

Developing Sustainable Training Systems for Tomorrow's Workforce



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Education-BayCare Health System

Technology & Innovation?



New Technology?



CAPTAIN JAMES T. KIRK

I'm sorry, I STILL can't hear you over the
sound of how awesome I am

Overview



Current Trends in Education

Value of Non-Credit and Certificate Programs

Sustainable Models for Training

Career Planning

Industry Partnership (BayCare & St. Petersburg College)



Current Trends



- In 2008, Sixty-six percent (66%) of first time bachelor's degree recipients borrowed to finance their degree.
- Thirty percent (30%) of first time bachelor's degree recipients enrolled in another education program following graduation.
- The median earned income for bachelor's degree recipients in 2009 was \$36,000.
- Twenty percent of first time bachelor's degree recipients have parents whose highest level of education is a high school diploma, GED, or less.
- Twenty three percent of first time bachelor's degree recipients majored in a business related field.

(NCES, 2011).



Current Trends (cont.)



Student loans are the No.2 source of household debt.

The average tuition increase this year is approximately 8.3 percent.

Out of a survey of over 100 four year institutions nationwide, only 22% of students stated they received career counseling from their supervisors (industry) or professors (education).

President Obama stated that “it’s never been more important to get a college education, but its also never been more expensive (Nakamura & Wilson, 2011).”

Currently, the University of Phoenix produces more A.S. Degree graduates than any other institution in the State of Florida.



Non-Credit Training

- Provides limited training for continuing education
- Curriculum can be developed to disseminate online, in a face to face or blended environment for various customers.
- Many non-credit training programs can articulate into academic credit.
- Non-Credit training can be developed rapidly to address various content areas (Terrorism, Emergency Management, Disease Prevention).
- Can address various skill sets (end user, super user, train the trainer).



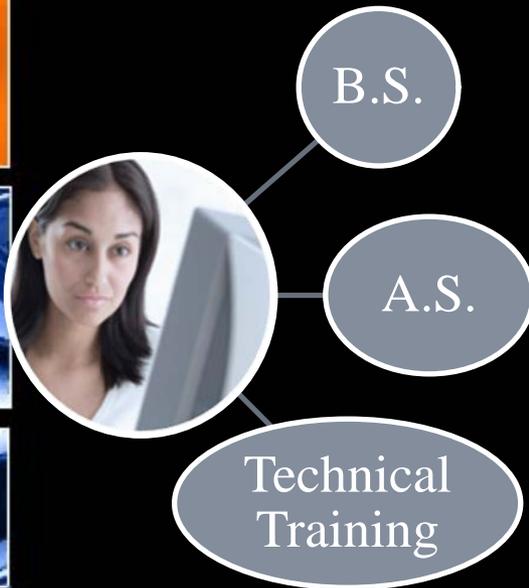
Certificate Programs

- Academic credit while learning skills
- Often portable into other degree programs
- Can be offered at the Associate, Bachelorette, and Graduate degree levels.
- Are anywhere from 12 to 40 credit hours.
- Students in high school can take courses in order to compete for jobs and program acceptance
- Can serve a dual purpose
 - Provide employees with skills to maintain current roles
 - Afford “introductory” training and quick job integration

