**Healthcare Career Pathways Summit**  
**April 9 & 10, 2008**  
**Valley River Inn, Eugene, Oregon**

**PROGRAM**

**Wednesday, April 9:**

**McKenzie Ballroom**

5:00 - 6:00 pm

Reception & Registration

6:00 pm

Dinner

**Welcome and Introductions**

Jo Isgrigg, PhD, Executive Director  
Oregon Healthcare Workforce Institute

**Opening Remarks**

Debbie Glass, MS, RN, CNAA-BC  
President, Board of Directors, Oregon Healthcare Workforce Institute  
Assistant Administrator for Patient Care, Providence Newberg Medical Center

6:30 - 7:30 pm

**The Statewide Past, Present and Future Picture of the Healthcare Workforce**

- Claire Berger, Workforce Development Policy Advisor, Office of the Governor  
*The Oregon Picture on Healthcare Issues, Workforce Initiatives and Ties to Economic Development*

- Krissa Caldwell, Deputy Commissioner, Oregon Department of Community Colleges and Workforce Development:  
*Community Colleges Statewide Strategic Response in Healthcare Workforce Education: From the 1990s to the Vision of the Future*

- Rick Miller, Chairman, Avamere Health Services; Elected Chair, American Health Care Association and Chairman of the Board of the Oregon Health Care Association:  
*Healthcare Long Term Care Shortage: The National and Statewide Picture*

- Debbie Glass, MS, RN, CNAA-BC, Assistant Administrator for Patient Care, Providence Newberg Medical Center; President, Board of Directors, Oregon Healthcare Workforce Institute:  
*Integrated Picture of the Healthcare Workforce Shortage*

**Thursday, April 10**

7:00 - 8:00 am

Breakfast & Registration  
Columbia Ballroom

8:00 - 8:25 am

**Healthcare Career Pathways:**  
**Partnership & Innovation as Drivers to Meet Demand**  
Camille Preus, Commissioner, Oregon Department of Community Colleges and Workforce Development  
Columbia Ballroom
8:25 – 8:30 am  Transition to Breakout Sessions

8:30 - 9:45 am  Promising Practices and Facilitated Key Issue Dialogue Breakout Sessions
(Please see Site Logistics document for room assignments.)

- **Developing the Health Care Workforce Continuum in Lane County: Promising Practices**
  Learn about the local Lane County efforts to increase the skills of the emerging and currently employed workforce to meet the needs of the healthcare industry.
  Cathleen Coontz, RN, BSN, SPHR, Workforce Development Coordinator, PeaceHealth
  Joyce Godels, RN, MSN, Interim Chair, Health Professions Division, Lane Community College
  Lida Herburger, Program Coordinator, Continuing Education Department, Lane Community College
  Renee Klein, Transition Specialist and WIA Counselor, Cottage Grove High School

- **Going the Distance: Three Models of Distributed Delivery (Promising Practices)**
  This session provides an overview of three distributed delivery programs and the deliver methodology used for distance education. Changes in teaching style and course activities to accommodate distance learning will be discussed as well as the time, resources and lessons learned in DE program development. A demonstration of the student experience will be included.
  Barb DeKalb, Director of Distance Education, Oregon Institute of Technology
  Stacy Mallory, Program Chair, Diagnostic Imaging, Linn-Benton Community College
  Ann Malosh, Dean, Health Occupations and Workforce Education, Linn-Benton Community College
  Marcene Olson, Faculty, Diagnostic Imaging, Distance Education, Linn-Benton Community College
  Jim Saffeels, Assistant Principal, Roberts High School, Salem

- **Education and Training for Bilingual Speakers: Promising Practices**
  This session provides information on a medical interpreter program as well as a career pathway training program which combines the OSBN curriculum for nursing assistants with vocational ESL (VESL) classes focusing on health care.
  Steven R. Storla, PhD, Career Pathways Coordinator, Mt. Hood Community College
  Jennifer Valentine, Executive Director, Cascades East Area Health Education Center

- **Nursing Faculty Shortage Facilitated Dialogue**
  The difficulty in recruiting nursing faculty for Oregon’s nursing programs limits the admissions capacity at a time when Oregon needs even more nurses. Add to this picture the current nursing faculty who are retiring in the near future. Join in a dialogue to learn about the recent survey of Oregon’s nursing faculty, understand the issues fueling the shortage and envision new ways to recruit nursing faculty.
  Kristine Campbell, RN, PhD, Executive Director, Oregon Center for Nursing
• **Healthcare Employer Training through the Governor’s Employer Workforce Fund: Promising Practices**

Learn about Employer Training Fund opportunities as well as Healthcare Workforce Training offered by healthcare employers in Oregon which are funded through the Governor’s Employer Workforce Fund.

Claire Berger, Workforce Development Policy Advisor, Office of the Governor

Kathy G. Wilcox, Employer Workforce Training Fund Project Manager, Oregon Department of Community Colleges and Workforce Development

• **Partnering in Long Term Care – Jobs to Careers (JTC) and Enriched Clinical Learning Environments through Partnerships (ECLEPS): Promising Practices**

A discussion of two regional workforce initiatives that are addressing educational and training needs as well as recruiting, retention and quality of care issues: JTC, a national initiative funded by the Robert Wood Johnson Foundation and Hitachi that aims to create career paths/ladders and lattices for unlicensed direct care workers in assisted living facilities and other community based care settings; ECLEPS is a regional initiative funded by Northwest Health Foundation that is designed to develop long term care clinical education sites for nursing students and recruit them into a career in Long Term Care.

