

**Health Care Services Industry Council**  
**PIPELINE Program - Department of Labor and Industry**  
**October 23, 2018 10:00 am – 11:45 am**

**Welcome and Introductions: Heather McGannon**

**PIPELINE Program updates: Annie Welch and Kathleen Gordon**

1. Launch of [Speaker Series](#):
  - a. May 24 focused on different generations in the workplace;
  - b. September 13 focused on leadership development within organizations;
  - c. December 6 will focus on diversity and inclusion.
2. Presented at or participated in 95 meetings with Chambers of Commerce, Economic Development Groups, Employers, etc. focusing on health care services;
3. Publication of [tools to help develop and track dual training programs](#);
4. Kick-off of [Community Workforce Conversations](#) all around the state over the next several months;
  - a. Mankato: October 16
  - b. St. Cloud: October 30
  - c. Marshall: November 14
  - d. Rochester: November 27
  - e. Alexandria: December 3
  - f. Bemidji: December 11
  - g. Duluth: December 18

\*Thank you to Senator Senjem for his willingness to share information and help promote these meetings.
5. Welcome to Amanda Follmer, PIPELINE Program Specialist.

**Health Care Industry Council Trends – Annie Welch and Kathleen Gordon**

The meeting began a discussion on Industry Trends and Employers noted new developments in the industry:

- Long-term care facilities are in great need of staff including Personal Care Attendants (PCA) and Certified Nursing Assistants (CNA). Some facilities are closing wings of buildings due to lack of staff forcing seniors to move many miles away from family to find a facility with an open bed;
- Home healthcare a growing trend;
- Salary structure for Nursing Assistant: Home care – lowest salaried positions, Assisted Living facilities – higher paid, Care Centers – highest paid;
- International Nurse Recruitment popular trend to fill nursing positions. Nurses come to the U.S. on EB3 visas and can eventually become U.S. citizens, though it can take many years. Some facilities have 25 percent of their nurse workforce on these visas;
- Health care workplaces appear to be so short staffed that there's difficulty in finding facilities that have the capacity to hold tours for youth, much less assign mentors, job shadow, etc.;
- In rural communities, not enough students are graduating in health care majors to address the needs with the number of retirements;
- Lack of students going into specific health care positions due to lack of knowledge of occupations other than nurse/doctor. Many other positions only require two year degrees, diplomas or certificates;
- Health Care career exposure would be beneficial to both students and parents. Parents encourage four year degrees perhaps due to lack of awareness of other options though career paths exist at a lower cost.

**New Tracking Tools and Related Instruction Inventory Updates – Annie Welch**

Annie spoke about the new on-the-job training tracking tools available on the PIPELINE website and discussed that all occupations will be updated with tracking tools available by early next year. Annie also highlighted the updated

related instruction inventory and invited educators to review. Please contact Amanda Follmer if you have any questions at [Amanda.Follmer@state.mn.us](mailto:Amanda.Follmer@state.mn.us).

### Competency Council Updates – Kathleen Gordon

- Currently seven eligible
- Specialty Nursing positions
- Certified Nursing Assistant (CNA)
- Licensed Practical Nurse (LPN)
- Dental Assistant
- Radiological Technician
- Pharmacy Technician
- Paramedic
- Laboratory Technician – MLT to MLS and or Lab Assistants
- Human Services positions (especially within Minnesota State Systems)
- Clinical Assistants
- Career trajectory from Nursing Assistant to Nurse or Health & Wellness Professional then to Nurse Manager
- Surgical Technicians
- Sterile Processor
- Respiratory Technicians
- Histotechnicians (prepares human body tissue for examination by other laboratory professionals)
  
- PIPELINE will review these potential occupations to identify the top priorities by March 2019. Employers are welcome to contact us at any time to participate in the Competency Council work or if they have an occupation to add to the list.

#### Other updates/ notes of discussion:

- Community Conversations will continue over the next few months.

### Dual-Training Grant updates – Jacquelynn Mol Sletten

The dual-training grant will continue with round eight for new and existing grantees. The grant will open for application on April 1, 2019 and close on May 17, 2019. (Contact [Jacquelynn.Mol.Sletten@state.mn.us](mailto:Jacquelynn.Mol.Sletten@state.mn.us) at the Office of Higher Education for more information). OHE awarded over \$2 million in 2018 to 41 different companies.

### Next Health Care Services Industry Council Meeting

Please save the date for February 21, 2019 from 10:00 am to 11:30 am for an in-person or webinar meeting opportunity.