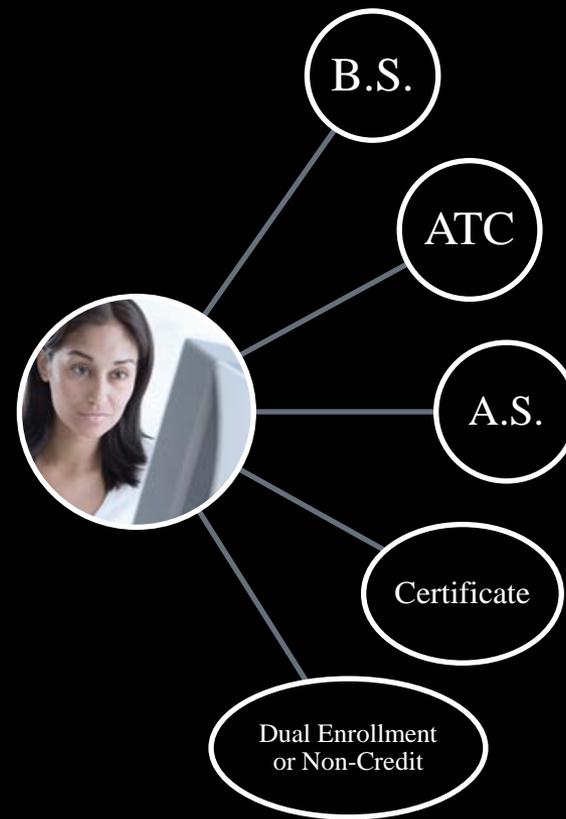


Sustainable Training Models

Traditional Training



Sustainable Training



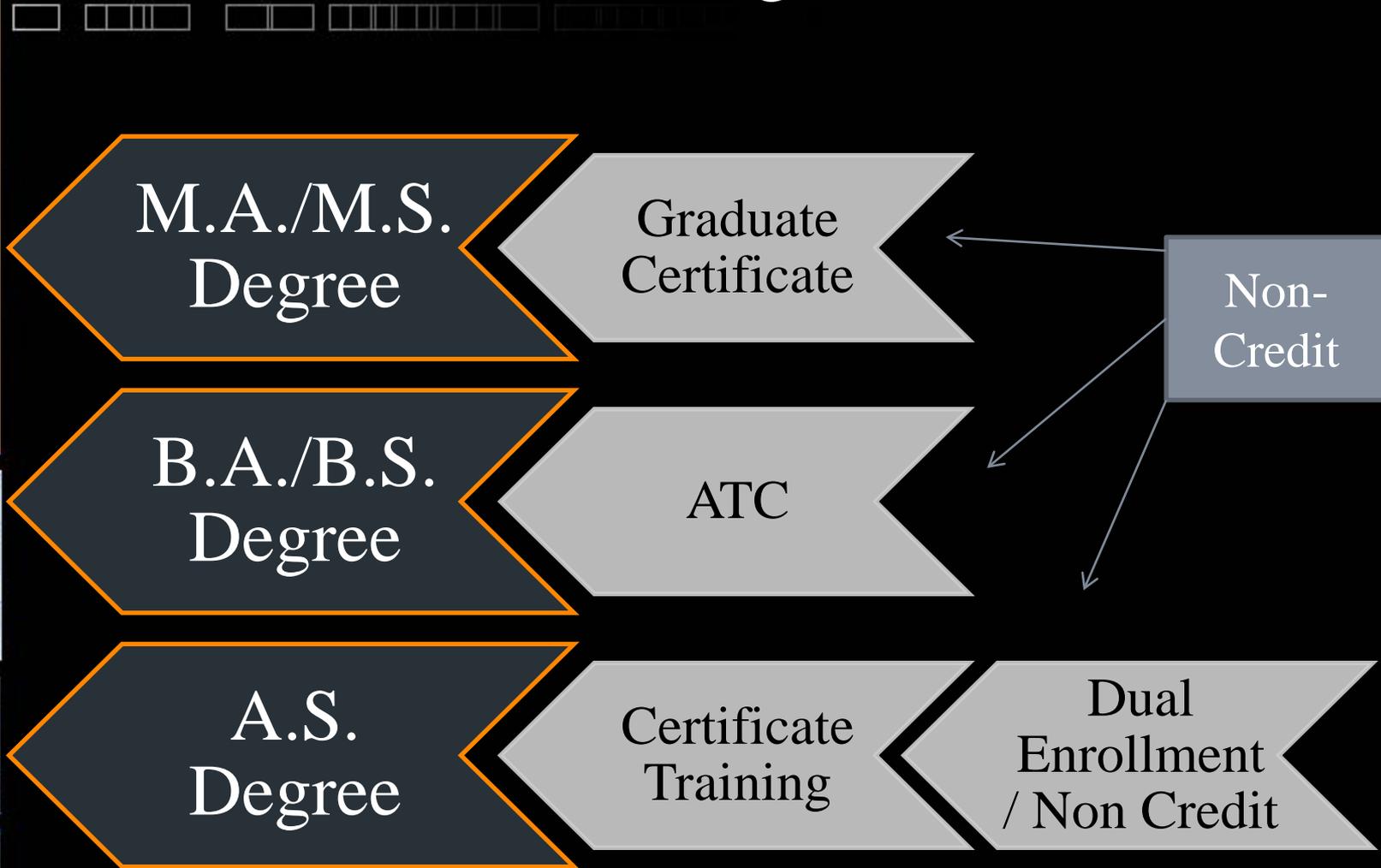
Are “Traditional” models obsolete?

