

# COMMUNITY COLLEGES

SAN DIEGO & IMPERIAL COUNTIES

## CAREER EDUCATION

San Diego & Imperial Counties  
Community Colleges  
Regional Consortium

## Healthcare Sector Update

Connie Lafuente, MPH  
Rachel Sanchez, MPH



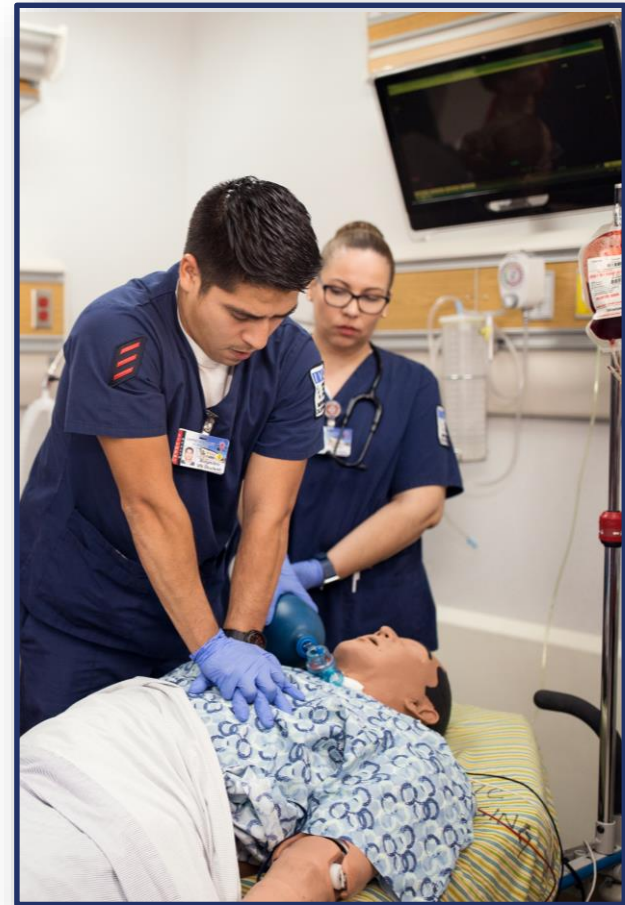
Friday, August 9, 2024

# Agenda

Healthcare Sector Overview

Panel of Healthcare Professionals

Regional Healthcare Initiatives - Strengths, Challenges and Opportunities



# Healthcare Sector Overview

## California's Minimum Wage Increase for Health Care Workers is on the Horizon



By Violet Thomas & Tula Johnson on May 30, 2024  
California Health Care Foundation



### Examining AI and Health Care: Implications for Equity and California's Health Care Safety Net

#### The New AI Landscape

Artificial intelligence (AI) is at an inflection point. The emergence of generative AI, along with the development of sophisticated large language models, has greatly enhanced the analytical and predictive capabilities of computer systems, allowing for remarkable insights to be drawn from vast data sources. For a number of reasons, this may lead to greater development and adoption of AI applications in health care.

As a result of freely available generative AI tools like

possible medical errors and discomfort with interacting with AI instead of human health professionals."

"I get that there's a lot of hype about AI. It's an incredibly shiny object, and I am normally very skeptical of shiny objects. Even so, I honestly believe the potential of AI to transform health care is very real — and a very big deal."

April 2024

## Bridging the Care Gap: Addressing California's Health Care Workforce Needs

California is not producing enough health care workers to meet the needs of a growing, aging, and rapidly diversifying population. Building a representative workforce can improve the health of Californians and the quality of care they receive.

