

# **Job Placement**

## **Healthcare Partnerships**

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**Modified and Presented**

**February 23, 2015**

# Patricia O'Hagan



Patricia O'Hagan is the Dean of Health Sciences, Emergency Medical Services and Nursing for Kapi`olani Community College University of Hawai'i. Part of her work is identifying trends in healthcare careers to meet workforce needs. In doing so, she focuses on developing needed credentialed training programs and student pathways into degree and certificate healthcare programs. A goal of the allied health programs is the development of state-wide acute and non-acute care preceptor programs to help meet the needs of Hawai'i's workforce. Previously O'Hagan worked for the United Nations, numerous academic institutions and in the Canadian non-profit sector and for government agencies.

# Webinar Funded by the U.S. Department of Labor



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# I. Role of the Community College

Perception?

❑ Responsive to Needs:

❖ Educational

❖ Workforce



# II. Role of Industry and Education

## WHO ARE YOUR PARTNERS?

- ❖ Have your partners **articulated the skills and aptitudes** required for jobs?
- ❖ Has your institution? Have you? Has the team?



It's All About Partnerships!

# What Is Your Plan and Process?

- ❖ **Goal:** partnerships for **lifelong learning** and building **capacity in the workforce**.
- ❖ Align and coordinate employers' workforce **needs** with College role of **training** and **education**.
  - ❖ Who, When, Where, Why, How?
- ❖ **How:** career pathway's as a workforce development tool.

# Industry Recognized Programs

- **“Human Capital”** — *having an educated, skilled workforce is more important than any other factor in creating economic prosperity.*
- Career pathways - develop ***career-laddered program sequences*** at CC, CA and AS degree exit points that tie to the jobs and careers in industry.
- Associate degrees (two-year degree)
- Certificates



# III. Partnerships

## Ingredients for Success: Teams

- ❑ HR, managers, preceptor/mentors - counselors and clinical coordinators.
- ❑ Dean and faculty in **direct contact** with the workplace staff.
- ❑ Program or field advisory boards - (Develop A Curriculum Model - DACUM)
- ❑ Accreditation and/or industry standards
- ❑ Career pathways (e.g., nursing)
- ❑ MOA's outline the skills to be practiced at the industry partner site.

**A process of continual engagement.**



# Workforce Identified

Hawaii's Healthcare Industry Skill Panels Initial Report and  
Addendum to the Comprehensive

State Workforce Development Plan

February 2011



# Align

## Hawaii industry skill panels

1. Training, funding, and jobs to meet immediate healthcare industry labor needs in the next 12 to 18 month;
2. Action plan for long term labor needs for the Healthcare industry;
3. Bridge the communication gap between employers and the University of Hawaii.

<http://hawaii.gov/labor/wdc/wdc-links/health-care-industry-skill-panels>

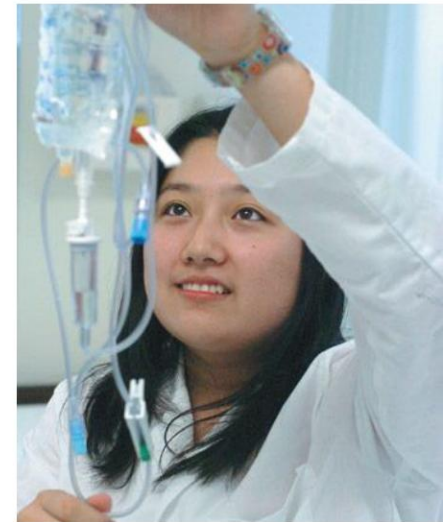
# Career Pathways: Develop A Curriculum Model DACUM

Integrated and Purposeful

DACUM

Competency = SKA

Skills, Knowledge and Attitudes



**Students and Industry Needs = Lifelong Learning**

# **Lifelong Career Pathways: DACUM**

- ☐ **Career and Workforce Readiness**
- ☐ **Programs, Courses and Training Modules:**
  - ❖ **Pre and Post Graduation as Career Pathways**
  - ❖ **Continuing Education**
  - ❖ **Customized Contracts**
  - ❖ **Service Learning**
  - ❖ **Field Experience**