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<http://www.youtube.com/watch?v=jt8JqVdaTqI>



Sustainable Training Model (cont.)



Career Planning

- Do your utmost to plan for optimum potential for the student/employee
- Limit Non-Credit training or ensure portability for “academic” credit
- Focus on six month, twelve month, twenty four, and forty eight month training goals
- Address mentorship and community internship programs
- Collaborate with local educational institutions to communicate YOUR industry needs.
- Consider a “hybrid” plan for academic and institutional advancement (working and advancing while in school).
- Plan for variables, obsolete technologies, and market shifts
- Donate your time to become an advisory board member for your local college or university and communicate consistently
- Develop partnerships with workforce boards, high schools, community colleges/universities, and industry partners.

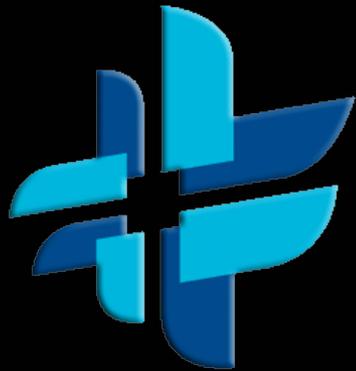
BayCare & St. Petersburg College

- Determined that a need for Health IT skills existed in the community
- Collaborated to submit a CBJTG grant proposal to DOL/ETA
- Developed first Certificate and A.S. degree program in Healthcare Informatics in Florida
- Collaborated on industry need and developed program curriculum
- Involved local health partners (HCA, VA, BayCare) and Pinellas County Schools (PTEC & Medical Magnet) for support.
- Delivered symposiums, online learning materials, and produced more than 168 graduates

Resources:

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 - Nakamura, D., & Wilson, S., (2011). Obama unveils student loan relief plan in Denver campus appearance. Retrieved from:
http://www.washingtonpost.com/politics/obama-unveils-student-loan-relief-plan-in-denver-campus-appearance/2011/10/26/gIQA0cDNJM_story_1.htm
 - U.S. Department of Education, National Center for Education Statistics. (2011). *2008–09 Baccalaureate and Beyond Longitudinal Study (B&B:08/09): A First Look at Recent College Graduates* (NCES 2011-236).