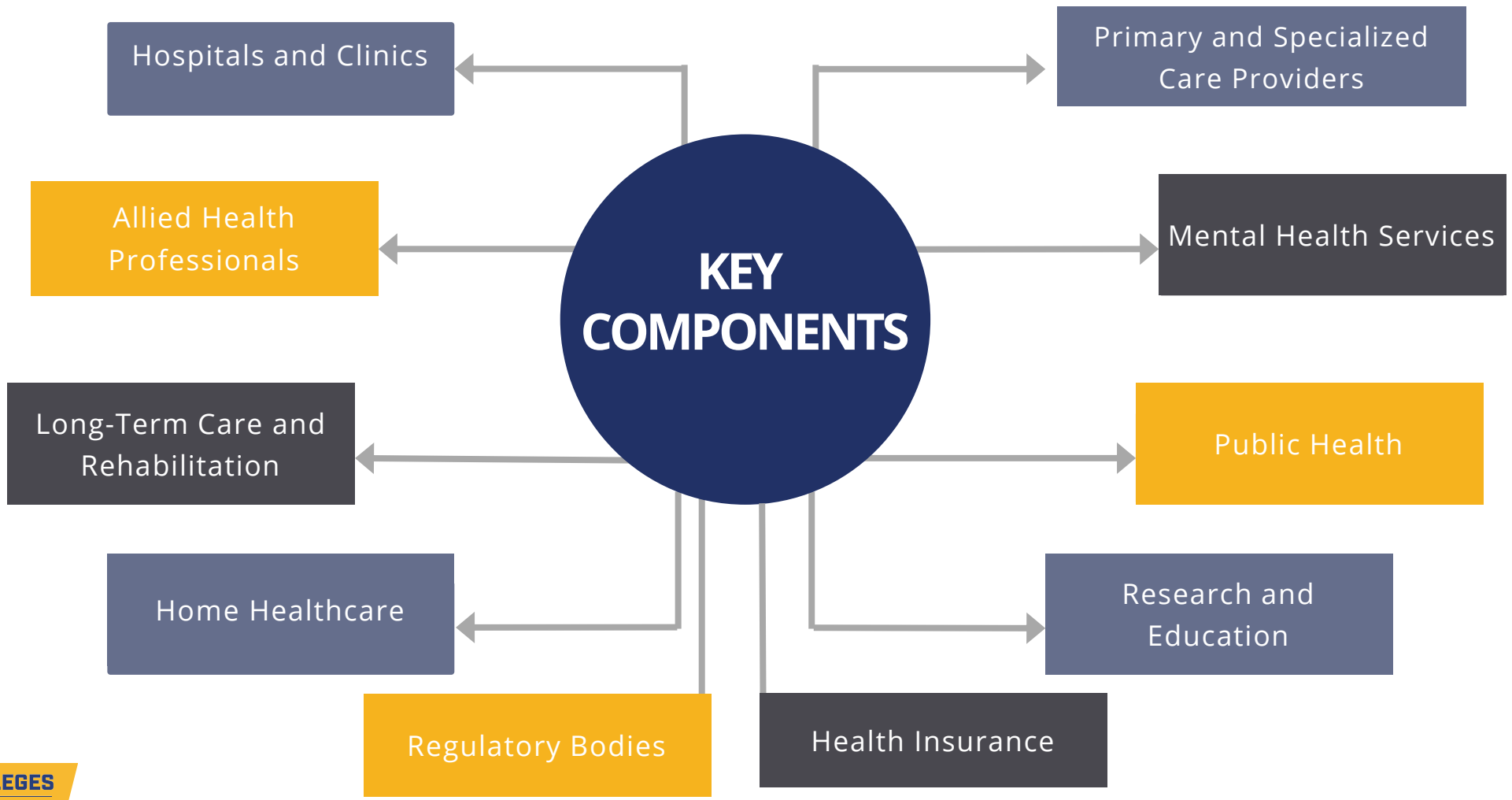


## California's new health care minimum wage is changing. Here are answers to your questions

BY ANA S. ISABELA  
JUNE 20, 2024 UPDATED JUNE 12, 2024



# Healthcare Sector Overview



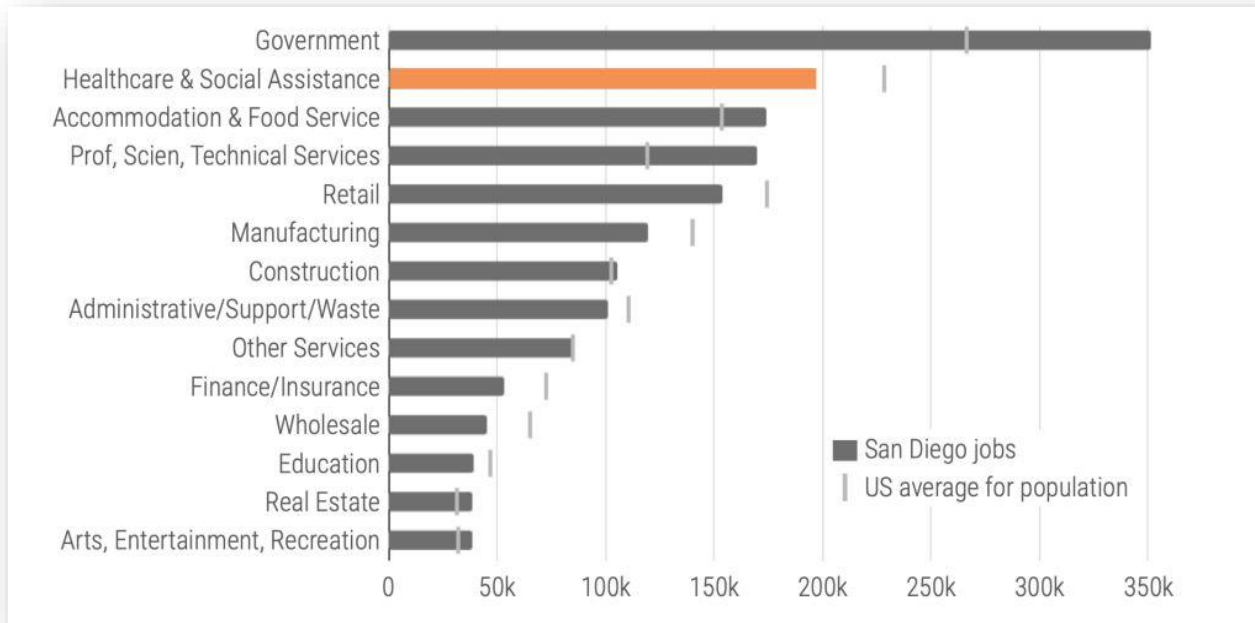
# Healthcare Sector Demand

- **California's healthcare industry employed more than 1.7 million people in 2019**
  - Ambulatory 50%
  - Hospitals 32%
  - Nursing and Residential Care Facilities 18%
- **Doctors and nurses comprise less than 40% of health professionals, while allied health professionals make up an estimated 60% of the health care workforce**



# Healthcare is San Diego's Second Biggest Employer

## Sectors by number of jobs in San Diego County:



Source: San Diego Workforce Partnership - Expanding Access to Healthcare Jobs in San Diego County, 2021

One of the largest sectors in our region and is the second biggest employer in the area.

- 30 hospitals
- 80 research institutions
- UC San Diego's health system employs about 8,000 people

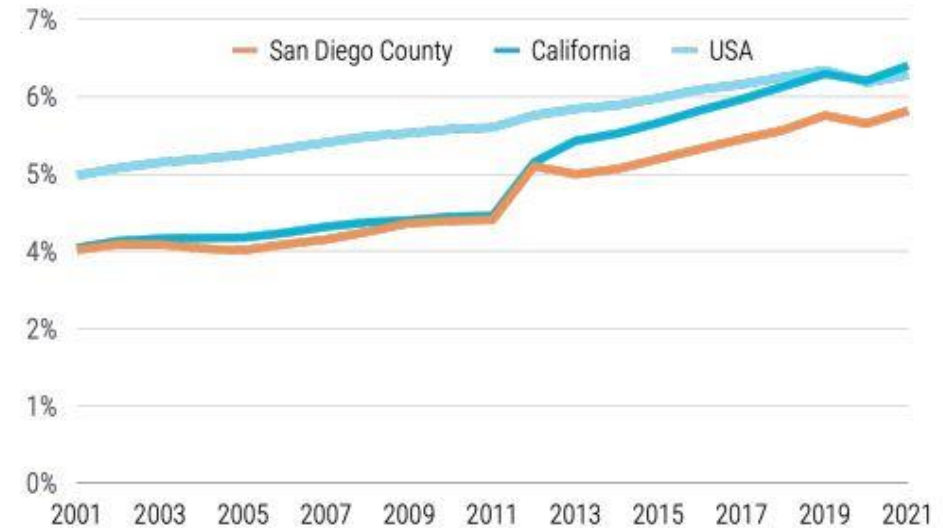
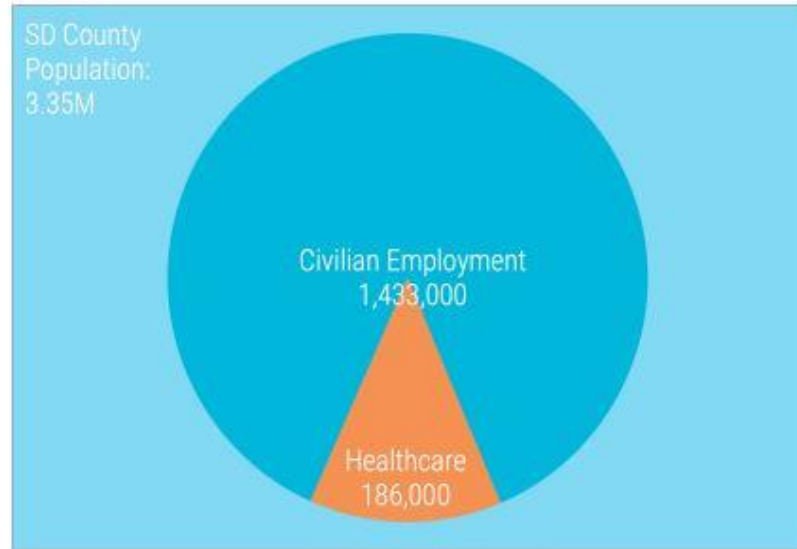
### UC San Diego Health No. 1 in San Diego, Top 20 in the Nation

U.S. News & World Report recognizes region's only academic medical center among top in the nation with 11 medical and surgical specialties ranked



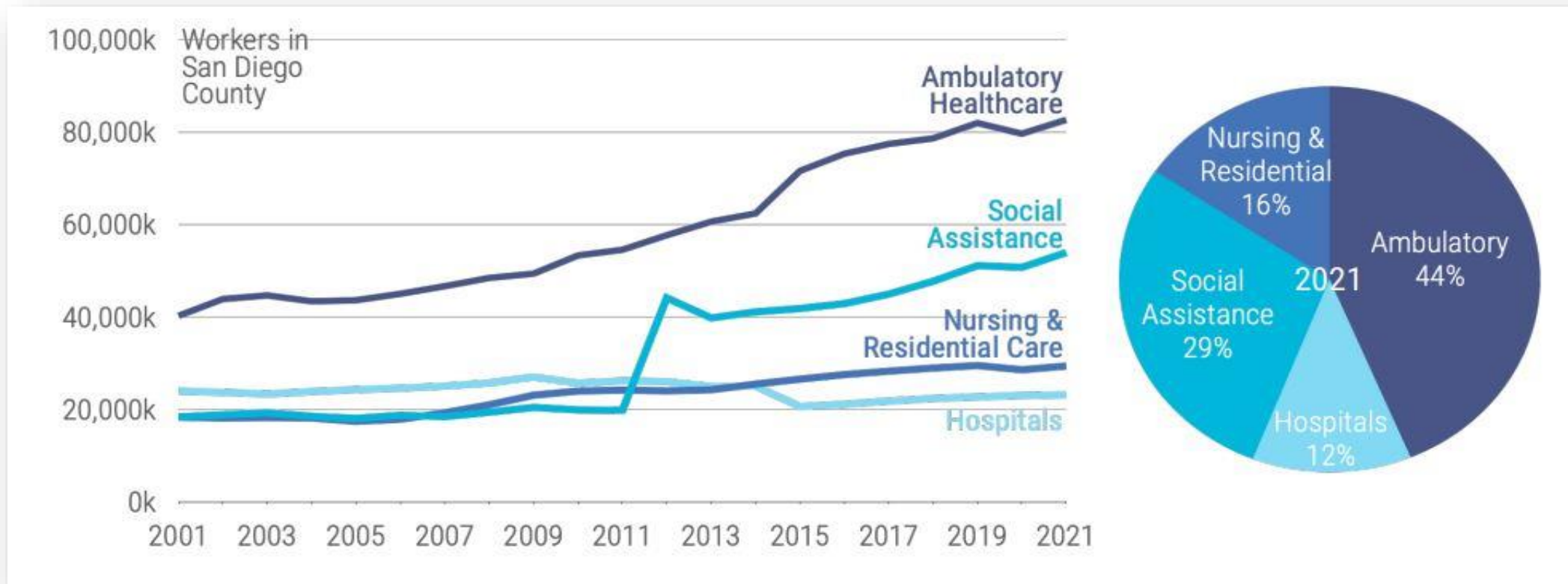
The healthcare sector employs 186,000 workers in San Diego County—5% of the population and 13% of overall employment

Healthcare employment in San Diego:  
A large and growing portion of San Diegans work in the healthcare sector.



