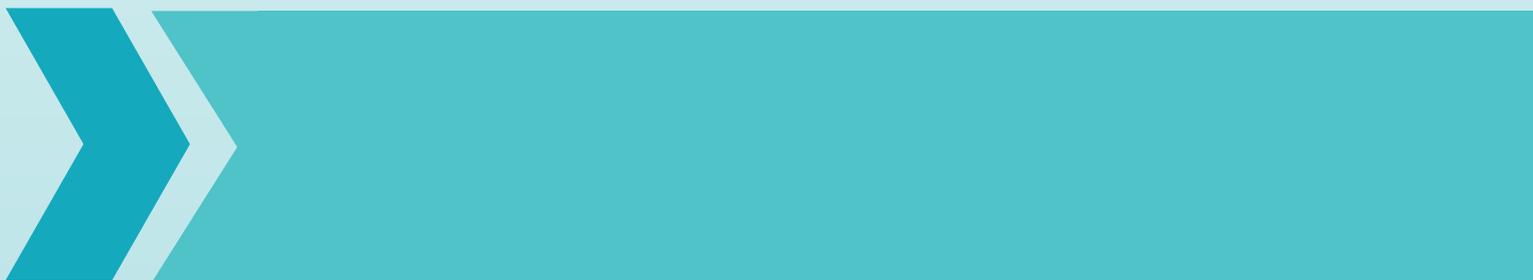




ANNUAL REPORT
2019

NORTHERN  COLORADO
HEALTH SECTOR PARTNERSHIP



.....

CHAIR LETTER

Healthcare is one of the fastest growing occupational sectors in our Northern Colorado region, and our industry's ability to respond to the opportunities and challenges that accompany this growth is what drives the Partnership's success. We have much to celebrate with the 2019 work of our dedicated members, building on the foundational achievements of our past 6 years. From strengthening the talent pipeline to driving process changes that positively impact patients, our collective engagement boosts our entire region.

The financial support extended by our partner healthcare organizations speaks volumes of their endorsement for the resource allocation and robust community collaborations evident in our projects and program development and ensures our sustained impact. And with over 530 members, we are well-positioned to tackle tomorrow's labor, technology and regulatory influences on our industry.

We are proud to share this annual report, a tribute to the collective skills and passion that are Northern Colorado Health Sector Partnership.

To our valued industry and public partners, we are grateful. And to those who are ready to make your own contributions to our successes, I invite you to join us.

JoAnn Herkenhoff
Partnership Co-chair

2019 CONVENER TEAM

Jonas McKinley, NOCO Co-Chair
UCHealth

Yvonne Myers, NOCO Co-Chair
Columbine Health Systems

Jennifer Anderson
Banner Health

Jacob Castillo
*Larimer County Economic & Workforce
Development Department*

JoAnn Herkenhoff
UCHealth

Ann Hutchison
*Fort Collins Area Chamber of
Commerce*

Evan Hyatt
Care Synergy

Kelsey Lyon
*Larimer County Department of Health
and Environment*

Dawn Paepke
Kaiser Permanente

Melissa Henry
University of Northern Colorado

Angela Richard
Banner Health

Carol Salter
Banner Health

Bill Stout
UCHealth

Anna VonDreele
Columbine Health Systems

Lynn Vosler
Front Range Community College

.....

INTRODUCTION

The Northern Colorado Health Sector Partnership (NOCO) began in 2013 with 30 organizations. We celebrated our 6th year anniversary in 2019 with over 75 organizations and 530 members.

The sector partnership model is industry-driven with alignment across business, economic development, workforce development and education. Not familiar with next gen partnerships?

[View video here >](#)



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.



OUR 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.

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 attending monthly committee meetings held on the second Tuesday of each month at The Loveland Chamber 2PM-3:30PM. Evan Hyatt, Co-Chair, EHyatt@caresynergynetwork.org and Melissa Henry, Co-Chair Melissa.Henry@unco.edu.