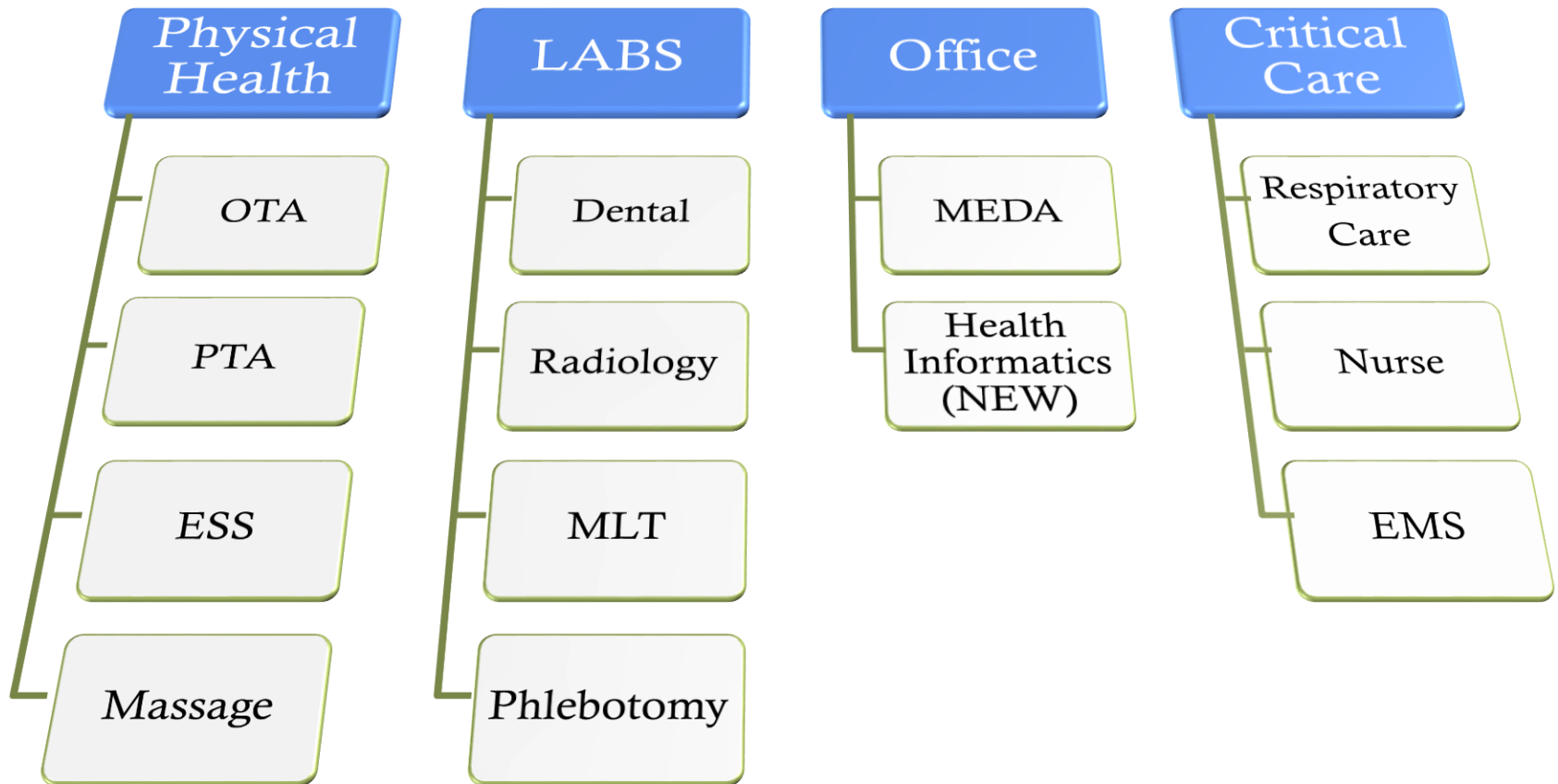
# Job placement!

## Who and where are you

- ❖ Job Placement – generalists and specialists
- ❖ Industry creates credentials for newly identified occupations
- ❖ Salaries that make these positions sustainable as a living wage
- ❖ Standardized preceptor training for industry personnel across programs
- ❖ \*Participation on advisory boards
- ❖ One to three year commitment of resources to support programs
- ❖ Certificates and degrees for work and career pathways
- ❖ Continued professional development opportunities

# KCC Programs

## Agreements - Strategic Alignment



# Strategic Planning

KCC-DOH

## **Teaching Hospital** Location Programs

Lē'ahi and Maluhia Hospitals  
Partner with Kapi'olani CC

Gerontology skills lab and patient experiences  
Health Sciences Programs

# KCC-DOE-DOH Partnership

## 2 MOA

**Goal:** state standards for 255 incumbent workers of DOE

**School Health Aide (SHA)**

Currently - high school diploma with 8 hours

**NEW:** Funding C3T 3 & 4 – CTE Certificates

- ❖ **Skill Level I** – developing as entry into job
- ❖ **Skill Level II** – potential to increase salary
- ❖ **Pathways** – being developed
  - ❖ Medical Assisting Program – accredited - physician office management
  - ❖ Community Health Worker Program – reimbursement - public health.
  - ❖ 2 Cohorts – fall 2014 and spring 2015