Source: San Diego Workforce Partnership - Expanding Access to Healthcare Jobs in San Diego County, 2021

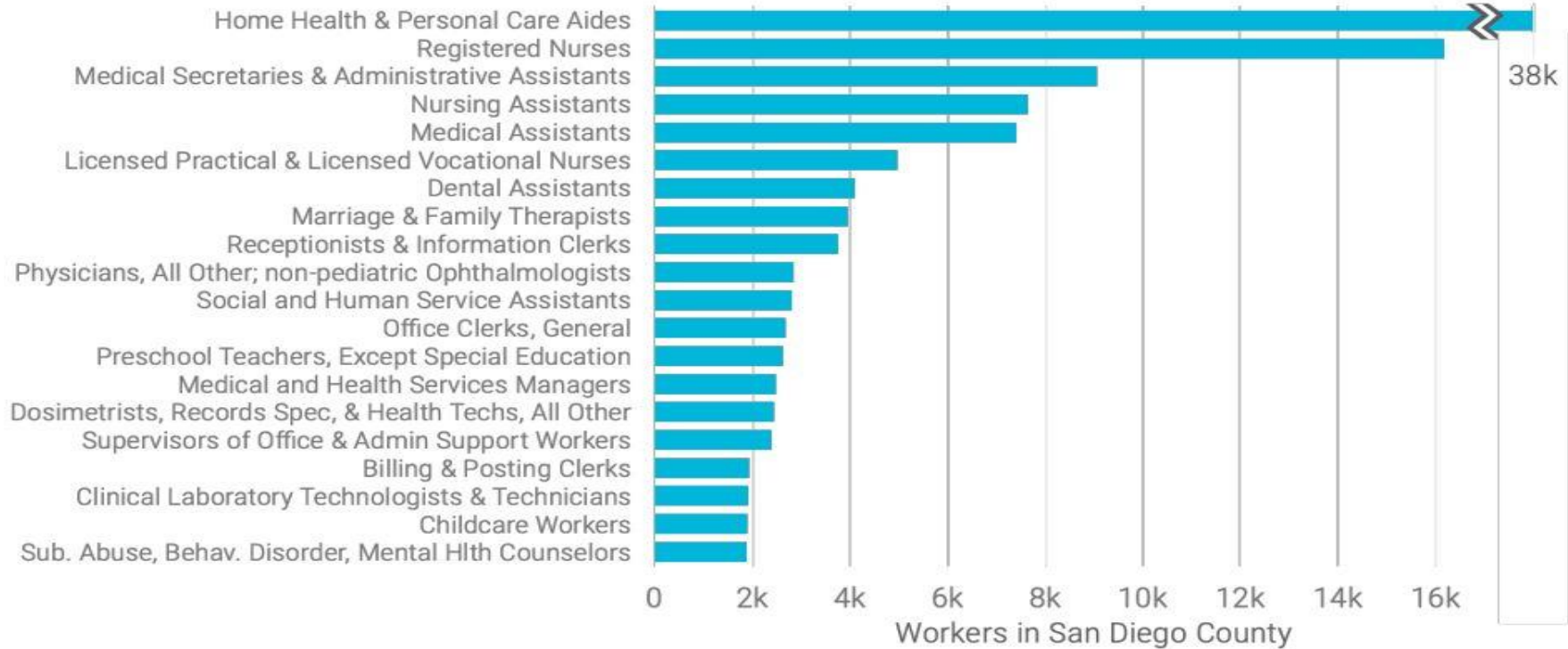
## Number of workers in San Diego's four healthcare sub-sectors:



Source: San Diego Workforce Partnership - Expanding Access to Healthcare Jobs in San Diego County, 2021



## The 20 most common occupations in San Diego's healthcare sector



Source: San Diego Workforce Partnership - Expanding Access to Healthcare Jobs in San Diego County, 2021

## San Diego/Imperial Region: Job Growth, Annual Job Openings and Awards

Occupational Title	Job Growth (2023-2028)	Annual Job Openings (2023-2028)	Median Hourly Earnings	Average Annual Awards Last 3 years *(TOP + CIP)
<b>Certified Nurse Assistants</b>	13%	1,935	\$21.26	560
<b>Licensed Vocational Nurse</b>	12%	731	\$35.51	68
<b>Registered Nursing</b>	10%	2,035	\$63.01	1,577
<b>Home Health Aide</b>	22%	12,687	\$16.40	202

Source: Centers of Excellence for Labor Market Research – San Diego/Imperial Region, 2024

\*CIP three year award average 2019-20 to 2021-22 and TOP code average 2020-21 to 2022-23

# Senior Care Occupations Workforce Demand

## San Diego County

Exhibit 2. Number of Jobs, Wages, and Demand for Senior Care Occupations in San Diego County<sup>14</sup>

Occupational Title	2022	2027	% Change	Entry-Level Wages	Adj. Annual Job Openings <sup>15</sup>
Home Health and Personal Care Aides	50,171	61,707	23%	\$14.29	5,444
Nursing Assistants	9,225	10,316	12%	\$17.19	854
Recreation Workers	3,814	4,229	11%	\$14.35	452
Licensed Practical and Licensed Vocational Nurses	6,265	6,992	12%	\$27.85*	346
Social and Human Service Assistants	4,163	4,816	16%	\$17.93	324
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	3,290	3,960	20%	\$18.36	237
Office and Administrative Support Workers	3,305	3,440	4%	\$15.04	217
Physical Therapists	2,357	2,939	25%	\$39.33*	118
Dietitians and Nutritionists	791	899	14%	\$29.65*	39
<b>Total / Average</b>	<b>83,381</b>	<b>99,298</b>	<b>19%</b>	<b>\$21.55</b>	<b>8,031</b>

\*At or above the living wage in San Diego County, \$18.43 per hour

## Imperial County

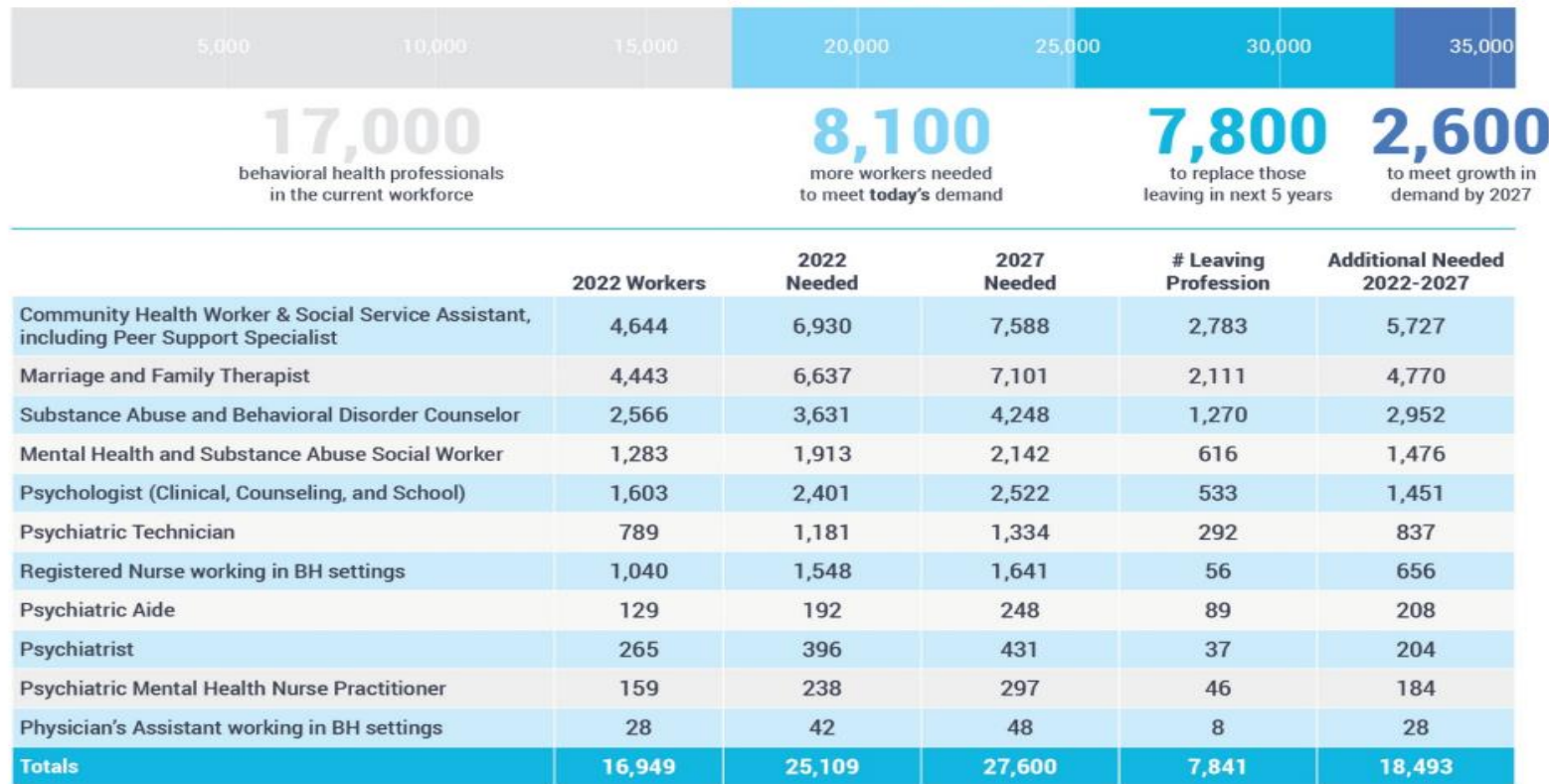
Exhibit 3. Number of Jobs, Wages, and Demand for Senior Care Occupations in Imperial County<sup>16</sup>

