

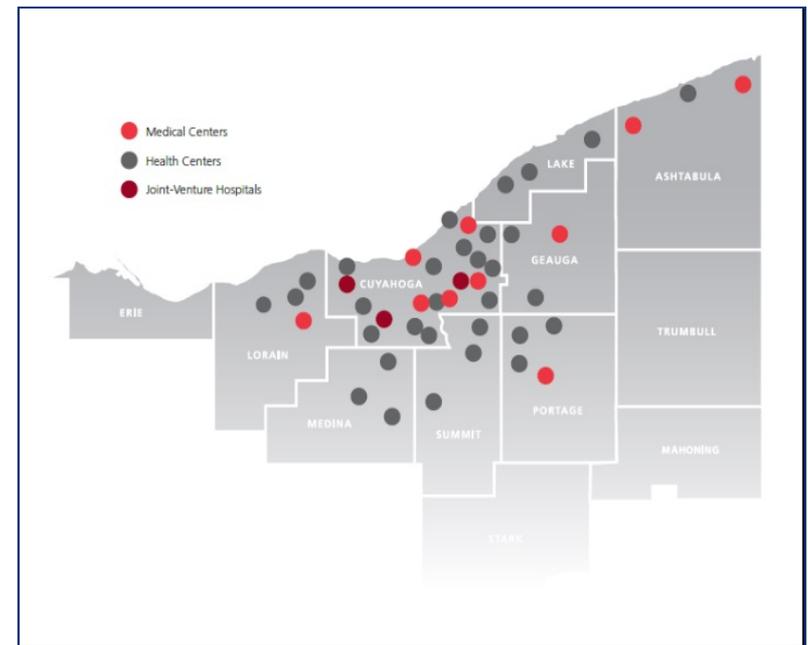
# **How employment data informs collaborations with colleges and workforce development organizations across our region**

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# Who we are

- 50 locations across Northeast Ohio
- 16 hospitals
- 35+ ambulatory sites
- 26,000 employees



# Internal Data we pay close attention to

- Volume of positions in different job categories
- Number of hires in those job categories per year
- Turnover
- Hard to fill jobs, based on Days to Fill & Qualified Candidate response
- Job forecasting: What are the future needs of the organization
  - growth of the healthcare system,
  - age of current workforce,
  - changing nature of healthcare from hospital-based care to outpatient care

## External Data that influences our decision for workforce development priorities

- The state of the current local workforce
  - the numbers of people who possess the technical skills, education level, and experience
  - number of people who possess the appropriate work-ready skills
- Stagnant or declining population growth in region
- High school and college graduation rates
- The training and education programs that produce work-ready candidates in the areas in which we hire
- Analysis shows that there's **misalignment** of the regional workforce pool and our workforce needs in certain areas

# UH Workforce Development Priorities

- Registered Nurses (RN) with Bachelor's Degrees
- Patient Care Support
- Medical Assistants
- Facilities Maintenance
- Environmental Services and Nutrition Services
- Lab
- Radiology

# Strategies include

- Engage regional partners
  - Public Sector with WDB
  - Education Sector with Community Colleges and High Schools
  - Non-profit Sector with community based partners
- Engage other healthcare systems
  - They are facing same workforce challenges
  - Partnership leads to benefiting everyone to broaden workforce pool
- Engage employers from other sectors facing the same challenges

# Solutions

## Challenge: Large percentage of applicants not “work-ready”

- The building and expansion of our Pathway and Step Up programs to prepare, hire, and retain employees who are challenged by regular recruitment process and need additional supports to maintain employment
- Three healthcare systems coming together to:
  - Work with New Bridge in Cleveland to create a new Patient Care Assistant program
  - Work with three community colleges to create a new Patient Care Assistant program

# Challenge: Aging Workforce

- Multiple healthcare systems and other companies created a facilities maintenance program in collaboration with the City of Cleveland, CMSD, and Youth Opportunities Unlimited

# Challenge: Low rate of college degree attainment in region

- Multi-layered partnership with community colleges to get employees to prepare for, enroll, or re-enroll in college, including having a Tri-C representative and classes onsite at our main campus
- Bridge to Your Future
- Adult Diploma Program
- Enhance Tuition Reimbursement benefit for Part-Time employees
- Offer College Direct Pay Benefit for employees

# Looking into the future

- By utilizing our internal data, we will continue to identify emerging areas of need for a trained workforce. And by coupling that with external information, we will be able to assess where there is a need for action and partnership to affect change.