Suanne Jackson, Program Coordinator for the Portland Community College Jobs to Careers Grant

Diana White, PhD, Senior Research Associate, Institute on Aging at Portland State University

9:45 – 10:00 am  
Transition to Team Time

10:00 am - 12:00 pm  
Facilitated Regional Team Planning Sessions  
(Please see Site Logistics document for room assignments.)

12:00 – 12:15 pm  
Transition to Lunch

12:15 - 1:30 pm  
Luncheon/Keynote Presentation  
West Willamette Ballroom

**The Picture Thus Far; Introduction of Keynote Speaker**  
Andy Davidson, President and CEO  
Oregon Association of Hospitals and Health Systems

**Putting the Person First in Health Care**  
Kenneth Brummel-Smith, MD, Charlotte Edwards Maguire Professor and Chair  
Department of Geriatrics, Florida State University College of Medicine

1:30 – 1:45 pm  
Transition to Breakout Sessions
• **Flooding Pathways into Heath Care with High School Students: Three Strategic Models That Work (Promising Practices)**

How to engage high school students, seek community partnerships, strategize activities, develop relevant curriculum, and conduct health care education in order to encourage the youth of today to be our health care professionals of tomorrow.

Mark Geren, Instructional Guide, Health and Science High School, Beaverton School District

Vince Jones, Instructional Guide, Health and Science High School, Beaverton School District

Linda Lamoreau, Volunteer Youth Program Coordinator, Three Rivers Hospital, Grants Pass

Amber Turnage, School Nurse and CNA Instructor, Redmond High School, Redmond

• **Healthcare Career Pathways at Lakeland Community College, Kirtland, Ohio: Promising Practice**

Lakeland Community College's Healthcare Career Pathway is a collaborative model that supports regional economic development in the healthcare field. The model is distinguished by three distinct pathways offering opportunities ranging from remedial studies to a Bachelor's Degree. Lakeland's initiative has capitalized on its partnership with the Lake County Department of Job and Family Services One Stop, leveraging funds for tuition assistance for participants as well as for customized non-credit training for employer partners.

Linn Gahr, Coordinator of Healthcare Career Pathways, Lakeland Community College, Kirtland, Ohio

• **Recognizing and Responding to Emerging Occupations Facilitated Dialogue: Health and Medical Informatics as a Case Study**

The healthcare industry has an increasing need for professionals to manage critical and complex information in addition to professionals who deliver patient care. This discussion will explore how to recognize a new and growing need and how educational institutions can respond, using Oregon’s leading edge programs in health and medical informatics as a model.

Mark Bony, Computer Science Department Head, Rogue Community College

William Hersh, MD, Professor & Chair, Department of Medical Informatics and Clinical Epidemiology, School of Medicine, Oregon Health & Science University

Michael Kirshner, DDS, MPH, Assistant Dean, School of Allied Health Professions and Program Director, Health Informatics, Oregon Institute of Technology

• **The N2K Model: Employer-Sponsored Pathways to Health Careers Promising Practice**

The Oregon Health Career Center N2K Nursing Initiative brings employers to the table as active sponsors and financial supporters -- building pathways to nursing careers for employees. Discussion includes the key components of the model and exploration of its viability for other health careers.

Gary Wappes, MSW, President & CEO, Oregon Health Career Center
• **Nursing Advocacy at the Policy Level: Facilitated Dialogue**

A frequent observation made about nursing advocacy at the policy level is its absence—or at least its invisibility. Yet there is a persistent belief that nurses will participate in advocacy at the societal level in matters of health. Although gaps exist in our knowledge about how to advocate at the policy level, this dialogue will explore a number of other factors that contribute to the disconnect between what nurses are expected to do in terms of policy advocacy and what they actually do.

Judith L. Woodruff, JD, Program Director for Nursing, Northwest Health Foundation

• **Healthcare Workforce Initiative 07-09 through Community Colleges: Facilitated Dialogue**

Learn about the Department of Community Colleges and Workforce Development’s Healthcare Workforce Initiative funded in the last legislative session—the vision, strategic direction, and how your college can be involved.

Jo Bell, Healthcare Policy Advisor, Oregon Department of Community Colleges and Workforce Development

Wayne Fanno, PhD, Education & Workforce Specialist, Oregon Department of Community Colleges and Workforce Development

3:00 – 3:15 pm  
*Transition to plenary session*

3:15 - 4:15 pm  
**The Picture Develops: Framing the Future**
*Columbia Ballroom*

Sharing emerging patterns, trends, and recommendations based on results from the planning team time with 17 regional teams: future healthcare career pathways, policy, data needs, and strategic priorities.

Mimi Maduro, Oregon Pathways Initiative Statewide Director

Ree Sailors, Health Policy Advisor, Office of the Governor

Adjourn