

Discover No-Cost/Low Cost Workforce Recruitment Resources

Melissa Howlett, Business Service Specialist, San Bernardino County
Workforce Development

Karin Reynoso GAIN & GROW Division RN NATP Program Director, LACOE

Corey Wright NHA, Vienna Nursing and Rehabilitation Center

Claire Enright, Executive Director QCHF



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Thinking outside the box-

- Re-examine the problem
- Explore the resources
- Re-imagine the solution
- Expand the team
- Create a new vision
- Work it...



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Discovering Recruitment Resources

San Bernardino County Workforce Development Board
helps people find jobs



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San Bernardino County Workforce Development Board
Provides many workforce services for your business



Business Focused Workshops	Lay-Off Prevention Services
Business Consulting	On the Job Training Funds
Labor Market Information	Human Resource Hotline

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San Bernardino County Workforce Development Board
Provides many recruitment opportunities for your business




Post Open Positions

Access to a large pool of screened applicants	Facebook
Caljobs	Industry Partners
	Organizations


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What to put in a job posting



<ul style="list-style-type: none"> Title of position Previous experience If you're willing to Pay for training / education Salary or range Shift accommodating 	<ul style="list-style-type: none"> Shift differentials Travel reimbursement Holiday pay Flyer for social media If you are willing to host an info session
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San Bernardino County Workforce Development Board

Provides many recruitment opportunities for your business

Industry specific job fair

Online Hiring Event utilizing our Premier Virtual Platform


Join one of our in-Person Events

Opportunity to reach targeted job seekers

Reserve a space to conduct interviews and orientations

Work with industry partners at the AJCC

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What to bring to a job/career fair

- A good attitude
- Swag - candy, pens, key chains
- Contact cards or Applications

- Banner
- Acrylic stand-up holder
- Visit with the other businesses attending businesses

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RECRUITMENT through Apprenticeship

Get involved with Apprenticeship Programs

Work with Industry Partners to learn about CNC programs in your area

Volunteer to be a site location for apprenticeship/program field trips

Volunteer to be a speaker

Get to know the students

Schools are an excellent recruitment opportunity

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How to Hire the Right Candidate Without Breaking the Bank and Receive a Tax Credit

Los Angeles County Office of Education (LACOE)
GAIN/GROW Division

Karin L. Reynoso, RNPD, MEd Adm
kireynoso@gmail.com



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Agenda

- Who's Training In California
- Know Your Local NATP Providers
- NATP Providers Need To Know About Your Organization
- What We Can Learn From Dreaming Big During A Pandemic
 - LACOE – GAIN/GROW Division
 - Services
 - Program Components
- Connections Will Get You Employees, Start Now



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WHO ARE THE NATP PROVIDERS IN CALIFORNIA???



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CALIFORNIA NATP PROVIDERS

Facilities	Public Education	Private Education
<input type="checkbox"/> Facility Based <input type="checkbox"/> Facilities Partner with Education	<input type="checkbox"/> University <input type="checkbox"/> Community Colleges (AA/AS or CE) <input type="checkbox"/> Adult Education Schools <input type="checkbox"/> Regional Occupational Programs/Centers <input type="checkbox"/> High Schools – CTE (Career and Technical Education) <input type="checkbox"/> County Offices of Education	<input type="checkbox"/> Private University & Colleges <input type="checkbox"/> Individual & Corporations

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Get to Know Your Local NATP Providers

We Need Each Other

We Train For Your Employment Needs
We Want/Need Our Students To Be Employed
Each Training Program Is Unique



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JUST LIKE CAHF – NATPs DIFFER

<input type="checkbox"/> Mission and Values <input type="checkbox"/> Program Hours <input type="checkbox"/> CNA or CNA+ <input type="checkbox"/> Delivery of Instruction <input type="checkbox"/> Costs (free to infinity and beyond)	<input type="checkbox"/> Student Requirements <input type="checkbox"/> Equipment and Supplies <input type="checkbox"/> Administrative Support & Infrastructure <input type="checkbox"/> Business Partnerships & Advisories <input type="checkbox"/> Paperwork <input type="checkbox"/> Time..
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JUST LIKE CAHF – NATPs DIFFER

