

GOAL: GENERATE AWARENESS ABOUT OCCUPATIONS IN HEALTHCARE

Strategies	Initiatives	Outcomes	Date
Expose individuals to the variety of occupations in healthcare	Information sessions for community organizations and K12 educators	23 community representatives and K12 educators attended information session to learn about healthcare careers (STNA, LPN, medical assistant, phlebotomist, medical biller), career pathways, admission requirements and details of the academic programs at Stark State Akron	2/2020
		Cleveland Clinic Akron General and Summa Health shared with 100 community representatives and K12 educators about the various healthcare careers; shared the healthcare training database so they could direct their students/clients to local training programs	12/2019
	Healthcare bus tour	3 local healthcare facilities provided tours and information sessions	11/2019
	Non-traditional ways to connect students to healthcare	A mobile unit from CCAG will visit students at Copley High School	on-hold
		7 healthcare employers brainstormed ideas on how to connect APS students in a virtual environment	7/2020
Health professions week	Health professions week begins November 14, 2020; <i>immediate next step – brainstorm with partners ways their organizations can promote healthcare careers</i>	in-progress	
Develop healthcare career pathways	Infographic of career pathway	Nursing example available at conxusneo.jobs	5/2019
	Expand career tech offerings in K12	Demand for pharmacy techs was shared with K12 partners and 2 schools are preparing to add pharm tech pathway in 2020/21 or 2021/22	2/2020
Develop a coordinated campaign to mobilize the community	Neighborhood outreach	Pilot for immigrant/refugee population drafted and vetted with community leaders; <i>next step – on hold until post-COVID</i>	on-hold
		Leveraged RAISE initiative for Akron Children's Hospital and Cleveland Clinic Akron General to share about career opportunities; 75 residents participated and 76% of participants are now in their pipelines (e.g. interview, screen for open positions or pipeline); <i>immediate next step – virtual job will be held on 10/20/20</i>	8/2020 10/2020
		Summa Health shared with 35 residents in Middlebury about their careers and Stark State Akron shared about their healthcare academic programs; 14 individuals were interviewed and 5 were hired; Middlebury Workforce Coalition emerged	11/2019

see next page

GOAL: CULTIVATE A QUALIFIED POOL OF CANDIDATES AND CONNECT THEM TO EMPLOYERS

<u>Strategies</u>	<u>Initiatives</u>	<u>Outcomes</u>	<u>Date</u>
Inventory credible training programs and make accessible to jobseekers and employers	Training database	A training database is available at conxusneo.jobs/healthcare that maps 20 in-demand occupations to 28 local educational partners; shared with healthcare sector partnership, 2019 School Summit, APS senior "enroll" class, Strengthening Stark and Summit/Medina Workforce Development Board	7/2019
Address jobseekers' barriers to education and employment	Understanding pandemic unemployment	Through regularly scheduled meet-ups with employers, a need to gain additional information about unemployment was expressed; <i>immediate next step - to be scheduled; presenter considering dates in September</i>	9/2020
	Internal support systems provided by employers	3 hospital HR VPs and 1 assisted living administrator were convened to discuss how they can support their employees around childcare/schools reopening; Akron Children's Hospital developed a robust list of resources and placed on their employee intranet; Summa Health identified discounted childcare and included in their Employee Perks	7/2020
	Funding for training and wrap around support	Grant proposal submitted for funding to support individuals pursuing STNA training who need additional support for tuition, childcare, related expenses	9/2020
	Jobseeker focus groups	4 focus groups were convened by 3 community partners and primary findings were 1) lacked understanding about various healthcare occupations, requirements and necessary training, 2) lacked childcare and transportation and 3) have a criminal background; <i>immediate next step - partner with UA Re-entry clinic in Oct '20 for presentation to community organizations and promote OMJ's October clinic for employers</i>	12/2019 9/2020
	NCLEX review course speaker series	4 healthcare employers presented to the Akron Urban League's LPN/RN license review course students; <i>immediate next step - because of COVID's disruption to classroom time, instructor to determine when to re-introduce</i>	10/2019 on-hold

GOAL: INCREASE THE NUMBER OF EMPLOYEES WHO ARE RETAINED AND PROMOTED

<u>Strategies</u>	<u>Initiatives</u>	<u>Outcomes</u>	<u>Date</u>
Provide non-traditional benefits	Employee survey	Survey developed to gain better understanding of what employees' value; <i>immediate next step - focus groups need to be conducted</i>	6/2019
Deepen understanding of employees' expectations and engagement	Leadership development training	<i>Immediate next step - grant proposal submitted for leadership development (cultural competency, impartial bias) for new managers since it was shared in focus groups and recruiters that entry-level employees do not necessarily feel supported</i>	3/2020 9/2020
Develop cohort models to upskill employees	Contextualized healthcare curriculum	A 2nd cohort of immigrant/refugees participated in contextualized healthcare curriculum at Summa Health; a total of 20 individuals participated	11/2019
	Grow Your Own model	<i>Immediate next step - 6 skilled living facilities are scheduled to discuss their nursing shortages and identifying a cohort of employees to offer STNA training at Stark State Akron</i>	9/2020
Establish internal career pathways			