

IHA Opportunities Regarding IBHE's 'Public Agenda'



Assumptions:

- Education leads to occupation
- Better educated population generates more tax revenue and less need for social services
- Education is a shared responsibility
- Healthcare is unique – not only a business needing qualified workforce, but an essential service supporting local economy and community
- Professional health care licensure involves advanced education and certification

Major State Issues	Healthcare Workforce Implications	Hospital Role	IHA Role
<p>I. Limited coordination of regional/state workforce needs among academia, economic developers, and area employers</p> <ul style="list-style-type: none"> ● Inadequate supply of qualified workers for Illinois hospitals <ul style="list-style-type: none"> ○ impact most acute in downstate and rural communities ● Students have limited math, science, and critical thinking skills ● Limited career readiness ● Potential negative impact on local economic development 	<p><i>Hospitals' consideration:</i></p> <ul style="list-style-type: none"> ● Incomplete workforce supply and demand data ● Reduce patient care services ● Create collaborative coalitions 	<p><i>May operationally:</i></p> <ul style="list-style-type: none"> ● Address workforce development in hospital's strategic planning ● Supply hospital workforce data for regional and state planning ● Include representatives from area schools and/or chamber of commerce on hospital board ● Invite area DCEO or Workforce Investment Board representative to hospital board meetings ● Provide hospital input on area school boards 	<p><i>Advocate & provide member resources to:</i></p> <ul style="list-style-type: none"> ● Support Center(s) for Regional/State HC Workforce Development ● Include Workplace and Workforce Development in hospitals' "Boards on Board" campaign ● Champion hospital workforce needs via IBHE "Public Agenda" initiative ● Continue support for comprehensive plan addressing nursing supply via Illinois Center for Nursing & promote as collaborative model for other hc occupations ● Improve funding and programming to support hc workforce initiatives in rural and underserved areas ● Implement Illinois Career Readiness Initiative

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<p>II. Diversity Illinois' population projected to be flat over next 20 years:</p> <ul style="list-style-type: none"> Any population increase will be in elderly and minority populations Yet, African-American and Hispanic students are not progressing through Illinois' educational pipeline 	<p><i>Hospitals' considerations:</i></p> <ul style="list-style-type: none"> Import qualified workers from out-of-state Compete with other Illinois industries for limited pool of qualified candidates Improve educational attainment for minority population. Should include: <ul style="list-style-type: none"> Ü Cultural support Ü Oral and written skill support Ü Teachers prepared for minorities Ü Financial investment 	<p><i>May Operationally:</i></p> <ul style="list-style-type: none"> Assess current and projected percentage of hospital's minority workforce Address minority considerations in hospital's strategic planning Expand career pathways and mentoring support to address unique needs of minority employees and their families Assume extra resources are needed to develop writing skills for patient care services, e.g. ESL, mentors Offer innovative work <i>and</i> study opportunities, not work <i>or</i> study Provide support for expenses related to transportation, equipment, child care, and housing Target non-traditional students and displaced workers 	<p><i>Advocate & provide member resources to:</i></p> <ul style="list-style-type: none"> Collect & monitor state/regional population data related to educational attainment and occupational vacancies Provide dedicated state funds for minority applicants pursuing health care careers Fund student transportation, child care, equipment, and housing Implement initiatives that credit hospitals for their workforce development investments Support school incentives for completion of health care graduates Encourage initiatives that increase retention of qualified health care graduates in Illinois Improve supply of health care employees through visa opportunities Provide appropriate testing resources to increase hc worker supply, e.g. GED completion

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<p>III. Vocational/Career Exposure</p> <ul style="list-style-type: none"> Students are graduating or dropping out without practical knowledge of available careers Inadequate preparation for entry into post-secondary studies or workplace Health care careers attracting older, non-traditional students 	<p><i>Hospitals' considerations:</i></p> <ul style="list-style-type: none"> Strengthen alignment between area educational curricula planning and workforce needs Minimize student time and enhance completion efficiency Reduce loss of viable candidates Improve career readiness Engage younger graduates as qualified health care professionals Ease entry to hospital careers for older and displaced workers 	<p><i>May operationally:</i></p> <ul style="list-style-type: none"> Coordinate with regional economic development interests, chambers of commerce, and area education to provide students innovative exposure to health care careers Establish on-site educational curricula to expose junior high and high school students to health care Formalize academic-service partnerships Offer professional mentoring – ‘Adopt a Classroom’ Target non-traditional students and displaced workers (GED) 	<p><i>Advocate & provide member resources to:</i></p> <ul style="list-style-type: none"> Support college credit for hospitals’ high school on-site programming Support state P-20 initiative to strengthen math and science initiatives Share best practices via (1) “Illinois Hospitals at Work on the Workforce” (2) “Strategy Spotlight” Provide toolkits/agenda for regional academic-service summits
<p>IV. Education Costs & Funding Sources</p> <ul style="list-style-type: none"> Illinois is experiencing a declining trend in per capita income Students and families are assuming increasing burden of educational cost Grant funds are largest source of innovative programming and student support 	<p><i>Hospitals' considerations:</i></p> <ul style="list-style-type: none"> Assist individual students with expense burden Supplement area education programs with existing hospital resources <ul style="list-style-type: none"> Classroom space Video-connections Staff 	<p><i>May operationally:</i></p> <ul style="list-style-type: none"> Expand tuition assistance to include other school related expenses, e.g. transportation, child care Provide programs combining both work and study Increase scholarship funding to both incumbent employees and area students Create loan forgiveness opportunities in exchange for hire Support non-traditional learning, e.g. on-line access 	<p><i>Advocate & provide member resources for:</i></p> <ul style="list-style-type: none"> Initiatives that credit hospitals for their workforce development investments Sustainable funding sources Improved curricula alignment to ease student transfers Align state funding with student completion rates for health care occupation courses Facilitate non-traditional educational access, e.g. simulation training, distance-learning