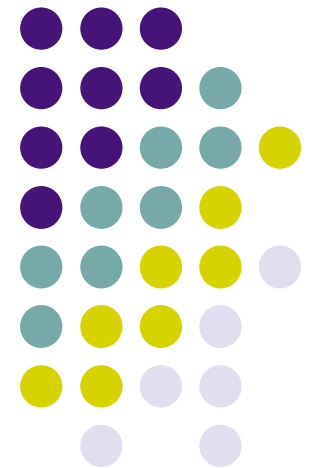
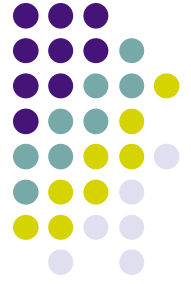


Health Careers Partnership

2008 Training Needs
Assessment

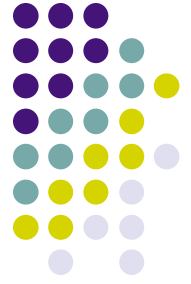




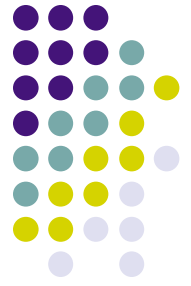
Overview

- Purpose of the survey
 - To help us stay abreast of emerging needs
 - To have an annual checkpoint- minimal time investment
- Response Rate
 - 9 responses representing 6 organizations

Question of the day...



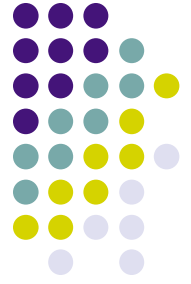
*Should we be addressing
any of these needs
collectively?*



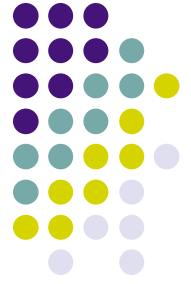
General Workplace Training

- Greatest needs are for courses to improve...
 - Communication (78%)
 - Working together (100%)
 - Teamwork (78%)
 - Conflict management (89%)
 - Customer / Patient service (56%)
 - Leadership / management / supervision (100%)
 - Interviewing and recruiting (56%)
 - Meetings (56%)
- Most courses needed for groups of 20+
- Courses available by contract and as open-enrollment as a result of last year's assessment

Healthcare Specific Training



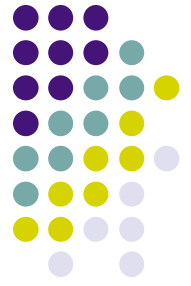
- Topics in demand include...
 - Medical Terminology
 - Medical Spanish
 - Conversational Spanish
- These courses are available at the college and on a contract basis.



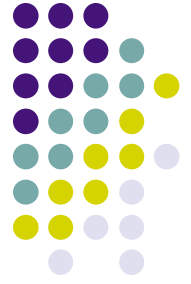
Special Interest Topics

- If we created open enrollment courses for these topics, would you send people for training? (Survey aggregate numbers)
 - Pharmacology (more than 20)
 - Gerontology (more than 60)
 - Perinatal (more than 40)
 - Bioethics (about 20)
 - Caregiver Support (more than 60)
- Caregiver University - Spring 2009

Other Continuing Ed Courses of Interest



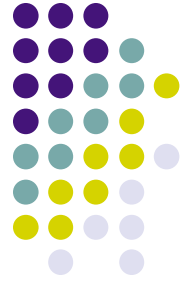
- Courses that would prepare a nurse to take certification in his/her specialty area, such as Critical Care, Emergency Department, Neurology
- Coding, anatomy and physiology, Microsoft Office--Word and Excel.
- Conflict resolution and communication



Ways to use Simulation

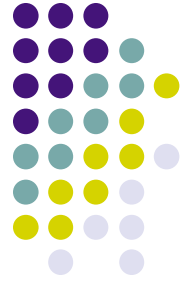
- Advanced Cardiac Life Support
- Home care services
- Nursing and respiratory
- All nursing departments and radiology
- Other?

Technology specific training needs

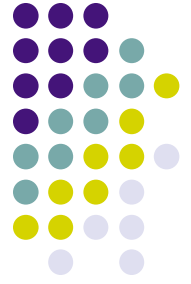


- Are these needs that we should be addressing as a partnership?
 - Basic computer proficiency
 - Analytical skills such as problem solving, critical thinking, workflow and process improvement and data flow
 - Short courses in privacy and security issues and HIPPA

Emerging Needs / Pending Legislation



- Changes in Medicare billing and reimbursement
- Other?



Difficult to Fill Positions

- Need RNs with 1 year of experience
- Physical Therapists, Occupational Therapists, etc.... difficult to recruit in this area.
- Monitor technicians
- Coders
- Other?