



WDB Healthcare Working Group

Friday, January 14, 2022

8:00 a.m. – 9:30 a.m.

MS TEAMS MEETING

MINUTES

Meeting Attendees

Committee

Thea Bruzdinski
Marilyn Jansen*
Christina Lee
Michele Reynolds
Sandra Melton
Jeremey Shumaker*
Lisa Safaeinili

WDB Administration

Patricia Duffy
Rebecca Evans

Guests

Laurie Arnold (VCOE)
Lisa Mitchell (HASC- Hospital
Association of Southern CA.)

**WDB Member*

1.0 Call to Order and Agenda Review

2.0 Approval of Minutes: November 5, 2021

Motion to approve: Sandra Melton
Second: Jeremey Shumaker

3.0 Ventura County Regional Strategic Workforce Plan

- Westminster Free Clinic Update

Lisa Safaeinili, Executive Director of the Westminster Free Clinic, gave an update. The two clinics have been open during the pandemic. They have 200 student volunteers who are trained as medical assistants. Many of the students speak 3 languages, English, Spanish and Mixteco. They are currently interviewing from across the County for volunteers and are selecting 60 students for each site. They can start in 9th grade and must commit to at least 2 years. The second year they take on more of a leadership role providing training for the new students. One half of the student volunteers will be MA certified by the time they graduate High School. The mission of the clinic

student volunteer program is to break the cycle of poverty. The majority of the patients who are served at the clinic are farm workers and many of the student volunteers come from the families of farm workers. On a typical night at the free clinic they serve 100 people. In addition to volunteer doctors, dentists, and other medical professionals volunteering their time, medical supplies, food, clothing and backpacks, are available at no cost. Nursing students do clinical rotations at the free clinic, there are agreements with nursing programs in the area at VC, CSUCI and Moorpark and student nurses rotate through the clinic for training.

- Committee Members' Organization Updates:

Members gave organization updates. Many members emphasized staffing shortages. Paramedics continue to be in short supply throughout the region. This shortage is critical and is across most regions. Jeremy Shumaker reported the paramedic shortage may be the worse shortage in 25 years. Every ambulance in Ventura County and Santa Barbara County is staffed with an EMT and a paramedic. The shortage of paramedics results in not enough paramedics to staff every available ambulance. To become a paramedic, regulations require at least a year of working as an EMT. These requirements are making it more difficult to expedite meeting the training needs. Evaluating what can be changed, that will not impact the quality of training, should be explored. Jeremy has met with the Department of Apprenticeship Standards to set up a paramedic registered apprenticeship. In the past, three years ago, CAL Fire vetoed the approval of an apprenticeship program for paramedics. Most paramedic programs are full time so there is a need to look at ways that paramedics can be paid while in class. Jeremy mentioned that AMR donates money to the Oxnard Foundation for the EMT program. Lisa Safaeinili, invited Jeremy to speak at the Westminster Free Clinics, some of the students in the MA training program may be interested in becoming paramedics. The current increase in Covid cases has added to the paramedic and healthcare shortage problem because numerous healthcare employees are out sick with covid. Sandra Melton shared information from the program director at Ventura College regarding the paramedic training program at Ventura College. The Program Director supplied written information with suggestions to meet the need to increase paramedic training. *"Last year we had enough to fill two cohorts and ran a second class to help meet surge demands. Ventura College can accommodate one more paramedic cohort given our clinical access and/or increase class sizes as field provider preceptor spots become available. The demand for paramedics has increased significantly in the last two years and there is a need for more paramedics. The limiting factors are the number of available preceptors to complete the field internship capstone and the number of EMTs that are prepared to enter a paramedic program. Increasing the number of programs available may make sense after Ventura College has maxed out on class size and the number of annual cohorts. Sustainability of additional programs is a major concern considering the significant capital investments to stand up and maintain a new program. Accreditation and regulatory compliance items are ongoing and ever changing which requires a full-time person to keep the program on track. When future demands for paramedics decrease to prior levels, a new program should be shut down to avoid excess output of paramedics within the region. An alternative would be to host a satellite program from Ventura College at our sister colleges and be used for peak surges in demand for paramedics. Training equipment from Ventura College could be repositioned as necessary to facilitate the training and education of paramedic students without adding additional costs for program infrastructure."* (This is part of the written information provided)