2019 Achievements

Data Team

This team gathered data to help guide our understanding of healthcare workforce needs and employment gaps in Northern Colorado (Larimer and Weld Counties). To date the team has:

- Researched current trends in hiring through Talent 2.0 projections, EMSI (Economic Modeling Systems International), Bureau of Labor and Statistics, City of Greeley Workforce Development, articles from the Colorado Center for Nursing Excellence and Burning Glass (a site that aggregates data from job postings).
- Reached out to 45 Health Care Partners in Weld and Larimer to confirm data projections on workforce needs.
- Received 26 responses with a 57% response rate. Respondents included: 4 Hospitals, 14 Medical Practices and 8 Skilled Nursing or Home Health (medical) agencies. Job titles of those who responded were: CEO/Owners, Directors/Managers of HR, Staff Development, Directors of Training, Administrators, Directors of Clinical Services, Chief Workforce, and Mgr Talent Acquisition.
- Identified 10 top healthcare positions needed, challenges in recruiting and barriers to retaining. Presentations on research and survey findings were given to the monthly Health Sector Partnerships group. An additional presentation is scheduled at a regional level Feb 26th and follow up discussions, goal setting and next steps are scheduled in April. Data will be used to help direct the annual strategic planning meeting April 2020.

Continued "Getting into the Guts of Medical Careers" Program

The committee continues to offer a career and health experience for middle school students called Getting into the Guts of Medical Careers. This half day event provides students with an opportunity 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 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.

Program Stats 2019: 3 schools, 120 students reached (210 to date), 10 industry participants

Schools Participated: Preston and Webber Middle School (PSD), Heath Middle School (Greeley/Evans),

Locations Hosted: Banner Fort Collins Medical Center and Banner Northern Colorado Medical Center

Summer Internships Program – CareerRise

NOCO and the Larimer County Economic and Workforce Development successfully placed 5 high school summer paid internships with 1 intern being hired par time. NOCO paid for 50% of the wages and the businesses hosting the interns paid for the remaining 50%. This program gave healthcare providers an avenue to easily host high school interns and connect with their future workforce. Thank you to employer hosts: Associates of Family Medicine, Banner Health – McKee Medical Center, Banner Health – Stepping Stones Adult Day Program, Columbine Health Systems and Osypka MedTech.

"GETTING INTO THE GUTS"
STUDENTS ATTENDED

120

HIGH SCHOOL
SUMMER INTERNSHIPS

5

SCHOLARSHIPS
AWARDED

\$3K

Medical Assistant Education Scholarships

To support regional demand for medical assistants and certified nursing assistants, the NOCO Health Sector Partnership donated \$3,000 for scholarships at Front Range and AIMS Community Colleges. These donations supported 6 medical assistant students at FRCC and paid for CNA certification exams for students at AIMS Community College.

BEHAVIORAL HEALTH COMMITTEE

The goal of the Behavioral Health Committee is to address behavioral health needs of the health care industry in Northern Colorado. This active committee is all volunteer and represented by over 20 healthcare organizations and over 15 education and public partners. Get involved by attending the monthly committee meeting held on the second Wednesday of each month at the UCHealth Harmony Campus in Fort Collins 8AM-9AM. Anna VonDreele, Chair, Anna.Vondreele@columbinehealth.com.

2019 Achievements

Mental Health First Aid Support (MHFA)

MHFA Awareness through Email Outreach

Stats: Over 470 Recipients, 33% Click Rate

In 2019, the committee started by having a retreat to determine next initiatives. What became the priorities were developing a speaker's bureau and piloting a career exploration day. For the speaker's bureau, the committee developed a criteria list, list of potential members and template for a biography for each member. Much of 2019 was spent planning and implementing the pilot career exploration day - Career Pathways in Behavioral Health: Explore, Connect, Engage which occurred on February 11th, 2020 at UNC. Many Partners were involved in this inaugural effort. There were over 100 students participating from Northern Colorado. The feedback was positive, with students and professionals engaged with each other, inspiring the next generation of behavioral health professionals. This event was hosted by the UNC Center for Career Readiness and sponsored by the City of Greeley.

Stats: Over 100 Participants, 80 employers, 10 Government Partners

Behavioral Health Program Outreach

NOCO promoted behavioral health programs throughout Northern Colorado through Email Outreach

Stats: Over 470 Recipients, 33% Click Rate

Career Exploration Day at UNC

Industry partners collaborated to host a career exploration day for UNC students to inspire the next generation of health professionals. Industry partners had an opportunity to connect with students throughout the day to display information about their organization. This conference style event is designed to provide students with opportunities to explore, connect, and engage with employers and professionals in the behavioral health industry (mental health counseling, addiction counseling, rehabilitation counseling, public health, nursing, psychiatry, occupational therapy, etc.). Undergraduate and graduate students also learned about careers available in Northern Colorado and pathways to achieve these careers.