Occupational Title	2022	2027	% Change	Entry-Level Wages	Adj. Annual Job Openings <sup>17</sup>
Home Health and Personal Care Aides	6,242	7,739	24%	\$14.24	1,118
Social and Human Service Assistants	307	367	20%	\$18.48*	42
Nursing Assistants	191	257	34%	\$14.44	30
Licensed Practical and Licensed Vocational Nurses	252	292	16%	\$23.03*	25
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	172	209	21%	\$18.60*	21
Recreation Workers	88	107	22%	\$14.00	19
Office and Administrative Support Workers	94	97	4%	\$16.86*	10
Physical Therapists	42	50	20%	\$38.61*	3
Dietitians and Nutritionists	14	17	28%	\$27.75*	2
<b>Total / Average</b>	<b>7,402</b>	<b>9,135</b>	<b>21%</b>	<b>\$20.67</b>	<b>1,270</b>

\*At or above the living wage for a family in Imperial County, \$15.24 per hour

Source: Centers of Excellence for Labor Market Research – San Diego/Imperial Region  
[file:///C:/Users/ConnieLafuente/Downloads/SDI\\_Report\\_Senior-Care-Workforce-Needs\\_23-24.pdf](file:///C:/Users/ConnieLafuente/Downloads/SDI_Report_Senior-Care-Workforce-Needs_23-24.pdf)

# Behavioral Health Occupations Workforce Demand



**18,500** more workers needed by 2027

Source: San Diego Workforce Partnership: Addressing San Diego's Behavioral Health Workforce Shortages, 2022  
<https://workforce.org/wp-content/uploads/2022/08/San-Diego-Behavioral-Health-Workforce-Report-.pdf>



# HUGE DEMAND

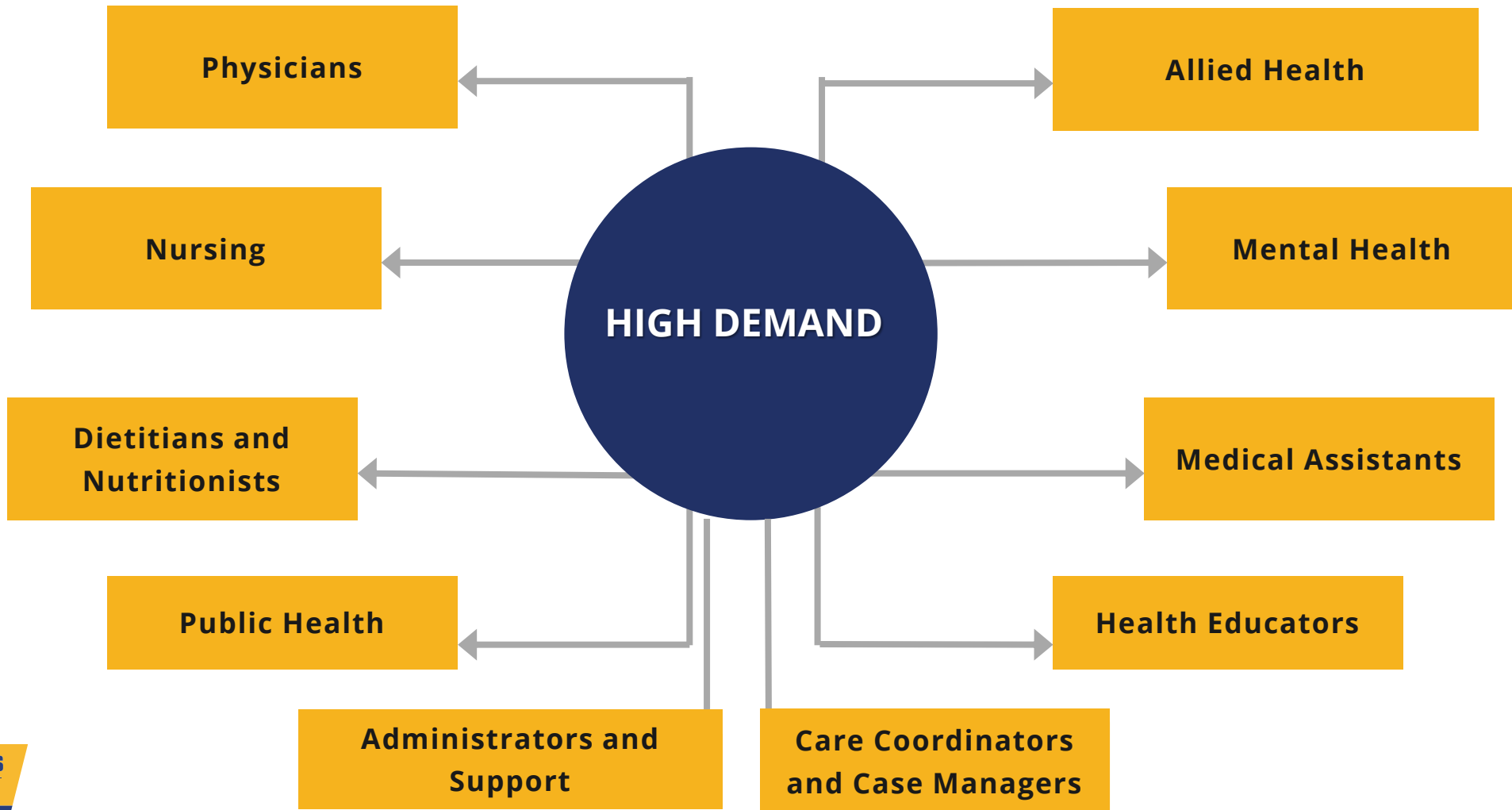
**We have huge demand of healthcare workers and there are plenty of job opportunities.**

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# Healthcare Professionals



## Community colleges play a crucial role in providing education to a diverse range of students:

- Students from vulnerable communities
- First Generation Students
- Adult Learners
- New Arrivals and Immigrants
- Military Personnel and Veterans

## Healthcare Sector Pathways:

- Bachelor's Degrees: Health Information Management and \*Physical Therapy
- Associate Degrees: Nursing and Allied Health programs
- Certificate Programs: Short-term trainings
- Transfer Opportunity Agreements with four-year institution
- New initiatives: SWC -JVC-UCSD (CTS Program); K-12, K-16, etc.