Another member reported that in some departments, in the hospital, entire departments have almost all their staff out sick, due to Covid. This increased the need to use travel healthcare workers to replace those out sick. Christina Lee, Moorpark College reported that 34 nursing students graduated and another 34 will graduate this semester. Moorpark slightly decreased their enrollments they try to take 38 and have 36 students this semester. They don't have a waiting list and have a random selection pool they currently have 500 in the random selection pool and they have noticed an increase in applications. Ventura College has had to reduce enrollments for the nursing classes by 50% for the past 2 years due to Covid and the challenge with clinical

placements. Ventura County Medical Center was closed for clinical placements for 2 years. Faculty shortage is another reason for the need to decrease enrollments.

Patricia asked about new grad nursing programs available in Ventura County and was informed that several hospitals have new grad nursing programs. St. Johns, Los Robles, CMH and VCMC have new grad nursing programs.

- Hospital Association of Southern CA: Update

Patricia Duffy, shared the written information sent by Lisa Mitchell, Workforce Development Program Manager, Hospital Association of Southern CA.

- COVID-19

- The current surge in COVID-19 cases fueled by the Omicron variant continues to put incredible strain on our health care system. Staffing issues are a top concern especially RNs. Front line staff continue to be overwhelmed and burned out. There's an increase in leave of absences, resignations due to vaccine mandate, early retirements, retention issues, hiring bonuses at other hospitals, traveling agencies are tapped out and competing against one another and charging exorbitant rates.
- There was a letter sent to the White House regarding price gouging from nurse-staffing agencies that is contributing to significant workforce challenges during the ongoing pandemic. **You can view the [full letter here](#).**

- CA WDB Accelerator Grant

- Awarded CA WDB Accelerator Fund in the LA region with SELACO and SBWIB to train 75 individuals in underrepresented communities within the Los Angeles area
- Focus on training Specialty RNs, CNA to Phlebotomist and a Clinical Laboratory Scientist Apprenticeship Program over a 2-year period

- RN Specialty Project/Ambulatory Care RN Specialty Apprenticeship Program

- HealthImpact/HASC are recruiting (15) experienced RNs and new graduate nurses to train in the Ambulatory Care practice specialty
- This 12-month *Transition to Practice Program* will launch in the Los Angeles region during the first quarter of 2022
- HASC hosted an Infosession on 12/14 and is holding a 2nd session on 1/18, we invited member hospitals, academic institutions in LA County and Workforce Development Boards across the region
- Continuing to work on developing the Perioperative RN Apprenticeship Program in the region. We are looking for funding for the perioperative nursing program and hoping to partner with other WDBs to replicate this model in other counties that we serve.

- CLS Apprenticeship Program

- Developing a CLS Apprenticeship Program in partnership with SBWIB. We are in the process of starting the apprenticeship application process through the CA Division of Apprenticeship Standards (DAS).

- Addressing Staffing Shortages in Healthcare

- To help increase hospital engagement with local workforce development boards (WDB), we are using our upcoming area meetings next week to educate and inform members about their WDBs, specifically highlighting on activities that address staffing shortages in healthcare.
- We invited WDBs to submit information to be shared with hospital representatives in each of 6 counties that HASC represents, such as, health profession training programs, grant opportunities, health sector meetings or recent successes.

- Submissions may also be shared in our association newsletter sent to the C-Suite every two weeks. Here is a recent article on the OC Mobile Unit: [HASC Briefs Article](#)
 - HASC also posted a Briefs Focus article yesterday to bring awareness to members: <https://www.hasc.org/post/briefs-focus-why-workforce-development-boards-are-valuable-resources-hospitals>
 - We will continue to engage members on this topic through HASC communication channels and in-person meetings.
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- Identifying current and projected critical workforce shortages/action plan.

The Working Group members continued to identify the the critical shortages and the long-term impacts of the pandemic, on the pipeline and training of healthcare professionals.

This was determined to be the Healthcare Working Group's priority goal, to evaluate the impacts of the pandemic on our current and future healthcare workforce needs in the region.

4.0 Committee Member Comments

There were no comments.

5.0 Adjournment

The meeting adjourned at 9:30 a.m.

Next Meeting:

March 4, 2022

8:00 a.m. - 9:30 a.m.