Speakers Bureau

Began building a Speakers Bureau to support outreach to K-12 and higher education with skills panels, curriculum feedback and workplace learning opportunities

MHFA AWARENESS
CAMPAIGN RECIPIENTS

470

BH PROGRAM
OUTREACH RECIPIENTS

470

BH CAREER EXPLORATION
DAY PARTICIPANTS

100+

.....

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.

2019 Achievements

Monthly newsletter with partner updates with 33% average open rate reaching over 470 contacts
Increased membership contacts by 15% percent in 2019 with over 470 contacts

Education & Membership Networking Meetings

Q1 2019 – Talent 2.0 Update

Q2 2019 – Substance Use Disorders: What is Happening and How the Partnership Can Help to Address?

Q3 2019 – How to a Build Workforce Pipeline: Successful High School Internship Programs in Health Care

Q4 2019 – The Future of Workforce

Stats: over 245 attendees participated in the quarterly meetings in 2019

.....

PASRR COMMITTEE

The goal of the PASRR Committee is to improve PASRR: Pre-Admission Screening and Resident Review process in Colorado. This active committee meets regularly with state regulators and industry representatives to ensure the PASRR assessment process is timely and respectful and fair to the patient, the discharging entity and the admitting skilled nursing facility.

2019 Achievements

Held annual PASRR training for staff from local hospitals, skilled nursing facilities, home cares and hospices, county staff in Northern Colorado. We hosted one of only 4 PASRR trainings held throughout the State each year.

Monthly committee meetings ensure feedback to the State PASRR staff and leaders as the transition to eQHealth electronic format for PASRR began 9/1/2019. The transition was difficult and our continued voices at the table help to improve coordination of PASRR transitions between the various health care providers who MUST work together to help patients discharge to appropriate settings.

Assisted with updating of Level I and Level II PASRR form updates to ensure necessary information is available and form is understandable to all users.

Stats: over 125 attended PASRR Level I and Level II Sept. 2019

NOCO QUARTERLY MEETING
TOTAL ATTENDEES

275

PASRR LEVEL I & II
TRAINING ATTENDEES

125

THANK YOU TO OUR 2019 SPONSORS

2019 CHAMPIONS:



2019 LEADER:



2019 PARTNER:

Collaborative Economics

2019 SUPPORTER:

Associates in Family Medicine

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

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 some past city & state grants begin to expire it is even more important for the healthcare industry to invest in the partnership.

CHAMPION \$5,000+/yr	LEADER \$2,500/yr	PARTNER \$1,000/yr	SUPPORTER \$500/yr
Logo on NOCO website homepage	Logo included in annual report	Name listed in annual report	Name listed in annual report
Logo included in annual report, newsletters, and quarterly invitations	Name included in quarterly meeting event slides	Name included in quarterly meeting event slides	Name included in year end "Thank You Email" to all NOCO members
Logo included in quarterly meeting event slides	Logo included in year end "Thank You Email" to all NOCO members	Name included in year end "Thank You Email" to all NOCO members	
Logo included in year end "Thank You Email" to all NOCO members			

DOLLAR IMPACT

- \$200 – Provides for 50 students to attend a Getting into the Guts Career event
- \$1,000 – Covers the cost of 1 Quarterly All Member Meeting
- \$2,500 – Supports the cost of CareerRise Summer Intern

