



# HEALTH INDUSTRY PARTNERSHIP



# Mission:

- To develop partnerships that share information, ideas, strategies, programs and funding to stabilize and strengthen the local workforce. These initiatives will improve the quality of healthcare in the state of Wyoming through incumbent job training, career awareness and mentoring activities.

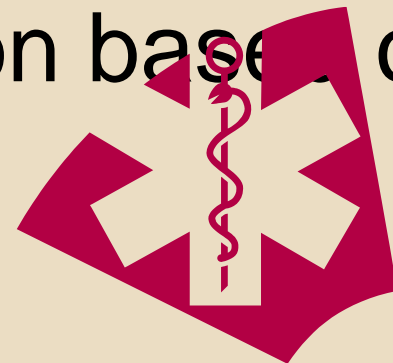
# Goal:

- To fuel the rural healthcare pipeline



# Needs addressing:

- The needs the partnership addresses are generated by the input collected at each Health Industry Partnership meeting. Employers attending the session share their workforce or training needs and the group develops a plan of action based on those needs.



# Members: Charter Developed

- Dolores A. Jimerson-Director of Behavioral Health with Wind River Health Systems
- Fernando Roman- Public Health and Outreach Coordinator with Wind River Health Systems
- Patrick Goggles-State Government
- Allison Sage-N. Arapahoe Tribe Health Department
- Clarissa Vierra-Eastern Shoshone 477 Program
- Shawn Griffin-CEO Community Entry Service
- Ted Knowles-Vocational Rehabilitation
- Kristin Davis-Wyoming Life Resource Center
- Rosie Hughes- Wind River Healthcare and Rehabilitation Center
- Paula Perkins-Wind River Healthcare and Rehabilitation Center
- Norma Atwood-Riverton Memorial Hospital-HR
- Kyle Kienlen-Trujillo-Sinks Canyon Therapies, Inc.
- Patti Lincoln-Eastern Shoshone 477
- Brad Westby-Wyoming Workforce Service Manager

# More members.....

- Clarinda Burson- Northern Arapahoe Workforce
- John Wadda-Program 477 Director
- Stanford St. Claire-S & A Tribes TERO
- Richard Brannan- Director of Indian Health
- Willie Noseep- Eastern Shoshone Business Council
- Jo Sanders- C.N.A. Instructor/Westward Heights
- Diane Garcia-Dialysis Center
- Catherine Sekula-Riverton Memorial Hospital
- Virginia Wright- Wyoming Life Resource Center
- Burl Gies-Director of Riverton Workforce Services
- Ed Wadda-E. Shoshone Governors Liaison
- Gary Collins-N. Arapahoe Governors Liaison
- Scotty Ratliff-Tribal Liaison
- Paula McCormick-Wyoming Economic Development Association
- Cathy Keene-Riverton Community Health Center
- Rebecca Smith-Riverton Memorial Hospital
- Dee Cozzens-Administrator at Thermopolis Rehabilitation and Care Center
- Shirley Stickels-Wind River Medical Center

# Inception of the HIP:

- Fremont County BOCES and grant writing
- Needed experts
- Let our fingers do the walking
- Two by two



# NARROWING OUR FOCUS

through discussion





# Wyoming Department of Employment, Research and Planning

- **In the occupation known as Certified Nursing Assistant, the demand for trained employees will increase by almost 1,000 in Wyoming by the year 2016. This study shows that in the year 2000 there were around 2,698 employed certified nursing assistants in the state of Wyoming. That number increased to nearly 4,013 in the year 2008 and the search for C.N.A.'s continues to climb. To coincide with the demand of C.N.A.'s the turnover rate is also one of great concern for the HIP members.**

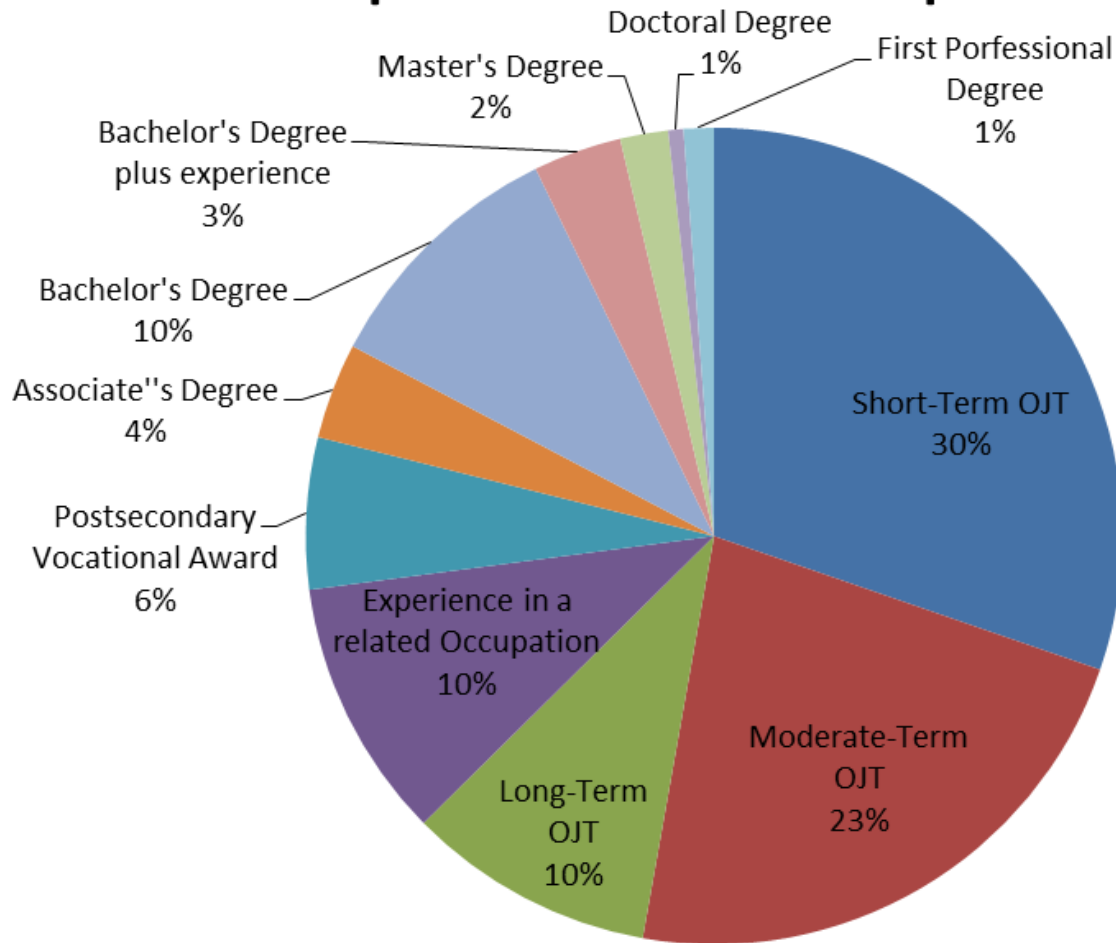
# USE of DATA:

