



Education & Employer Health IT Workgroup Meeting
January 26, 2017 – 12:00 - 1:30pm
Main Campus: Library, A-105

Industry Attendees:

Molly Heacox	SVMHS
Alivia Shorter	Health Career Connection
Adrienne Saxton	CSUMB – CHHS
Sathya Narayanan	CSUMB – Csin3
Jennifer Chang	CHOMP

Next Meeting: Wednesday, February 22, 2017

12:00 p.m. – 1:30 p.m.

Call in Option:

Phone: **712-770-4700**

Participant Pin: **462070**

Staff Attendees:

Debra Kaczmar	Hartnell College
La'Quana Williams	Hartnell College
Iris Medina	Hartnell College
Jeff Oxendine	Pathway TA

Summary:

I. Welcome and Introductions – What individuals hope to gain from collaborative

1. Molly, SVMH - working groups, healthcare IT, employer summit need for partnership they're interested in, SVMH outpatient world transition all clinics Salinas Valley Medical Platform (find the needs and partner where possible)
2. Jennifer, CHOMP - talent acquisition, robust area – often going out of the area to recruit employees, develop a pipeline with people from this area, prepare people careers in health care IT – trying to change the vision of healthcare IT (culture shake)
3. Adrienne (CHHS), CSUMB - intentional to be part of the pipeline health and human resources professional, prepare students for what language to use, supporting the preparation
4. Sathya, CSUMB - internship preparation, have placed students in SV Memorial Hospital, figure out what we can include in the curriculum to be able to support needs of the industry
5. Alivia, HCC - connect local graduate students to industry to support the pathway and the pipeline, how can we be responsive to the careers and needs that have been identified by employers, have had health it placements in the bay area (need to bring it to the local level)
6. La Quana, CSUMB - conduit, backbone of connecting education and industry – move forward and connect these two areas

II. HIT Workgroup Overview

1. Goals and objectives
 - a. Define HIT for the region:
 - i. HIT is the area of IT involving the design, development, creation, use and maintenance of information systems for the healthcare industry. It

encompasses an array of technologies to store, share, and analyze health info.

1. Backbone of the hospital (if nurses are backbone, health IT is the central nervous system) directly in the career of saving lives. Electronic medical systems - no system has been designed to serve for all departments
 2. Health IT professionals need people skills, vendor management, limited coding, team orientated, no lone wolf in health care IT, Bigger teams – everyone is there for the greater good
 3. Important component – if systems crash, health IT needs to be available, there are front-line opportunities in this field
 4. Fluidity of the programs, constantly adding to the program to make them talk to each other
 5. Awareness to Health IT, can be a field that students didn't know existed
 6. PATHWAY IDEA: A panel on campus to answer the question, where healthcare is now, what is the future of healthcare? (Career Exploration for students to be held on campus)
 7. Internships thru HCC
- b. Develop recommendations to meet workforce and educational needs in Health IT
 - c. Develop measures and targets for success toward building a formal, sustainable infrastructure for employer-education relationships
 - d. begin to track progress and employment of students from SVHPPP programs; and develop basic mechanisms to better link students to existing opportunities

III. Identifying Local HIT Needs

1. Health pathway framework Jeffrey Oxendine (attached)
 - i. Coordinated Health Workforce Pathway diagram:
 - a. Timelines and demonstrated success
 - a. Example -- for radiation in the Boston area, 4-year period of time, eliminated the shortage of radiologists, 100 employed, increased revenue for hospitals, didn't have enough staff for out radiology
2. What are the HIT needs of the local region?
 - i. CHOMP: has entry level positions in two tiers
 - a. Going outside the area at the senior level. Admins 1-s become 2s and move through the pathway 40 or 50 in department in a 2,000 person employer
 - i. Professional development to move through pathway or transition to healthcare IT.
 - ii. Help desk and tier 1 support in ticketing systems interns at AA level in help desk.
 - b. SVMH: Outpatient needs on the ambulatory team
 - c. CSUMB students choose an interest area and work on an identified project
 - a. Project proposals and mentorship of students in the senior year

- ii. Promote current programs and identify projects
 - a. Public health – chose to focus on recruitment and retention see overtime to hire more people, retain people and help them advance, improve use of technology
 - b. For Health IT, set outcomes, design recommendations to help meet needs
- 3. What are the current barriers/obstacles in HIT
 - a. The best and brightest minds should be helping us save lives
 - b. Change the way people talk about the industry
 - c. Curriculum development
 - d. Retention is low
 - e. Ties and family
 - f. Employers ensure needs are met and create environment to ensure employees stay.
- 2. Strategies for collaborative solutions:
 - a. Identify best practices such as K-12 Pathway –expose students to coding (Yes We Code, Coder Dojo – Maggie Melone’s program at Hartnell College)
 - b. Make students aware of healthcare IT
 - c. What are the opportunities? Where are the gaps? Are there enough internships? How do you retain employees? How do you compete with companies like Google, Amazon, Facebook? **Address barriers along the pathway**

IV. Asset Mapping

- 1. What is already being done or planned locally to address HIT needs?
 - i. CSUMB
 - a. Capstone – Csin3 senior semester project can help meet the need of an employer
 - b. Friday Awareness Days from 2:30-5:00 companies visit and talk about what they do, need
 - c. 1 unit courses on Saturdays to provide Professional Development? Potential for a Minor or concentration?
 - ii. CHOMP, employer perspective – 2,000 person employer
 - a. Need people for all positions
 - b. Entry level – education, internship/experience
 - c. Sr. Level – system analysts II (don’t require a large amount of experience)
 - d. Chomp pipeline, analyst I > to analysts II
 - e. L7 certified
 - f. PROFESSIONAL DEVELOPMENT TO ENTER A NEW INDUSTRY
 - iii. SVMH – interested in learning how industry can help students?
 - a. What is their perception of Health IT
 - b. What kind of company do they want to work for?

V. Next Steps

- 1. Developing strategies for strengthening employer engagement:
 - i. Who else needs to be at the table?

- ii. Molly to check with Team – may be bringing 1-2 additional SVMHS employees or be the conduit
- iii. Jennifer to check with CHOMP team – Greg? Language line employee?
- iv. CSUMB to contact UCSC
- v. La'Quana will bring county on board
- vi. Healthcare IT professional
- vii. La'Quana to get Health Academy's and lower grades on board
- viii. Clinica or other clinic based sites