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# HEALTH PROGRAMS REPUTATION



- ✓ Social Work certificate
- ✓ Public Health for transfer



- ✓ NCLEX pass rate is 98.5 for 22-23 and 97.3 for 23-24
- ✓ Attrition rate is 7% for 22-23 and 4.2% for 23-24



- ✓ ACEN-RN Accreditation Candidacy
- ✓ LVN program is ranked #1 in California
- ✓ ASPEN Award Recipient



- ✓ New Nursing and Allied Health building (May 2024)
- ✓ ACEN Accreditation process in fall 2024



- ✓ ACEN Accreditation renewal
- ✓ Nursing program has an average of 99% NCLEX pass rate over the past



- ✓ Nursing program second in California and third nationally
- ✓ Three-year average NCLEX-RN passing rate of 99.50%



- ✓ CNA passing rate consistently in the 90's.
- ✓ Development of I-BEST for ELS students



- ✓ The Health Information Management program was 1<sup>st</sup> Baccalaureate degree at a CC in CA in 2015
- ✓ Students in Mesa's 9 Allied Health programs receive reimbursements for licensing fees



- ✓ CA and AS in Medical Laboratory Technology
- ✓ National accreditation: *The National Accrediting Agency for Clinical Laboratory Sciences (NAACLS) and CDPH-Laboratory Field Services*



- ✓ Vocational Nursing program - recognized as the 4th top-ranking program CA
- ✓ CNA program #1 in San Diego - offering free CNA acute care program

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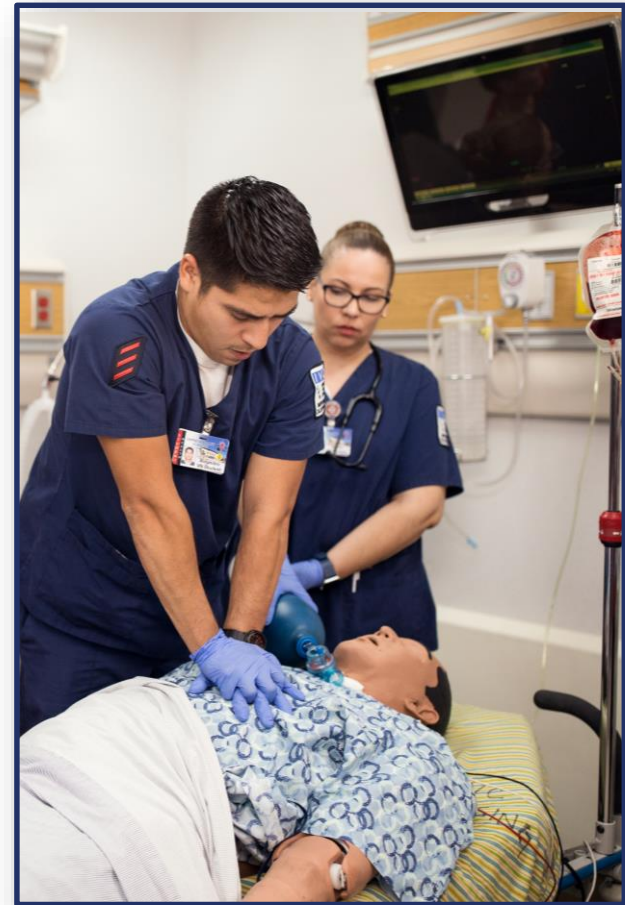


# Agenda

Healthcare Sector Overview

**Panel of Healthcare Professionals**

Regional Healthcare Initiatives - Strengths, Challenges and Opportunities



# Panel of Healthcare Experts



**DR. YVETTE DUNCAN**



**ROMEO MADRID JR.**



**JUDY FERNANDEZ**



**DR. DANIEL G. ORTIZ, JR.**



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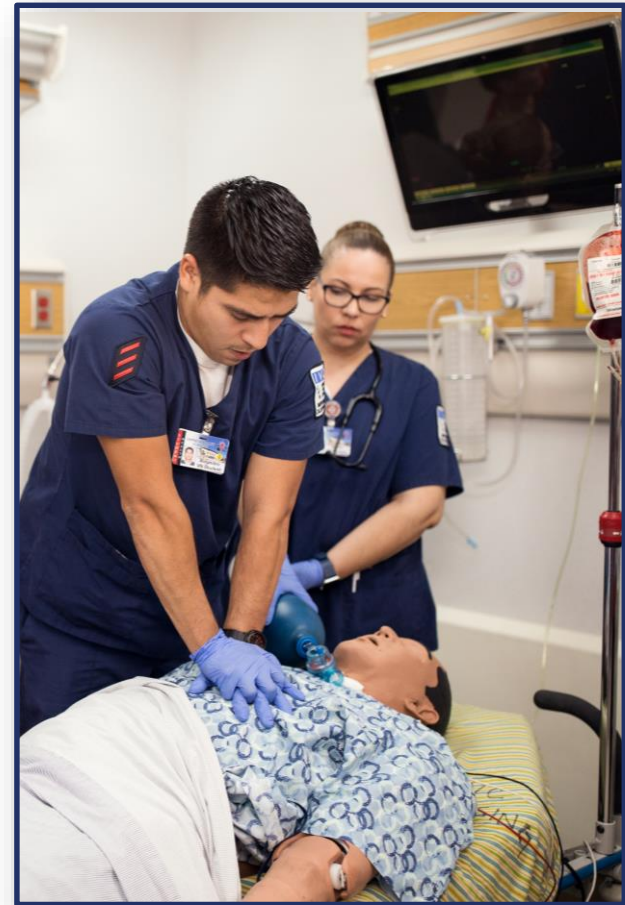
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# Agenda

Healthcare Sector Overview

Panel of Healthcare Professionals

**Regional Healthcare Initiatives - Strengths, Challenges and Opportunities**



# Strengths of Health Programs



StudentAdvisors  
NurseRetentionSpecialist  
GreatReputation  
TopPerformingSchools  
HighStudentStandards  
CommittedFaculty  
StudentFocused  
StudentRetentionRates  
Well-RecognizedPrograms  
HighEmploymentRates  
LowTuition  
DiversityOfStudentPopulation  
Affordability  
ProgramRigor

# Challenges of Nursing and Allied Health Programs



Nursing Specialties  
Complex Placement Process  
Licensure Requirements  
Overwhelmed  
Retirement  
Uncertainty  
New Faculty  
Frustration  
Mental Health  
Stress  
Non-Competitive Salaries  
Budget Constraints  
Exhaustion  
Lack Of Data  
Transportation  
Equity Minded  
Communication  
Complex Hiring Process  
Burn Out  
Clinical Sites  
Facility Requirements Changes  
Competition  
Student Fees

# Challenges being addressed by the SDIC Regional Consortium

- **Qualified Faculty**
- **Clinical Placements – limited sites**
  - High demand for clinical rotations
  - Hospital capacity
  - Internal training programs
- **Communication barriers**
  - Health facilities
  - Clinical Placement Coordinators
- **Competition from other local and outside programs**



# Qualified Faculty Shortages

## *Shortage of Educators*

1. Salary discrepancies
2. High Requirements
3. Workload and responsibilities



# Addressing Faculty Shortages

- **Faculty recruitment awareness**
  - Videos for Nursing and Allied Health – **video**
  - COADN Conference, Hospital Association and healthcare facilities
- **Coordinated statewide collaboration** with HCAI, BRN, Correctional Facilities, Hospital Association, Health Impact, COADN, Inland Empire Regional Director, etc.
  - One page New Nurse Faculty

## PRE-LICENSURE NURSING PROGRAM EDUCATOR CHECKLIST



expert. May be assigned their own clinical group and be instructor of record of that group. Must be paired with a lead instructor for theory/clinical instruction.

### INSTRUCTOR (I)


- A master's or higher degree from an accredited college or university which includes course work in nursing, education, or administration
- Active RN license
- 1-year continuous, full-time or its equivalent experience in the designated nursing area within the previous five years as an RN providing direct patient care **OR**
- One academic year of registered nurse level clinical teaching experience in the designated nursing area or its equivalent that demonstrates clinical competency **AND** completion of at least one year's experience teaching courses related to registered nursing or completion of a post-baccalaureate course which includes practice in teaching registered nursing (if there is a practicum teaching RN student, practicum can be counted towards the one required year)
- Instructor level approval with two (2) years teaching experience in a pre or post licensure registered nursing program will qualify you to become an Assistant Director. One year serving as an Assistant Director with validated performance of administrative responsibilities will qualify you to become a Director of Nursing.
- Content Expert – Each school must have at least one content expert in each area of nursing. A content expert is an approved Instructor with master's degree in the designated nursing area **OR** a National Certification in nursing content designation **OR** completes 30 hrs. of Continuing Education that is specific to your content designation **AND** have 240 hours of recent clinical experience within the previous three years in the designated nursing area **OR** one academic year of registered nurse level clinical teaching experience in the designated nursing area within the previous five years.

*\*You can't be a Content Expert and Assistant Director or a Director without being first an Instructor.*



# Addressing Faculty Shortages (cont.)

- **BRN** – New Legislation Washington State
- **Chancellor's Office and BRN** aligned requirements
- **New faculty orientation sessions**
- **Collaboration** - National Hispanic Nurses Association, Black Nurses Association, Men in Nursing, Filipino Nurses Association, Hospital Association
- **New Teacher Faculty Course** (Regional Consortium)



### CE Teach - Career Education New Teacher Course

The CE Teach Course is a self-paced, asynchronous training program for new CE college faculty, available on Canvas. The curriculum is designed to help new faculty apply their industry knowledge and expertise to the classroom in an impactful way. This course should be completed in connection with the resources provided by your college.