- Teacher Qualifications & Training (regulations and beyond)
- Types of Clients/Students
- Student Support Services
 - Assessments
 - Soft Skills Assessment and Development
 - Counseling
 - Student Follow up
 - Job Search and Placement
 - Technology
 - Support Services (child care, transportation, groceries, etc.)
 - Tutoring
 - Recruiting Opportunities
 - ELL Classes
 - High School Diploma



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What NATP Providers Want To Know About Your Organization

- Mission And Values
- Type Of Organization
- Type Of Residents/Clients
- Who's Who
- Have Your Own NATP?
- Training Programs You Host
- Concerns & Challenges
- Let Us Know, How We Can Help
- How Can Your Organization Help Us
 - Advisory
 - Clinical Training Site
 - Professional Development
 - Student And Instructor Recruitment
 - Etc.
- Where To Park!



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Los Angeles County Office of Education (LACOE)

A public agency with headquarters in Downey

Serves as an intermediate organization between local school districts and the Department of Education

We are the nation's largest regional education agency

<https://www.lacoe.edu/About-LACOE>



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LACOE – GAIN/GROW Division

Greater Avenues for Independence/ General Relief Opportunities for Work

Helps communities build economic self-sufficiency through employment

Serves local businesses and employers by helping them find and hire quality workers

Provides job readiness and job placement services to CalWorks and General Relief Recipients



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GAIN – Services, County-Wide

- Job Club - Intensive Four-Week Program
- Various Assessments And Pretesting
- Job Matching
- Free Training
- In House Or At Your Location Interviews/Recruitment
- Interview Stream
- Job Fairs
- STT– Short Term Trainings
CNA, RNA, HCA/ IHCP
- Never Stop Dreaming
ITrain, CNA 2, LVN, etc.



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GAIN Dreams Big + Partnerships + 99% Pass Rate & Employment – All During COVID

- Dream
 - Train qualified CNAs for the long term care industry – (18 CDPH approved programs in LA Co.)
 - Plans for VN program
 - *Change nursing one CNA at a time*
- Partners
 - AJCC
 - GAIN/GROW – DPSS and LACOE
 - State Workforce Agency - WOTC
 - Clinical Training Sites
 - Business Advisory
 - Legislator Support
 - Industry Support
 - Donators
 - Itrain
 - CAHF



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WHAT WE DO AND HOW WE DO IT

- GAIN Boot Camp – Job Club 1 week
- NATP Orientation (2nd day of Boot Camp)
- NATP Theory/Online – 4 days a week
- CPR and First Aide Training
- NATP Clinical/Lab – 4 days a week
- NATP Test Prep Week – skills and theory review
- Training Site Testing
- Graduation
- GAIN Post Graduation Until Employment – 4 weeks



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When Partnering, Consider...

- Get to know your local NATP
- Get to know the NATP Team
- Visit the site
- Business advisory
- Let us know what you need from us & how to make our programs better
- Job Fair or Recruitment Days
- Guest speakers
- Share an instructor
- Scholarships or sponsor
- Job flyers




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Start small and get BIG rewards



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Pick Two – to Connect and Gain Access to Prospective CNA Employees

- Advisory
- Clinical Training Site
- Guest Speaker
- Job Fair
- Invite the School to Your Site
- Share an Instructor
- Visit a School
- Deliver Job Flyers
- Meet the NATP Staff
- Interview Students

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Thank You
For all you do to help others

Kireynoso@gmail.com
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HealthForce Partners:

Sector Partnership Approach to Workforce Development

Fiscally sponsored by:



United Way of San Joaquin County




Presentation Overview


- Healthcare Workforce Need
- Partnership Model
- Impact Areas
- Programs
- Partnership Video



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Why are we here?




We serve three counties in the Northern San Joaquin Valley.


Workforce Gaps in Critical Occupations
We need a better pipeline to fill open positions

Lack of a Coordinating Hub
We need to work together to solve workforce problems


Model of Effective Partnership
Setting the example for our healthcare sector



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Leveraging the HealthForce Partners Model



Employer-Led

We involve employers as leaders to design solutions that address their workforce needs while expanding opportunities for community residents.


1



Data-Driven

We use labor market data, enriched by employers and other stakeholder perspectives, to ensure that its efforts are truly aligned with industry needs.


