telehealth
- Joint planning
- Virtual meetings: increased accessibility, target seniors
- Policies: Infection control, HR, rehiring employees
- Remote work
- Education: infection control
- Cleaning of all things

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What workforce changes have occurred contrary to previous trends?

- Workers are reluctant to apply for MA jobs. Hiring freezes. Lots of required ppe and some people do not want a job that requires them to wear it.
- More availability of some types of workers. But - concerned about burnout for some (especially hospital workers)
- Increased whole team engagement
- I'm not sure it has changed yet, but mental health seems to be getting the recognition it deserves. Also work-life balance and self-care are central to our work these days and seem to be gaining more traction with more people working from home.
- Less need for office space
- Turnover has decreased

1 of 3

What workforce changes have occurred contrary to previous trends?

- Due to impacts of state budget and decreased revenues in business operations, fewer positions offered; recruiting/screening is being done via remote channels instead of in person.
- Virtual interviewing, online onboarding improvements. Social distanced orientation. Health conditions and HIPAA challenges.
- During a healthcare crisis, health care entities have been forced to reduce workforce rather than increase.
- Job loss
- In person interviews and orientations

2 of 3

What workforce changes have occurred contrary to previous trends?

- Even greater attention to hand washing, employees required to stay home when they are sick (employer taking steps to emp staff, screen for symptoms), greater education/attention drawn to the concern of infecting others by our actions
- Cross training and all-hands on deck
- Remote work
- Greater emotional instability of the workforce.
- New roles for those who visited hospitals nursing homes etc

3 of 3

What are the immediate needs that the partnership can focus on (6-9 months)?

- Financial resources for supporting education and training of new hires
- Financial support to health care providers and facilities that have suffered huge losses and continue to operate at less than ideal volume.
- What does mental health look like in the face of a second/third wave, testing sites, clarifying what testing really reveals
- Mental Health services for Healthcare workers
- Efforts to enhance living for our Elders, not just protect their existence
- Increase in communication of services for health care and behavioral health for people who need services but may be fearful to go get them.

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What are the immediate needs that the partnership can focus on (6-9 months)?

- Being flexible - meeting people where they are to provide training, career pathways, and support.
- Workforce shortages
- Employment trend information
- Opening up training, or there will not be new employees to hire.
- Rehiring demands, understand the gaps in order to train those currently laid off to fill open Healthcare positions
- Continue to showcase industry capability of handling challenges with training, hiring.
- Training. New rules

What are the immediate needs that the partnership can focus on (6-9 months)?

- Increase places for preceptorship
- Sharing information/successes/failures/best practices
- Helping to keep everyone informed. Strong combined voice about the critical importance of infection control (including masks, social distancing, hand washing). Examples to public that this is NOT 'just a mild illness,' or 'the same as the flu.'
- Ensuring enough provider capacity for second wave of infection
- Keeping healthcare up and running.

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What should the partnership focus on the next 1-2 years?

- Telemedicine learning, access to internet connection for underserved areas.
- Virtual appointments and mental health for employees and leaders
- Helping each other adjust to the new economic and health realities.
- Adequate care for our growing older adult population
- Building our approach to healthcare and including mental health as an essential tenet. Also, true prevention starts in early childhood. All partners should recognize this and take steps to provide wrap around services for the whole family.
- Continue to grow the healthcare field in schools, (K-12 and Community Colleges)

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What should the partnership focus on the next 1-2 years?

- Employment trend information/career pathways
- Increasing connections with college students
- More connections with education and industry
- Mentor programs
- Businesses need to take a stronger role on education of workers rather than expecting schools/government to bear the cost.
- Reaching out to the next generation of healthcare workers. How that will look with challenges due to COVID.
- We have focused on bringing new people into healthcare and there may need to be a focus on keeping people in healthcare if large health systems continue to shift workforces and lay off valuable employees.

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What should the partnership focus on the next 1-2 years?

- Increase working relationships with all healthcare providers not just a few.
- True partnerships with contractual agreements
- Education and collaboration opportunities
- Great expansion of telehealth services
- How to find folks that have the dedication to the medical field

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2019-20 Donors | Thank You

CHAMPION DONORS \$5,000



LEADER DONOR \$2,500



PARTNER DONOR \$1,000

- Collaborative Economics

SUPPORTER DONOR \$500

- Associates in Family Medicine

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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

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

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

SUPPORTER
\$500/yr

Name listed in annual report

Name included in year end "Thank You Email" to all members

We need your support!

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Closing & Thank you!

Next partnership meeting:

August 26th 7:30-9:00am

*Tentatively: Budweiser Events Center
The Ranch Bar & Grill*