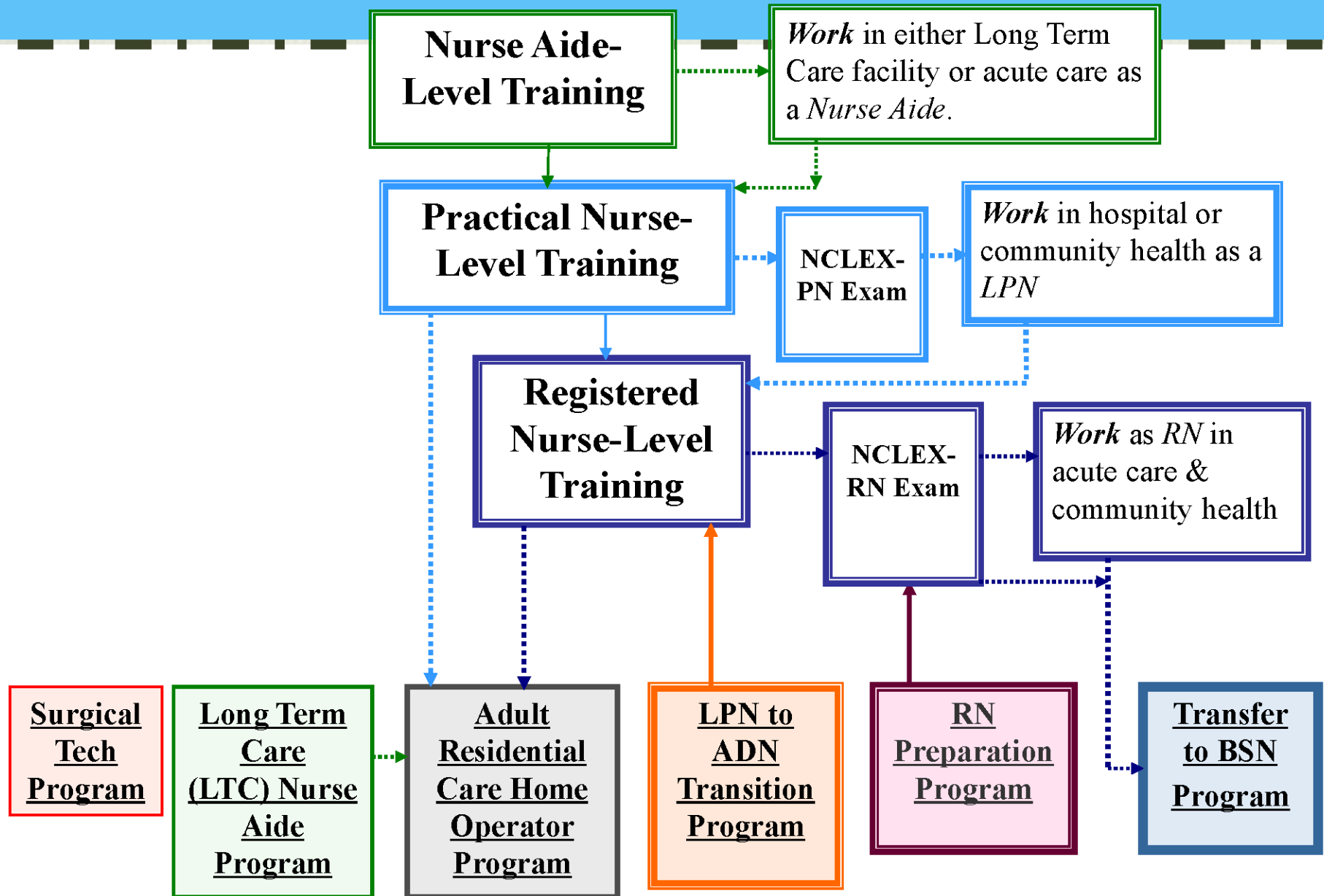
# KCC - Nursing Career Pathway

## Nursing Program:

- ❖ ADN (Associate Degree Nursing/Registered Nurse),
  - ❖ LPN (Licensed Practical Nurse),
  - ❖ Nurse Aide
- 
- ❖ Adult Residential Care-Home Operator,
  - ❖ Long Term Care (LTC) Nurse Aide
  - ❖ Surgical Technician



# KCC Nursing Career Pathways Ladder



# **Kapi'olani CC: Job Placement and Industry Partnerships**



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Mahalo!

QUESTIONS