

## Chautauqua County Education Coalition: Health Care: Middle School to High School Pathways – Working Document

### I. Grand Challenge:

**Grand Challenge:** *What do we need to do as a county-wide collaborative to Identify and develop middle school to high school career pathways that connect to the health care economy?*

### II. Stakeholder Concept: Stakeholder Identification

- a. Make determination on how best to collaborate with existing Health Workforce Action Team in Chautauqua County (HWAC).
  - Utilize the Coalition Building Process to support the mutual goals of the HWAC and the Chautauqua County Education Coalition. Chautauqua Connection’s Children’s Coalition.
  - Develop process to tie in the goals of the Health Care Action Team – HCAT is an initiative of the Jamestown Strategic Planning Commission.

### Primary Stakeholders

Who... (entity)	Who... (person)	Guiding Team Participant?
ICE 8 – Chautauqua County Department of Social Services	Christine Schuyler	
Jamestown Strategic Planning Commission (HCAT)	Lillian Ney	
Chautauqua County Health Network	Ann Abdella	
Workforce Investment Board	Katie Geise	
BOCES	Linda Finn	
BOCES	Gretchen Varney re: LPN Program	
Falconer School District (Jr. Achievement)	Cathy Moots	
Jamestown High School (Health & Life Sciences Academy)	Reach out to Mike McElrath  Gennaro	

Updated: 4-28-15

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School Counselors	Tina Duliba – Reach to Lori Whitmore	
Representatives of Health Care Sector	Via HWAC	
STRIDERS	Ask Ben L.	
East Side YMCA		
Boys & Girls Club		
Washington and Jefferson School After School Programming		
Dunkirk - Boys & Girls Club		
Jamestown – Boys & Girls Club		
Cornell Cooperative Extension		
4-H		
Science & Math Teachers at the Middle School Level		

### Secondary Stakeholders

Who... (entity)	Who... (person)	Guiding Team Participant?

### Supporting Stakeholders

Who... (entity)	Who... (person)	Guiding Team Participant?
Parents		
Media & PR		

### III. A Collaborative Process: Agreement on the Process

#### IV. Critical Roles

- a. Guiding Team Members:
- b. Convener – Ann Abdella (CCHN) & Katie Geise (WIB)
- c. Stakeholder Organizations: *(see stakeholder listing)*

- d. Process Facilitator(s) – Ann & Katie
  - i. Data Analysis – Dr. Kazi
- e. Content Experts
  - i. Area Health Education Centers – Regional Center (Warsaw, NY)
  - ii. ISCI – WNY – Career Pathways

**V. Shared Outcomes**

**VI. Stakeholder Alignment**

**VII. Gathering the Information**

- a. Identification of Employer Needs
- b. Inventory of current programming
  - i. Health Workforce Action Team Initiatives – focused on workforce issues – seeking to develop homegrown people to enter health care HHA, CNA, (homecare and skilled nursing facilities, pathway to LPN & RN). Nurse leadership training.
  - ii. Health Care Action Team – City of Jamestown Initiatives  
HCAT is working on a common recruitment strategy for physicians and other health care personnel to the City of Jamestown and surrounding area.
  - iii. CHAT – Community Health Action Team – focused on broader health care issues
  - iv. Job Shadowing
  - v. Physician Recruitment
  - vi. Stan Lundine Health Care Professional Endowment  
Funds from this endowment created by CCHN’s first director, former Congressman and Lt. Gov. of NYS, Stan Lundine, are available annually to Chautauqua Integrated Delivery System (IDS) members for costs related to recruiting or retaining physicians within Chautauqua County.
  - vii. Power of Three program
  - viii. Medical Education Outreach Community Program (MECO)  
The MECO program is a 6-week, paid experience reserved for 1st and 2nd year medical students from Chautauqua County. The program offers a unique opportunity to rotate through and explore multiple disciplines in the medical field. Medical students can make requests of specific disciplines that they would like to explore before choosing the area they may choose to specialize.
  - ix. ICE 8  
BOCES and County collaborative. BOCES will provide school health coordinators to work in liason with the school districts. The concept is to build a healthy lifestyle into all aspects of educational system. It is a K-12 initiative. Will need to figure out how staff at schools will implement given their current work requirements. CCHN grant to help support implementation at target school districts including ( )

- x. Area Health Education Center (myhealthcareer.org)
 

The AHEC program was developed by Congress in 1971 to recruit, train and retain a health professions workforce committed to underserved populations. The AHEC program helps bring the resources of academic medicine to address local community health needs. The strength of the AHEC network is its ability to creatively adapt national initiatives to help address local and regional healthcare issues. The Western New York region AHEC is located in Warsaw, NY. AHEC programs include:

  1. The Health Workforce Retraining Initiative including potential training opportunities in compute skills, data analytics, nurse leadership skills development and LPN tuition assistance.
  2. Pipeline programming to provide health education with specific focus on individual and community needs and demographics. Through this program AHEC provides information on and assist in facilitating a variety of local programs and events, including incentive program, skill enhancing workshops and industry certification courses. Pipeline programming is designed to expose elementary, middle and high school students to a variety of health career awareness programs and seek to foster life-long interest in science and math.
  3. Doctors Across New York which is a state-funded initiative to help train and place physicians in underserved communities in a variety of settings and specialties to care for New York’s diverse population.
  4. ITEST supports projects that increase students awareness of STEM and cognate careers; motivates students to pursue the appropriate education pathways for STEM and cognate careers; provides students with technology rich experiences that develop disciplinary based knowledge and practices, and non-cognitive skills needed for enter entering STEM workforce sectors.

**Data Gathering**

Survey Superintendents –

i. Primary Data

1. What is the status of career planning in Chautauqua County school districts? CDOS – Can we quantify what school systems are doing to track career readiness?

**VIII. Develop Current State Map About Health Care Career Pathways**

Who...	is doing what...	for whom...	and why are they doing it?	How is success measured?

Updated: 4-28-15

**IX. Understanding the Challenge**

There are needs in pre-med, nursing OT etc. (understand this more clearly – reach out to Ann and Katie to work this aspect)

**X. Future State Picture**

**XI. Catalytic Projects**

**XII. Restructuring the Work**

**XIII. Strategic Alignment**

**XIV. Continuous Improvement**

Updated: 4-28-15

## Notes:

### April 28, 2015

Health Care Career Fair – May 15<sup>th</sup> at WCA Hospital

Potential Gap: There is not currently a concerted middle school to high school pipeline development initiative.

How do we get to consensus on Next Steps?

1. Next HWAC Meeting
  - Present CCEC resource and process
  - Discuss common ground
  - Discuss collaborative model
2. Determine collaborative process
3. Drive toward consensus around catalytic projects
4. Determine how to resource projects/initiatives

### November 20<sup>th</sup>, 2014

WIB Health Care Careers Programming

- Challenge – fitting it into school day, time after school is difficult to find
- Options – Preset Job Shadowing opportunities so that when a student is interested in it they can plug in. There are some HIPPA issues to work through.
- This work has not been in the middle schools but there is a desire to move it into this arena.
- Pre-Med will be coordinated into professional setting versus trying to fit all students into this space and overburdening the providers.

Cornell Cooperative Extension

- Has developed STEM Education Curricula

STEM: Coalition Focus has come back to STEM, do we bring the two teams back together?

- Broadening kids horizons to all the career opportunities in the STEM arena.

Learning System Gap: Identified resource needed to lead the responsibility to work with kids to develop their career readiness and their educational plan. What course work is needed to reach the desired outcome.

Learning System Gap: Program Driver - Lack of someone or some entity driving these programs in the career space

Bring in guest speakers at middle school from local health care industry.

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Understand What's available now in terms of providing career guidance to students in Health Care

Self awareness could be universal across both health care and manufacturing sector

MASH Camps had been provided but got defunded

CDOS review

Resources: Video Works at JHS

When we get to the How: This is the point where HC & Manufacturing task teams may intersect

Stakeholder Notes:

- BOCES – (Can career awareness and exploration be integrated into existing programming?)
- ICE 8 – (Can career awareness and exploration be integrated into this programming model?)
- Jamestown High School Health Care & Life Sciences Academy
- Falconer School District – Jr. Achievement model in middle school – (Can career awareness and exploration be integrated into into this programming model?)
- School Counselors \*\*\*\* (important for developing student self-awareness)
- Representatives from HC Sector interested in speaking to students
- STRIDERS – Mentoring model, E-mentoring model
- Jamestown Strategic Planning Commission – HCAT
- WIB – Career Development
- East Side YMCA
- Boys & Girls Club
- After School programming at Washington & Jefferson
- Dunkirk Boys and Girls Club
- Westfield YWCA
- Kids College (Continuing Education)
- Boy Scouts
- Girl Scouts
- Cornell Cooperative Extension (Science Explorers)
  - Have developed STEM curricula
- 4-H
- Science & Math Teachers at middle school – knitting these concepts into the curricula