Information we obtained showed that in 2005, 52 C.N.A's were hired in the 4<sup>th</sup> quarter of the year and in the same quarter of the same year 42 out of the 52 hired turnaround and exited within 3 months.

## Northwest Turnover Rates

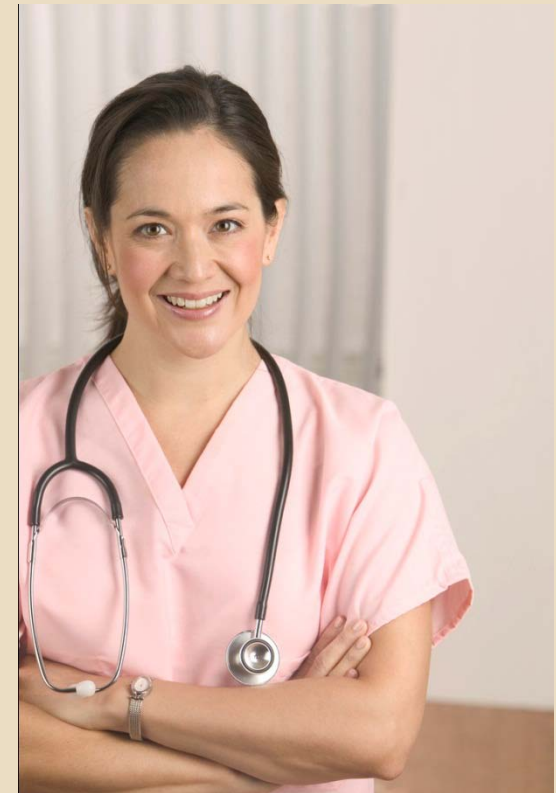
Year/Quarter	Hires	Exits	Hire/Exits	Turnover Rate
2000 Q4	65	62	27	34.5%
2001 Q4	63	55	31	29.4%
2002 Q4	80	111	29	37.1%
2003 Q4	58	89	40	36.1%
2004 Q4	76	66	33	34.2%
2005 Q4	52	63	42	35.2%
2006 Q4	56	73	33	32.7%
2007 Q4	55	60	24	24.6%
2008 Q4	57	77	25	27.4%

# Wyoming Distribution of 2018 Projected Employment by Education/Experience Requirement for all Occupations



# Core Deliverables

- Implementation of Certified Nursing Assistant Orientation
- Guest speakers for Certified Nursing Assistants
- Development of Certified Billing and Coding Specialist class
- Grant Opportunities



# Wyoming Frontier Health Careers

## □ Goals:

- To develop and implement rural health workforce pipeline programs to increase the number of youth interested in becoming health professionals
- To develop and implement Health Professional Academies for 9<sup>th</sup>-12<sup>th</sup> grade economically disadvantaged students
- To develop rural medical education (RMED) programs to pursue post baccalaureate degrees

# Sustainability

- Donations/Dues Invoice
- Official letter to expand throughout the state offering memberships



# Proudest Moments:



- ▣ ---“We are all in competing businesses here for the most part, but membership in the HIP has been extremely beneficial because we all share common problems and solving the issues, as a group, helps all of us. This is a wonderful partnership.” – Kristen Davis, Human Resource Manager, Wyoming Life Resource Center

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- ▣ --- **“We are always looking for local resources and this partnership helps us identify new businesses and training opportunities. What’s good for one of us is good for all of us.” – Jenni Masson, Fremont Counseling Service.**



- --“The collective knowledge of the providers in the area and how we can benefit from and work with each other is invaluable. Together, the Partnership can address the health needs of the community. And, it’s also good to know what the other programs are doing.” – Shawn Griffin, CEO Community Entry Services.

You need to see it...to believe  
it!

