
OKANOGAN COUNTY HEALTHCARE WORKFORCE COLLABORATIVE STRATEGIC PLAN 2019-20

Purpose

Through local community partnerships, increase access and awareness of career pipelines for youth, adult community residents, and current workers. Increase employment, training, and educational opportunities to contribute to the economic health of our community.

Introduction

Text to be added...

Include data from: 1. Kristi's survey, 2. NCACH survey, 3. Sentinel Workforce Info, 4. WorkSource Data

Plan Overview

The Okanogan County Healthcare Workforce Collaborative Strategic Plan outlines the goals, strategies and actions to implement to address healthcare workforce shortages in Okanogan County. The five priority goals are:

1. Foster interest in the health healthcare field in high school students in Okanogan County.
2. Promote and expand healthcare apprenticeship opportunities in Okanogan County.
3. Connect college students with potential employers in Okanogan County.
4. Improve training opportunities for current and future healthcare workers in Okanogan County.
5. Market the healthcare field and Okanogan County to potential employees.

Plan Metrics

In order to monitor our progress, the Collaborative has developed the following metrics:

Metric	Source	Frequency

Coordination and Implementation

The sponsors for this plan are responsible for coordinating the implementation of this plan. They include:

- North Central Accountable Community of Health, Christal Eshelman
- WorkSource, Kristi O'Neill

Five workgroups have been established to coordinate the action steps under each of the five goals of the plan. Workgroups meet regularly to assess progress and identify emerging issues that require action. The lead contacts for each workgroup are:

- High School Workgroup (Goal 1):
 - Kristi O’Neill, WorkSource
- Apprenticeship Workgroup (Goal 2):
 - Jesus Hernandez, Family Health Centers
 - Jenny Capelo, Wenatchee Valley College
- College Students Workgroup (Goal 3):
 - TBD
- Soft Skills Workgroup (Goal 4):
 - Kriji O’Neill, WorkSource
- Marketing Workgroup (Group 5):
 - Mikaela Marion, Mid-Valley Clinic

The following partners and stakeholders have expressed a particular interest and commitment to the goals of the Collaborative:

- Mid-Valley Clinic
- Family Health Centers
- WorkSource
- North Central Accountable Community of Health
- School Districts?
- Washington Association of Community and Migrant Health Centers
- EWU?
- Confluence Health
- Okanogan Behavioral Health Care
- Wenatchee Valley College
- North Central Educational Services District
- ...

Goals and Strategies

Goal 1: Foster interest in the health healthcare field in high school students in Okanogan County.

Workgroup: High School Workgroup	Lead: Kristi O’Neill	
Strategy	Lead	Key Partners
1.1: Scrubs Camp – coordinate/promote an annual Scrubs Camp in Okanogan county	Kristi O’Neill	EWU, School Districts, WVC
1.2: CTE Boards – work to get a healthcare partner on each of the 9 CTE boards in Okanogan county	Kristi O’Neill	School Districts
1.3: Healthcare Pathways Presentation	Kristi O’Neill	
1.4: Career Day		
1.5: College Courses in High School – CNA, Medical Terminology		

Goal 2: Promote and expand healthcare apprenticeship opportunities in Okanogan County.

Workgroup: Apprenticeship Workgroup		Lead: Jesus Hernandez
Strategy	Lead	Key Partners
2.1: Develop a partnership between WVC and WACMHC for students to co-enroll in MA apprenticeship program		WACMHC, WVC
2.2: Educate healthcare employers in Okanogan County on WorkSource funding for apprenticeship programs		WorkSource, NCACH, WACMHC
2.3: Develop a Chemical Dependency Professional apprenticeship program	WACMHC	
2.4: Develop a Nursing apprenticeship program	WACMHC	

Goal 3: Connect college students with potential employers in Okanogan County.

Workgroup: College Students Workgroup		Lead: TBD
Strategy	Lead	Key Partners
3.1: Attend WVC Nursing Advisory Meetings		
3.2: Attend WVC Rad Tech Advisory Meetings		
3.3: Encourage and facilitate employers visiting classes near graduation		
3.4: Hold an annual Okanogan County career fair/interview fair for WVC graduates		

Goal 4: Improve resources for employers and entry level health care employees.

Workgroup: Soft Skills Workgroup		Lead: Kristi O’Neill
Strategy	Lead	Key Partners
4.1: Develop a Soft Skills class offering at WVC	Kristi O’Neill	Healthcare Employers, WVC

Goal 5: Market the healthcare field and Okanogan County to potential employees

Workgroup: Marketing Workgroup		Lead: Mikaela Marion
Strategy	Lead	Key Partners
5.1: Conduct a Career Choice Survey (to be completed by current healthcare employees in Okanogan County)	Mikaela Marion	Healthcare Employers
5.2: Conduct a survey on current and future healthcare needs of Okanogan County		

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