**COURSE MODULES:**

- Module 1 - Context for Teaching in the Community Colleges
- Module 2 - Organizing Your Course
- Module 3 - Foundational Teaching Concepts
- Module 4 - Putting Teaching Concepts into Practice
- Module 5 - Assessing Learning and Lesson Planning
- Module 6 - Campus Resources and Support Services
- Module 7 - Course Wrap-up and Resource Library

**3 sessions to choose from:**

<b>Summer 2024:</b>	<b>Fall 2024:</b>	<b>Spring 2025:</b>
<b>Start:</b> June 3-21*	<b>Start:</b> Aug 5-30*	<b>Start:</b> Jan 13-Feb 13*
<b>End:</b> July 26	<b>End:</b> Nov 22	<b>End:</b> May 16
<a href="#">Register Now</a>	<a href="#">Register Now</a>	<a href="#">Register Now</a>

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\*Course start date  
This course offers a flexible rolling start date for new faculty. Please be aware that it must be finished by the designated end date.

Questions about the course? email [careered@gcccd.edu](mailto:careered@gcccd.edu)

# Faculty Recruitment Success Story

*Dr. Daniel G. Ortiz, Jr., Associate Dean of Nursing and Allied Health, Imperial Valley College*



"You **helped** underserved area **address the faculty shortage** by partnering with us in ... the **program has more than doubled our stable of full-time tenure tract faculty and almost tripled our part-time faculty.**"



"We've **identified areas of need** such as **Psych Tech** ...

Your talent in helping us **address the needs of the region and align opportunities** between the community, employers and us academic providers is **helping to meet the call of service.**"



The Regional Consortium assistance **expedited our program's efforts in seeking ACEN accreditation.** Thanks to your connections:

- ✓ our **faculty have made considerable progress** in submitting our **initial candidacy self-study**
- ✓ activity is likely to position our program to be among the **15 California Community Colleges** that are eligible for the pilot **RN-to-BSN option!**"

## Clinical Placements, Externships And Internships Challenges

Limited Sites – reduce rotation size

Facility limited capacity

Facilities internal training programs

Competition from local and outside programs

ADB/COMPLIO



# Program & Student Placement Requirements

## Student Requirements

STUDENT'S NAME: \_\_\_\_\_

### GROSSMONT COLLEGE CARDIOVASCULAR TECHNOLOGY New Student Requirements Packet Checklist

**Completed packets (items #1-6) are due July 8<sup>th</sup> – July 11<sup>th</sup>, 2024**  
**READ THROUGH ENTIRE PACKET BEFORE STARTING**

Incomplete packets and packets submitted past the deadline will not be accepted, **no exceptions**. You can submit your items in-person to the CVT office (Bldg. 34, Room 256) if you are having trouble completing any of the requirements by the dates indicated in this packet, please contact our office as soon as possible. You are responsible for retaining copies of your own records prior to submitting them to the CVT Office. **The CVT office cannot print copies for you.**

- **ADB Complio Tracking Package - DO NOT order prior to 7/1/2024 and order no later than 7/8/2024.** Submit items described in the COMPLIO documents below (pages 4-5) no later than Sunday, August 11<sup>th</sup>, 2024.

Please submit the following items (#1-6) to the CVT Office (Bldg. 34, Room 256) **between July 8, – July 11, 2024, 8am–4pm everyday (the campus is closed on Fridays during summer).**

**Checklist submissions must include this page and must be in the same order as below:**

- ADB Background Check and Drug Screening Email Verification – DO NOT order prior to 7/1/2024 and order no later than 7/8/2024.** Submit the email verifying your background check order/receipt to the CVT office (see pages 4-5 for instructions). **Email Verification DUE 7/8/24 - 7/11/24**
  - The Background Check should not be ordered prior to 7/1/2024 and ordered no later than 7/8/2024.
  - The Drug Screen must be completed within 3-7 days of your background check order.
- Standard Physical Requirements - DUE 7/8/24 - 7/11/24** ..... (page 12)
- Photography and Videography release - DUE 7/8/24 - 7/11/24**..... (page 13)
- Medical Release Form - DUE 7/8/24 - 7/11/24**..... (page 14)
- GCCCD Health Professions Computer Lab policy - DUE 7/8/24 - 7/11/24**..... (page 15)
- 2x2 Passport Photo - DUE 7/8/24 - 7/11/24 2 COPIES** (Please write your name on the back of your 2x2 photos). You can obtain 2x2 passport photos at places like Walgreens, Postal Annex and even some Costco's.

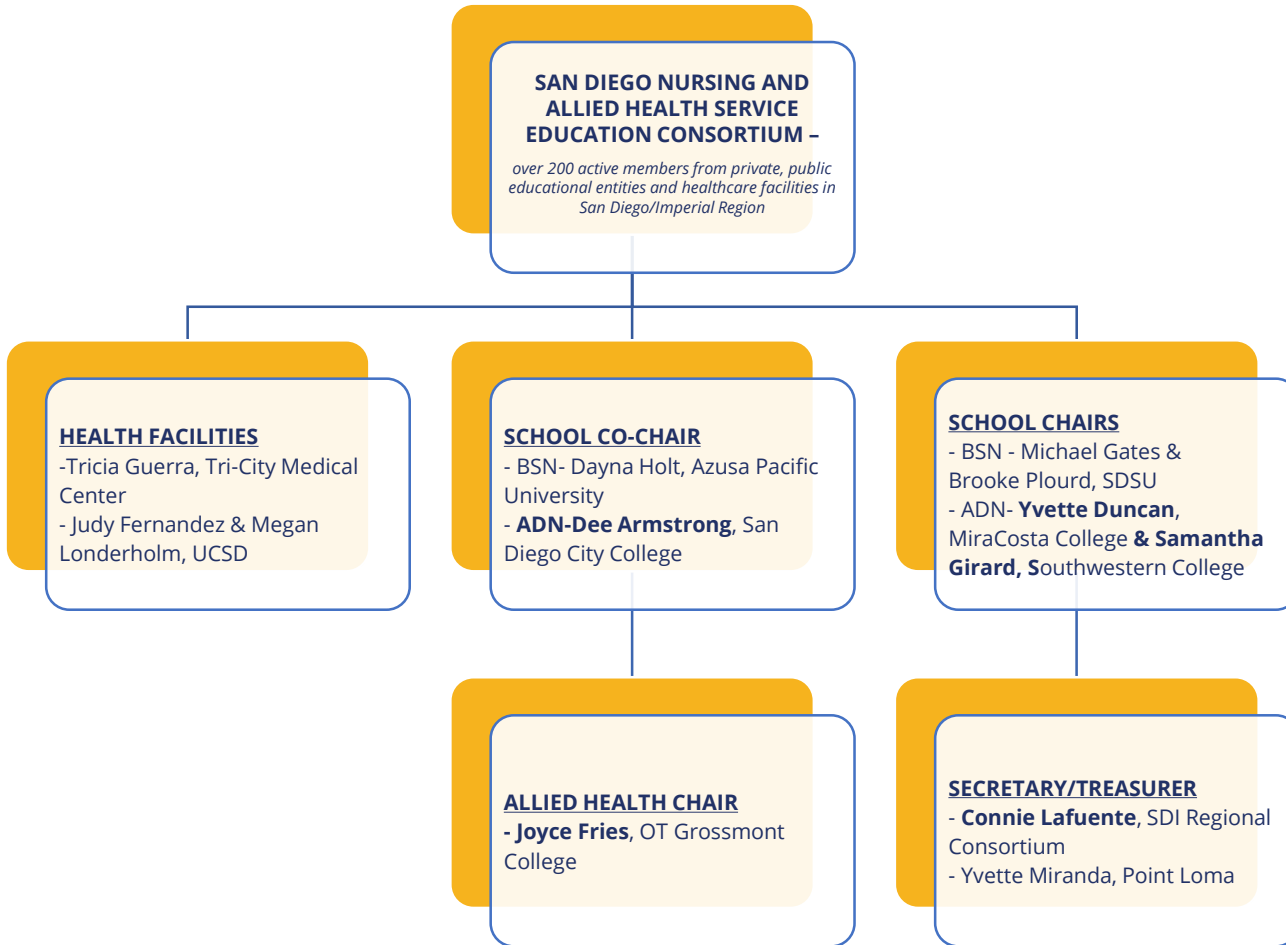
The following are documents included in this packet and are required for the program but will **not** be submitted to the CVT office. Instead, once you have created your Complio account and purchased the Complio Tracking Package you will upload these documents and your previously completed immunizations to **Complio**:

- **TB Clearance Documentation – Instructional guide and forms for completing your TB**..... (pages 6-8)
- **Physical Examination Forms**..... (pages 9-11)

## How much in fees do students need to pay to start the program?

- Electronic Drug Screen Only: **\$42.00**
- SDNAHSE Consortium Criminal Background Check and Drug Screen: **\$77.00**
- Rotation Management Verification: **\$45.00**
- Placement Matching and Rotation Access: **\$25.00**
- Scrubs: **\$80 - \$120 (3 -4 sets)**
- Books: **\$1,000 approx.**
- NCLEX Software: **\$2,800 (nursing)**
- Shoes, Stethoscopes
- PPE\*

# Addressing Clinical Placements, Externships and Internships



- ✓ **Membership list** - *update from 800 down to 200 active members*
- ✓ **New guidelines for educational entities and health facilities**
- ✓ **Calendar** – *educational entities and healthcare facilities placement approvals*
- ✓ **Coordinate meetings** - *bi-weekly leadership team meetings and general meetings*
- ✓ **Conflict Resolution**
- ✓ **ADB/COMPLIO** – *trouble shoot inefficiencies*
- ✓ **Advocacy/Education** – *educate health facilities and stakeholders about health program needs and student's needs (i.e. health and drivers insurance, SS #)*

# Addressing Clinical Placements, Externships and Internships

## Calendar Dates for Clinical Placements 2024-2025 (Biannual Request)

- All due dates are on Thursdays
- Schools: please cancel requests as soon as you are able

Descriptions of Actions	School Due Dates	Agency Due Dates
Fall 2024 Primary Requests: School due date 4th Thursday in February	Feb 22, 2024	
Fall 2024 Primary Requests: <del>Complio</del> conflict report due to schools last Thursday in February or 1 <sup>st</sup> Thursday in March (due to leap year; 1 week after yearly requests submitted)	Feb. 29, 2024	
Fall 2024 Primary Requests: Conflict resolution 1 <sup>st</sup> or 2nd Thursday in March (due to leap year; 2 weeks after school request due date)	March 7, 2024	
Fall 2024 Preceptorship Requests Due	March 7, 2024	
Fall 2024 Primary/Preceptorship Requests: Release requests to agencies 2 <sup>nd</sup> or 3 <sup>rd</sup> Thursday in March (depends on leap year; 1 week after conflict resolution)	March 7, 2024	
Fall 2024 Agency Approval: Primary 1 <sup>st</sup> Thursday in May		May 2, 2024
Fall 2024 Agency Approval: Preceptorships 3 <sup>rd</sup> Thursday in May		May 16, 2024
School cancel requests for unused/not needed rotations: Fall 2024 Primary/Preceptorships Groups- 1st Thursday in June	June 6, 2024	
Spring/Summer 2025 Primary Requests: School due date 4th Thursday in July	July 25, 2024	
Spring/Summer 2025 Primary Requests: <del>Complio</del> conflict report due to schools 1st Thursday in August	August 1, 2024	
Spring/Summer 2025 Primary Requests: Conflict resolution 2nd Thursday in August (2 weeks after school request due date)	August 8, 2024	
Spring/Summer 2025 Preceptorship Requests Due	August 8, 2024	
Spring/Summer 2025 Primary/Preceptorship Requests: Release requests to agencies 3 <sup>rd</sup> Thursday in August (1 week after conflict resolution)	August 15, 2024	
Spring 2025 Agency Approval: Primary 2nd Thursday in October		October 10, 2024
Spring 2025 Agency Approval: Preceptorships 4 <sup>th</sup> Thursday in October		October 24, 2024
School cancel requests for unused/not needed rotations: Spring 2025 Primary/Preceptorships Groups- 1st Thursday in November	November 7, 2024	
Summer 2025 Agency Approval: Primary 1 <sup>st</sup> Thursday in March		March 7, 2025
Summer 2025 Agency Approval: Preceptorships 3 <sup>rd</sup> Thursday in March		March 21, 2025
School cancel requests for unused/not needed rotations: Summer 2025 Primary/Preceptorships Groups- 1st Thursday in April	April 4, 2025	

Legend:

Fall School <del>Complio</del> Deadlines/Dates
Spring/Summer School <del>Complio</del> Deadlines/Dates
School Cancels Unused/Not needed Rotations
Agency Deadlines/Dates

Updated 2/15/24

\*Change made to fall preceptorship due dates during consortium meeting on 2/15/24. Leadership team will review and discuss for spring/summer 2025.

## San Diego/Imperial Valley Clinical Placement Consortium Clinical Placement Guidelines

General Guidelines for Schools	General Guidelines for Agencies
Schools determine clinical placements needs prior to submitting requests.	Agencies will provide placement opportunities based on availability. Agencies will only accept placement requests from the schools, not individual students or instructors.
Schools submit clinical requests on a bi-annual basis through the web-based scheduling system (Complio). Schools should avoid over requesting placements and request based on actual need. Late requests will be considered based on agency availability.	Agencies will accept/modify/reject placement requests in the web-based system (Complio) after the conflict resolution date has passed per the calendar.
Schools check the web-based scheduling system (Complio) for any adjustments by the agencies.	Agencies must accept/modify/reject any placement request by the calendar deadline using the web-based scheduling system (Complio). If agencies have an alternative placement they should offer it to the school.
Rollovers are defined as same placement request in like semesters (fall to fall, spring to spring, summer to summer). If a school releases a rollover placement for more than one year in a like semester, it will no longer be considered a rollover placement. The school should enter a comment in the web-based scheduling system ( <del>Complio</del> ) and contact the agency.	Clinical agencies should give priority to previous year clinical requests or consecutive rollover requests.  If the agency rejects a previous placement they must contact the school with an explanation in a timely manner.
All students and faculty must complete rotation requirements and tracking package through the web-based system ( <del>Complio</del> ): <ul style="list-style-type: none"> <li>• Background check</li> <li>• Drug Screen</li> <li>• Health Compliance</li> <li>• Agency Onboarding</li> </ul> This process is initiated by school. The cost is the applicant's responsibility unless otherwise arranged by the specific school/agency.	Agencies must communicate any change to their rotation requirements as soon as possible.  Rotation requirements and tracking packages should be standardized as much as possible across all agencies but they may vary agency to agency.
School should contact agency for flagged background or drug screen.	Agencies deal with flagged records of students/faculty per agency policy.
School must use the rotation created by web-based system (Complio). Only approved placements will have an assigned rotation in Complio (CID #).	Agencies must enter final approval in the web-based system (Complio) for each placement. This is needed for the school to receive a rotation <del>Complio</del> (CID #).
Schools must use the Complio rotation and share completed information for all instructors and students 3 weeks prior to the start of the rotation. This may vary per agency.	Some agencies may also request additional items to process the rotation.
Schools have the responsibility to notify agencies of changes in schedules, instructors, etc., as soon as possible.	Agencies have the responsibility to notify schools of changes in schedules, site availability, etc., as soon as possible.
Schools should cancel the request as soon as possible. Agencies appreciate rationale for cancellations.	If agencies have an alternative placement they should offer it to the school.
Schools are responsible to contact the agency when placing a new instructor at the agency.	Agencies are responsible for facilitating new instructor orientation.

# Addressing Clinical Placements, Externships and Internships

## Increase and strengthen collaboration with healthcare facilities –

Work in collaboration with several health care facilities that include major hospitals in San Diego/Imperial County, community health clinics, , Skilled Nursing Facility (SNFs), behavioral health, and Non-Governmental Organizations (NGOs).

