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# OKANOGAN HEALTHCARE WORKFORCE COLLABORATIVE STRATEGIC PLAN 2019-20

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## Mission

The Okanogan Healthcare Workforce Collaborative (OHWC) is dedicated to creating and nurturing local community partnerships, increasing access and awareness of healthcare career pipelines for Okanogan County youth and residents. OHWC seeks to increase mentorship, training, educational, and employment opportunities to improve the economic health of our community.

## Vision

OHWC's vision is to be a successful and highly regarded workforce development system supporting healthcare in Okanogan County.

## Values

- Collaboration & Diversity
- Transformation & Innovation
- Equity & Opportunity
- Sustainability & Prosperity

## Introduction

Text to be added...

Include data from: 1. Kristi's survey, 2. NCACH survey, 3. Sentinel Workforce Info, 4. WorkSource Data, 5. Hospital Snapshots, 6. Occupations in Demand (<https://esd.wa.gov/labormarketinfo/learn-about-an-occupation#>)

## Plan Overview

The Okanogan County Healthcare Workforce Collaborative Strategic Plan outlines the goals, strategies and actions to develop and strengthen a skilled healthcare workforce in Okanogan County. The five priority goals are:

1. Foster interest in the healthcare field in K-12 students.
2. Promote and expand healthcare apprenticeship opportunities.
3. Connect college students with potential employers.
4. Improve training opportunities and resources for current and future healthcare employees and employers.
5. Market the healthcare field 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
- CTE Workgroup (Goal 1):
  - Mikaela Marion, Mid-Valley Clinic
  - 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):
  - Kristi 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 Hospital and Clinic
- Family Health Centers
- WorkSource
- North Central Accountable Community of Health
- Oroville School District
- Omak School District
- Washington Association for Community Health
- Lake Roosevelt School District
- Eastern Washington University
- Confluence Health

- Okanogan Behavioral Health Care
- Wenatchee Valley College
- North Central Educational Services District
- LifeLine Ambulance

## Goals and Strategies

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

Workgroup: High School Workgroup		Lead: Kristi O'Neill	
Strategy	Lead	Key Partners	Timeline
1.1: Scrubs Camp – coordinate/promote an annual Scrubs Camp in Okanogan county	WorkSource	EWU, School Districts, WVC	
1.2: CTE Boards – work to get a healthcare partner on each of the 9 CTE boards in Okanogan county	WorkSource	School Districts, Healthcare Employers	
1.3: Do Healthcare Pathways Presentation to all school districts in Okanogan County	WorkSource		
1.4: Support current career exploration events (eg. Fair/Event/Day/Expo)	Mid-Valley Hospital and Clinic	Healthcare Employers	
1.5: Promote college course offerings in High Schools (eg. CNA, Medical Terminology)			
1.6: Address policy barriers related to the High School Workgroup strategies			

### Goal 2: Promote and expand healthcare apprenticeship opportunities.

Workgroup: Apprenticeship Workgroup		Lead: Jesus Hernandez	
Strategy	Lead	Key Partners	Timeline
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, WACH	
2.3: Develop a Chemical Dependency Professional apprenticeship program	WACH	NCACH	
2.4: Develop a Nursing (LPN and/or RN) apprenticeship program	WACH		
2.5 Promote Healthcare Apprenticeship opportunities to potential students.	WorkSource		
2.6: Address policy barriers related to the Apprenticeship Workgroup strategies			

**Goal 3: Connect college students with potential employers.**

<b>Workgroup: College Students Workgroup</b>		<b>Lead: TBD</b>	
<b>Strategy</b>	<b>Lead</b>	<b>Key Partners</b>	<b>Timeline</b>
3.1: Attend WVC Nursing Advisory Meetings and report on them at OHWC meetings regularly	Mid-Valley Hospital and Clinic		
3.2: Attend WVC Rad Tech Advisory Meetings and report on them at OHWC meetings regularly	Mid-Valley Hospital and Clinic		
3.3: Encourage and facilitate employers visiting classes near graduation	WVC	Healthcare employers	
3.4: Hold an annual Okanogan County career fair/interview fair for WVC graduates	WorkSource	WVC, Healthcare employers	

**Goal 4: Improve training opportunities and resources for current and future healthcare employees and employers.**

<b>Workgroup: Soft Skills Workgroup</b>		<b>Lead: Kristi O'Neill</b>	
<b>Strategy</b>	<b>Lead</b>	<b>Key Partners</b>	<b>Timeline</b>
4.1: Develop a Soft Skills class offering at WVC	WorkSource	Healthcare Employers, WVC	
4.2: Hold Soft Skills class in Okanogan County	WVC		
4.3: Make available Cultural Competency training resources	NCACH	Healthcare employers	

**Goal 5: Market the healthcare field to potential employees**

<b>Workgroup: Marketing Workgroup</b>		<b>Lead: Mikaela Marion</b>	
<b>Strategy</b>	<b>Lead</b>	<b>Key Partners</b>	<b>Timeline</b>
5.1: Conduct a Career Choice Survey (to be completed by current healthcare employees in Okanogan County)	Mid-Valley Hospital and Clinic	Healthcare Employers and Employees	
5.2: Conduct a survey on current and future healthcare needs of Okanogan County		Healthcare Employers	
5.3 Create career pathway informational materials (eg. Info sheets, poster boards, PowerPoint presentation)	Mid-Valley Hospital and Clinic	WorkSource	
5.4 Create an Okanogan County wide healthcare interest campaign			
5.5 Connect OHWC to community groups, funding sources, and other organizations to foster partnerships			