Dr. Sandra Cassity



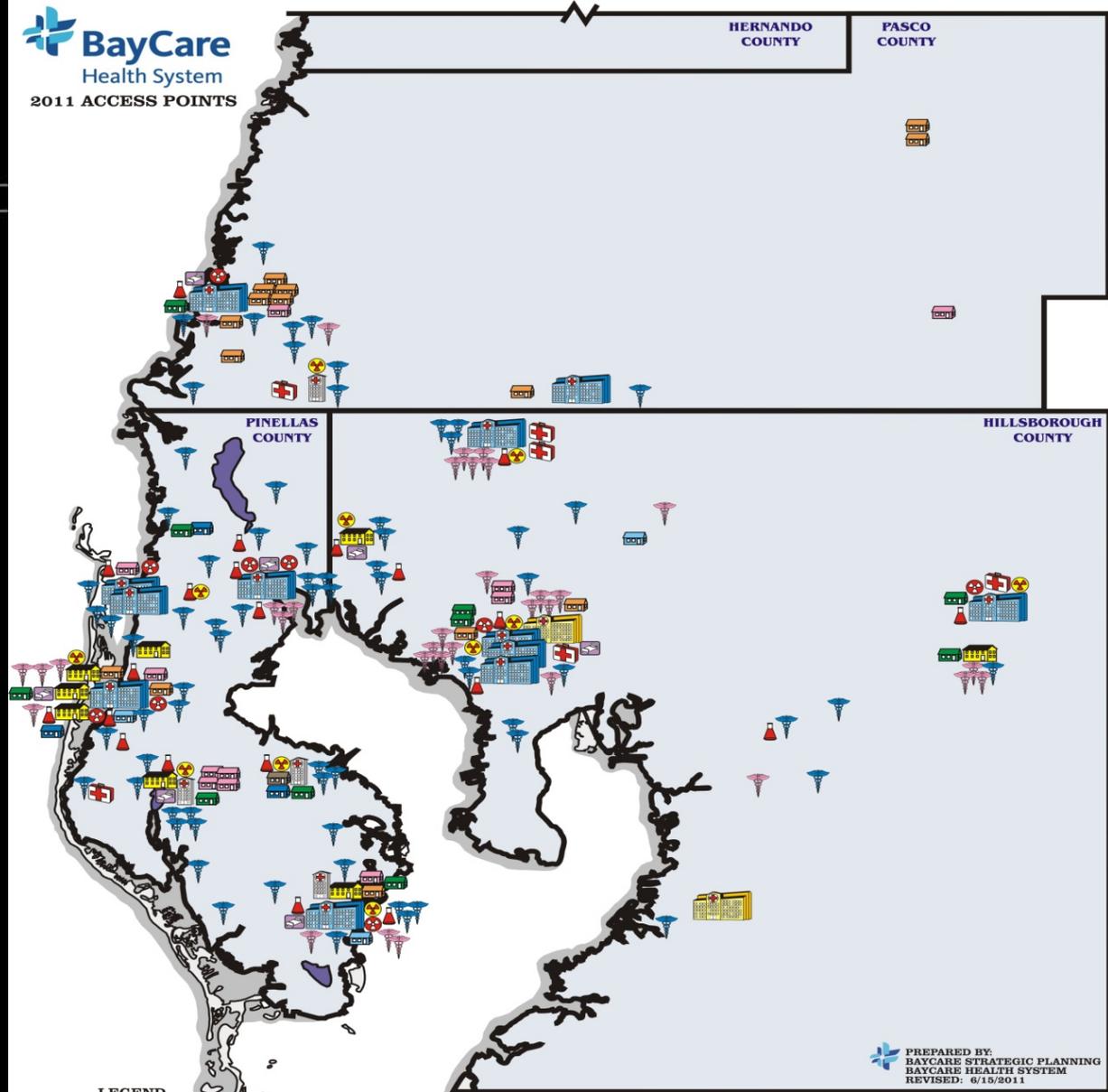
BayCare
Health System





Over 19,000 Team Members in 2011



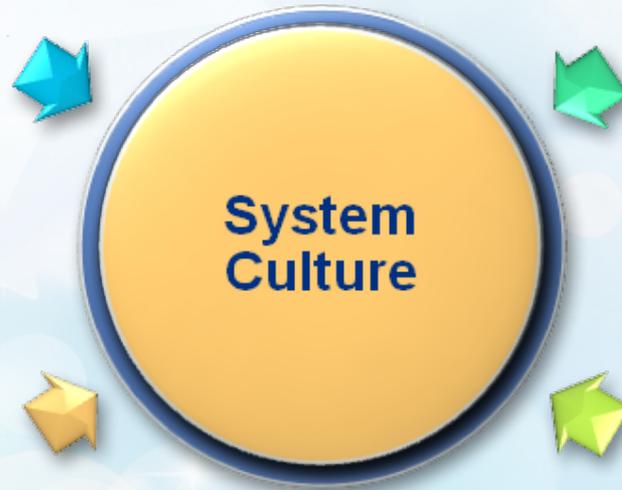


PREPARED BY:
BAYCARE STRATEGIC PLANNING
BAYCARE HEALTH SYSTEM
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LEGEND