### Acute and Ambulatory care facilities

- Sharp Healthcare
- UCSD Health
- Kaiser Permanente
- Scripps Health
- Rady Children’s Hospital
- Palomar Health
- Tri-City Medical Center
- VA San Diego Healthcare System
- Naval Medical Center
- Paradise Valley Hospital
- The Health and Human Services Agency (HHS)

### Community Clinics

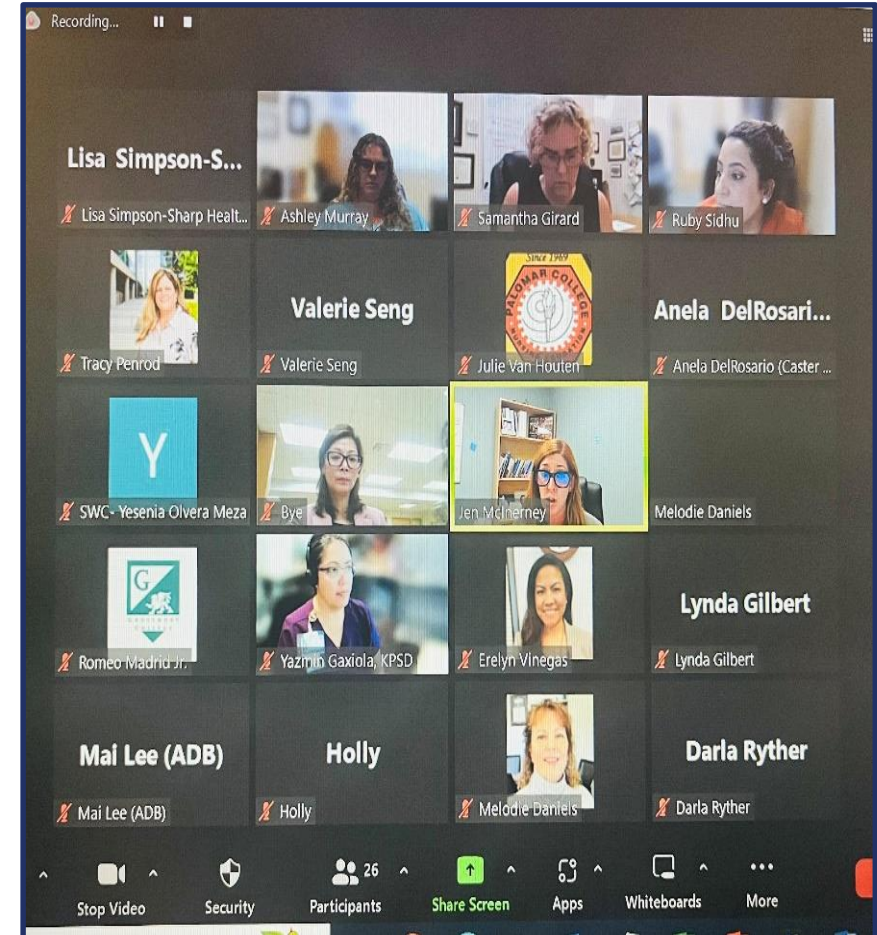
- San Ysidro Health
- Health Center Partners of Southern California – 16 FQHCs
- Imperial Beach/Nestor Community Clinics
- Family Health Centers of San Diego

### Champions for Health

### Hospital Association

### Clinical Placement Coordinator - Community of Practice

- Increase collaboration among clinical placement coordinators and strengthen relationships with health facilities and streamline processes.
- Serve as liaison to trouble shoot communication issues, lack of response, information, updates, anticipate changes, etc.







# Addressing Clinical Placements, Externships and Internships

## Entry Level Occupations: MA, Phlebotomy, CNA and HHA

*Increase and strengthen collaboration with healthcare facilities - work in collaboration with several health care facilities that include major hospitals in San Diego/Imperial County, community health clinics, Skilled Nursing Facility (SNFs), behavioral health, and Non-Governmental Organizations (NGOs).*

**Entry Level Occupation - monthly meetings – collaborate, address program and student placements needs.**

 <p>Medical Office Specialist Dental Assisting Emergency Medical Technician-Basic</p>	 <p>Health Information Technology; Coding Specialist Dental Assistant Medical Assisting Phlebotomy Physical Therapy Assistant</p>
 <p>Certified Nursing Assistant Health Unit Coordinator Home Health Aid Personal Care Assistant / Caregiver</p>	 <p>Medical Assistant Certified Nursing Assistant Phlebotomy Patient Care Coordinator Central Service Technology Optical Technician Medical Insurance Billing &amp; Coding Emergency Medical Technician-Basic</p>
 <p>Certified Nursing Assistant Home Health Aid Medical Assistant Patient Care Coordinator Medical Insurance and Coding Specialist Medical Office Specialist Home Health Aid</p>	 <p>Care of the Elderly for Health Assistant Medical Assistant</p> <p>Telemetry/ ECG Technician</p>
 <p>Care of the Elderly for Health Assistant Medical Assistant</p>	



# Collaboration/Communication Barriers

Addressing Collaboration/Communication challenges

- **Think Tank** - Deans for Nursing and Allied Health Programs
- **Clinical Placement Coordinator - Community of Practice** - Increase collaboration among clinical placement coordinators and strengthen relationships with health facilities and strengthen communication and streamline processes.
- **Advisory Boards** - Annual Regional Nursing Advisory, Psych Tech Advisory, Surg Tech Advisory, etc.
- **Statewide and Cross Regional Collaboration** –
  - Chancellor's office
  - Apprenticeships
  - **DACUM** : Dean of Nursing, Associate Dean of Nursing, Nursing Faculty, Entry level RN
  - Faculty Development opportunities
  - Community of Practice (LVN, CNA, CHW, Psych Tech, etc.)
  - OC/SD/IE Cross Regional Collaboration
  - COADN
- **Board of Registered Nurses Representation**
  - Public Comment
  - Tracking Bills/Legislation
- **Board of LVNPT minimum requirements of 1530 hours – Title IV Federal Student Aid**



# Addressing Barriers

*Dr. Samantha Girard, Senior Director of Nursing & Health Occupations Programs - Southwestern College*



"You are one of our strongest workforce partners, always advocating for our community colleges.

Whether attending the BRN meetings with me or advocating for us at the Annual Hospital Association meeting - thank you for inviting me, it was an eye-opening experience which enabled me to tell my nursing program story to C-suite healthcare execs!."



"You are a committed passionate leader and outside the box thinker who advocates for clinical placements, creates workforce networking opportunities and fosters academic/clinical partnerships.

Thank you so much for supporting our Allied Health programs by helping us strengthen our partnerships!"



"The Community College **Think-Tank you sponsored brought us all together to share our challenges and opportunities, learn from each other, and problem solve. I know there are many more examples of how your leadership has made all the difference to the region, SWC, (and me)!**

Thank you again for your tireless efforts to better our community college healthcare programs and unite us around a common cause!"

# How to support Nursing and Allied Health Programs?

## Internal support

- Incentive for nurses to work with students
- Funding for faculty orientation and mentorship
- Clinical placement coordinators for all programs
- Advocacy to support/oppose bills with the college presidents, board of trustees
- Chancellor's Office active participation on legislative issues affecting the health programs

## External support

- Increase collaboration with clinical agencies: adhere to timelines and deadlines
- Clinical agencies standardize student requirements - clinical onboarding
- Grant priority to community college's student placement requests
- Increase opportunities to upskill incumbent workers (SWC -JVS and UCSD)
- Commitment to pilot residency programs

# Opportunities in the Horizon

- ✓ **SDNAHSEC** – schools/health facility guidelines and bylaws
- ✓ **Standardize onboarding process for clinical placements**
- ✓ **Provide CEUs to preceptors**
- ✓ **Faculty sharing**
- ✓ **Develop common curriculum for nursing programs**
- ✓ **New programs – psych tech, social work certificate, pharmacy tech, BSN – Nursing**
- ✓ **Faculty sharing Investments in a demonstration project for workers.** Allocates \$5 million one-time funding for a Pathways for Learners of Low-Income Demonstration Project.
- ✓ **Investments to expand nursing programs.** \$60 million one-time Prop 98 General Fund to expand nursing programs and Bachelor of Science in nursing partnerships to develop, educate, and maintain the next generation of registered nurses through the community college system.

[SB 1042](#), plans to address the clinical placement problem by requiring health facilities to work with public and private nursing programs to attempt to make the necessary number of placements available to them to meet the schools' demand

[SB 895](#) provided opportunities for 15 Community Colleges to expand and offer a Bachelor of Science in Nursing (BSN) degree.

“MyCCPS,” a new mobile application – pilot

# QUESTIONS?

**COMMUNITY COLLEGES**

SAN DIEGO & IMPERIAL COUNTIES

**CAREER EDUCATION**

CareerEd.org



A healthcare worker in red scrubs is shown in profile, using a stethoscope on a patient. The worker's hair is tied back, and a circular logo on her scrubs identifies her as being affiliated with Imperial Valley College. The background shows a typical hospital room setting with a bed and medical equipment.

# THANK YOU!

**LET'S TALK!**

Connie Lafuente, MPH  
[connie.lafuente@gccd.edu](mailto:connie.lafuente@gccd.edu)