2



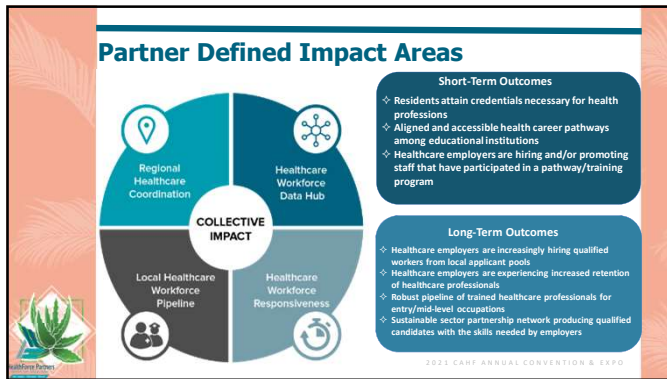
Partnership-Based

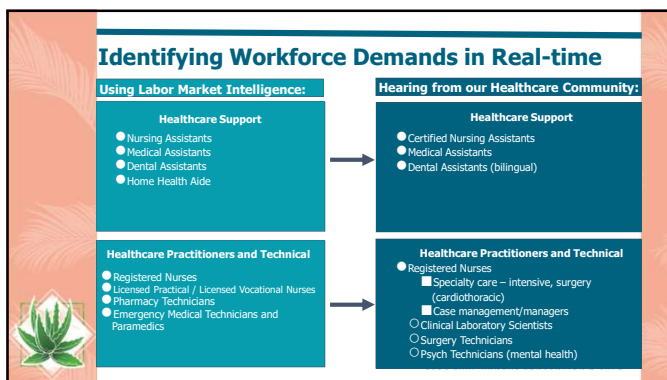
Our partner-based approach helps coordinate a strategy that leverages resources of multiple partners to grow the local healthcare workforce.

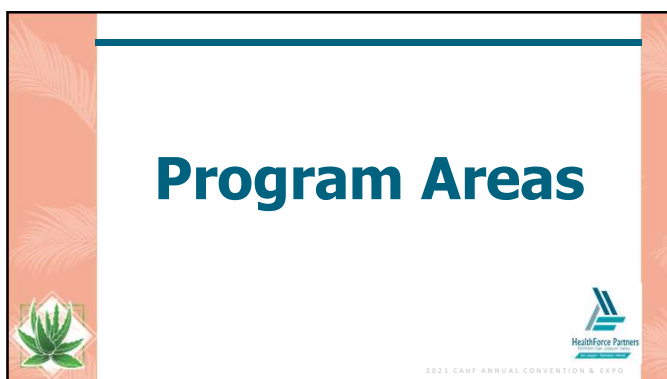
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REGISTERED NURSING
Provide support for nursing prerequisite training to HS students and incumbent workers for a fast-track, 15-month nursing program
2020: n=24 ADN RNs
2021: n=22 in progress

CERTIFIED NURSING ASSISTING
Increasing the pipeline of CNAs through Expansion Pilot to fill the high demand in Skilled Nursing Facilities and long-term care settings
2022: n=15

CLINICAL LAB SCIENTIST

VETERANS


PUBLIC HEALTH

MENTORING

MEDICAL ASSISTING
Providing high-quality MA training leading to regional/state certification to high school students and adults with limited resources
To date n=62
Upcoming cohort n=20

BEHAVIORAL HEALTH
Bridging educational and training gaps to supply qualified workers to priority behavioral health occupations to meet State Network Adequacy Standards
Integrated Pathway

Educational Strategies:
Co-enrollment/Dual enrollment;
Elements of Work-based Learning and Integrated Education and Training

Our programming is supported by:  **Health Net**
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PARTNERSHIPS FOR INDUSTRY & EDUCATION
ACCELERATING UPWARD MOBILITY

TOP 10!
CA FWD Economic Summit
2020 Partnerships for Industry and Education (PIE) Contest

Health Net
Healthcare Workforce Development
Key Findings Report 2020

The NetWork
San Joaquin County WorkNet
The Network Newsletter

Building Ladders to the Future
Building Ladders to the Future
(UoP CBPR, James Irvine Foundation)

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Thank you to our Partners!!

A special thank you to our fiscal sponsor:



United Way of San Joaquin County






























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