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	Colorado Workforce Development Council	Jefferson County	Salud Family Health Centers
A Woman's Place	Detek	Kaiser Permanente	Senator Udall's office
Ability Home Health Care	Digestive Health	Larimer County	Senior Helpers
Accent Care Home Health	Director of Behavioral Health Hospital	Larimer County - Public Health Nurse	Seniors Blue Book
Advanced Imaging	East CO SBDC	Larimer County Department of Health & Environment	Sexual Assault Victim Advocate Center (SAVA)
Aims Community College	Eben Ezer Lutheran Care Center	Larimer County Government	Southwestern Colorado Area Health Education Center
Allergy & Asthma Center of the Rockies	ECCLC	Larimer County Health	State of Colorado Department of Labor and Employee
Alpha Center	EDCare	Larimer County Health Planning and Evaluation Spec	State of Colorado, Div of Voc. Re
Alternative Sentencing	Emcompass Medical	Larimer County Sheriff	SummitStone Health Partners
Amada Senior Care	Emergency Physicians of the Rockies	Larimer County Workforce Center	Surgery Center of Fort Collins
Anthem	Employment Services of Weld County	Larimer Health Department	Tender Care
Area Agency on Aging	Encompass Medical Partners	Larimer SBDC	Tennyson Center
Aspen Ridge North	EP Middle School	LCDHE	The Group Inc.
Aspen Ridge Recovery	Ernest Health	Lemay Avenue Health and Rehab	The Mathews House
Associates in Family Medicine	Estes Park Medical Center	Light of the Rockies Christian Counseling Center	The Suites HC
A-Train Marketing	ESWC	Lighthouse	Thompson School District
BA.org	FCWC	Livermore Fire	Touchstone
Banner Health	Fire Mountain Residential Treatment Center	Logos Remedy	TRU Senior Care
Banner Hospice	First Congregation Greeley	Loveland Housing Authority	UCHealth
BizWest	First National Bank	Luhcares	UNC
Boulder Chamber of Commerce	First Professional Services Inc	Maxim Home Healthcare Services	United Healthcare
Bring the Power	First United Methodist Church	MHFACE	University of Colorado Health
Brookdale Senior Living	For the Health of It	Miramont	University of Northern Colorado
Care Synergy	Fort Collins Area Chamber	Mountain Wellness Chiropractic Care	University of Northern Colorado School of Nursing
CareerWise Colorado	Fort Collins Family Eye Care	North Colorado Rehabilitation Hospital	Upstate Colorado
CBOCES	FRCC	NCRH	VCAP Online
CDLE	FRIG	North Colorado Health Alliance	Visiting Angels
Centennial Area Health Education Center	Front Range Clinic	North Colorado Medical Center	Vivage
Centers for Gastroenterology	Front Range Community College	North Range Behavioral Health	Weld (Greeley/Evans) District 6
Centura Health	Front Range Dermatology Associates	North Shore Health and Rehab	Weld County
City of Fort Collins	Front Range Hospice & Palliative Care	Northeast Behavioral Health	Weld County Department of Human Services
City of Greeley	Genesis HCC	Nutrition by MaxMuscle	Weld County RE 8 Schools
City of Loveland	Golden Peaks Rehabilitation Center	OCR	Weld County WIC
Clearview Behavioral Health	Good Samaritan Society	Old Town Media	Weld Food Bank
Colorado Adventure Program	Greeley Center for Independence	OrthoHealth	Weld Government
Colorado Area Health Education Center	Greeley-Evans School District 6	Pathways Hospice	Weld RE 4
Colorado Center for Nursing Excellence	Harmony Hand	Peake Wellness Center	WFBC
Colorado Community College System	Health Care Talent	Phoenix Home Care	Windsor/Severance Fire Rescue
Colorado Department of Education	Health District of Northern Larimer County	Poudre Fire Authority	Workforce Boulder County
Colorado Department of Public Health and Environment	Hearing Rehab Center (HRC)	Poudre School District	WorkLife Partnership
Colorado State University	Home Care of the Rockies	Project Self-Sufficiency	WYO GOV
Colorado Visiting Nurses Association	Home Instead Senior Care	RMI	Yellow Cab
Columbine Health Systems	Hospice of Northern Colorado	Rocky Mountain Family Physicians	
Continuum Health	HPCNC	Rocky Mountain Health Plans	
COPIC	IBMC College	Runa	
CrossPurpose	Imagine Zero	RVNA	
CSU - HDFS	Innovage (PACE)		
CSU Mental Health Initiatives	Interim Health Care		

NOCO is a NO COST organization and provides its members with opportunities to collaborate with other partners and build a strong healthy community. To join email NocoHealthSector@gmail.com.

www.nocohealthsector.org