- | | | | | | | | |
|---|--|---|---------------------------------------|---|--|---|--------------------------|
|  | B.C.H.S. HOSPITALS |  | FREESTANDING LICENSED IMAGING CENTERS |  | LABORATORY PATIENT SERVICE CENTERS |  | SLEEP CENTERS |
|  | FUTURE B.C.H.S. HOSPITALS |  | CAMPUS BASED IMAGING SERVICES |  | POST ACUTE CARE FACILITIES |  | URGENT CARE CENTERS |
|  | AMBULATORY SURGERY CENTERS |  | PRIMARY CARE FACILITIES |  | BAYCARE HOMECARE FACILITIES |  | O/P REHABILITATION CTRS. |
|  | FREESTANDING LICENSED OUTPATIENT CENTERS |  | SPECIALTY CENTERS/PRACTICES |  | BEHAVIORAL HEALTH I/P & O/P FACILITIES |  | WELLNESS CENTERS |
| | | | |  | MEDICAL SPAS | | |

BayCare's Strategic Plan 2011-2015+





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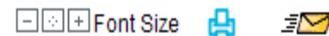
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A Common Standard Of Excellence



Welcome to BayCare's [Online Quality Report Card](#), where we provide you with accurate and honest information on the performance of our [leading not-for-profit hospitals](#) and how we compare with hospitals around the country and the state. This area of our Web site also provides you with useful information to help you get more involved in your health care decisions.

Quality Of Care

Click below to find information on how well BayCare's hospitals care for patients with certain medical conditions or surgical procedures, as reported by the U.S. Department of Health and Human Services on its [Hospital Compare](#) Web site.

[Heart Attack](#) - Provides information on 8 process of care measures that tell you how many patients at our hospitals get treatments known to be effective for most adults who have had a heart attack.

[Heart Failure](#) - Provides information on 4 process of care measures that tell you how many patients at our hospitals get treatments known to help most adults with heart failure do better and keep from getting worse.

[Pneumonia](#) - Provides information on 7 process of care measures that tell you how many patients at our hospitals get treatments known to be effective for most adults with pneumonia.

[Surgical Care Improvement/Surgical Infection Prevention](#) - Provides information on 5 process of care measures that tell you how many patients at our hospitals get treatments recommended for most adult surgical patients.

HEALTH FOCUS

[Symptom Checker](#)

[Are You At Risk For a Stroke?](#)

Find out your risk level with this easy interactive tool.

[Know Your Options](#)

Good health care decisions can help you reduce costs and get better care. Find out how.

[Find Your Target Heart Rate](#)

This tool will help you find your target heart rate based on your age

Health Links

[Better Care at Lower Costs](#)

[Heart Attack and Unstable Angina](#)

[Heart Failure](#)

[Heart Problems \(Learning Center\)](#)

[Interactive Tool: Are You at Risk for a Heart Attack?](#)

[Pneumonia](#)

[Should I have angioplasty for stable angina?](#)

[Smart Decisions: Know Your Options](#)

[Surgery: What to Expect](#)

Current Employment Trends

- Over 700 jobs currently open
- Mergers and acquisitions
- Over \$3M spent on Tuition Assistance in 2010
- Today's jobs are not what we will need in 5-7 years
- Growing need for more career development for current team members



Education/Business Partnerships

- Current Partnerships
 - Information Technology
 - Nursing (LPN Transitional/AS/BSN/MSN)
 - Radiography
 - Laboratory Technology



Questions?

