



healthcare/

sector partnership
supported by conxusNEO

September 20, 2019

9-10:30am

Summa Health System

AGENDA AND MEETING NOTES

Welcome and Introductions

- Welcomed by Michelle Collins
- See attendance list below

About Summa

- Maria Miller, System Director of Talent Acquisition, shared about Summa Health and their workforce needs

Unveil of Goals

- The partners were recognized for the level of commitment they have demonstrated to launch the healthcare sector partnership
- This summer, partners met in strategic teams to finalize the goals and strategies; partners reviewed the updated Goal and Strategies handout (see below)
 - Generate awareness about occupations in healthcare
 - Cultivate a qualified pool of candidates and connect them to employers
 - Increase the number of employees who are retained and promoted
- The question was posed if metrics would be developed for goals and the response was that a baseline is currently being established and should be available in Q1 2020

Initial Activities for Each Strategy

- *The Strategic teams shared the status of the work they are focused on for each goal. In response, partners in attendance indicated what they would like to get more information on or get involved in (see below).*
- The Strategic team that met this summer to focus on how to generate awareness about healthcare occupations shared:
 - There will be an *educator bus tour* coordinated by Stark State College to Summit County healthcare facilities on November 19
 - **NEXT STEPS**
 - Contact information for healthcare employers and K12 educators who expressed interest during the 9/20 meeting (see below) was forwarded to Stark State College and they will contact you
 - Healthcare employers who are interested in providing a tour or K12 educators who are interested in participating should email [Shelly McCombs](#)
 - Going forward, it was suggested by two school districts to develop a strategy that supported teacher professional development that connected healthcare to advisory committees and/or invitations for healthcare providers to come into the schools
 - Summa Health is partnering with The Well CDC to hold *information sessions* where Summa employees from Middlebury will share with neighbors about Summa job opportunities
 - A *Restoration Discussion*, a conversation as part of On The Table, will be held on October 8 from 4-5:30pm at 798 Grant St, Akron to discuss how to get formerly incarcerated individuals into jobs

- Organizations interested in *United Way of Summit County's Poverty Simulation* event on October 24 should register at [here](#)

Next Steps

- See above
- Partners are encouraged to develop activities that will help people explore health professions during Health Professions week, November 16-21
 - Have a great idea for Health Professions week? Please share with [Michelle Collins](#)

Next Meeting

- Meetings will be scheduled for every other month
- Thursday, November 21 from 9-10:30am; location TBD

Partners Who Expressed Interest in Activities During September 20 Meeting

	Educator Bus Tour on 11/19/19	Online Training Search Engine	Supply- side Focus Groups/ Survey	Speaker Series at Urban League	METRO Job Fair on 10/16/19	Employee Benefits Survey	Social Media Training
<i>Akron Children's</i>					X		
<i>APS</i>	X	X					
<i>Akron-SC Library</i>		X		X	X		X
<i>Urban League</i>		X			X		
<i>ASIA Inc</i>				X	X	X	
<i>Ardens</i>	X			X	X		
<i>Cleveland Clinic Akron General</i>	X		X	X		X	
<i>Cuyahoga Falls HS</i>	X	X		X			
<i>CVCC</i>		X	X		X		
<i>Direction Home</i>			X			X	
<i>JOG</i>	X		X				
<i>METRO RTA</i>						X	
<i>My Family Home Health</i>				X	X		X
<i>PathStone</i>		X					
<i>Project Learn</i>	X						X
<i>Six District Educ Compact</i>	X	X		X			
<i>St. Edward</i>	X			X	X		
<i>Stark State College</i>					X		
<i>Summa Health</i>				X	X		
<i>The University of Akron</i>				X		X	
<i>The Well CDC</i>			X				
<i>United Way of Summit County</i>			X			X	



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Attended September 20 Meeting

Company:	9
<i>Akron Children's Hospital</i>	1
<i>Ardens</i>	1
<i>Cleveland Clinic Akron General</i>	1
<i>Direction Home</i>	1
<i>My Family Home Health</i>	1
<i>St. Edward</i>	1
<i>Summa Health</i>	3
Education:	10
<i>Akron Public Schools</i>	1
<i>Cuyahoga Falls High School</i>	1
<i>Cuyahoga Valley Career Center</i>	1
<i>Four Cities Compact</i>	1
<i>NEOMED</i>	1
<i>Six District Educational Compact</i>	1
<i>Stark State College</i>	2
<i>The University of Akron</i>	1
<i>Twinsburg High School</i>	1
Community-based Organization	10
<i>Akron Urban League</i>	1
<i>ASIA Inc</i>	1
<i>Jobs for Ohio's Graduates</i>	1
<i>PathStone</i>	3
<i>Project Learn of Summit County</i>	1
<i>The Well CDC</i>	1
<i>United Way of Summit County</i>	2
Government/Public Sector	2
<i>Akron-Summit County Public Library</i>	1
<i>METRO RTA</i>	1
ConxusNEO Staff:	2
Total:	33

GOALS AND STRATEGIES

Generate awareness about occupations in healthcare

Expose individuals to the variety of occupations in healthcare

Develop healthcare career pathways

Develop a coordinated campaign to mobilize the community

Cultivate a qualified pool of candidates and connect them to employers

Inventory credible training programs and make accessible to jobseekers and employers

Address jobseekers' barriers to education and employment

Add or modify employer's tuition benefit

Increase the number of employees who are retained and promoted

Provide non-traditional benefits

Deepen understanding of expectations and engagement

Develop cohort models to upskill employees

Establish internal career pathways

OCCUPATIONS IN HEALTHCARE

Dietary Aides*	Perform a variety of food preparation duties and serve food to individuals.	🎓 no requirement
		💰 Entry \$18,600 Mean \$21,400
Dietetic Technicians	Assist in the provision of food service and nutritional programs, under the supervision of a dietitian. May plan and produce meals based on established guidelines, teach principles of food and nutrition, or counsel individuals.	🎓 associate's
		💰 Entry \$21,100 Mean \$29,800
Environmental Aides*	Perform any combination of light cleaning duties. Duties may include making beds, replenishing linens, cleaning rooms and halls, and vacuuming.	🎓 no requirement
		💰 Entry \$18,800 Mean \$22,300
Home Health Aides*	Provide routine individualized healthcare such as changing bandages and dressing wounds, and applying topical medications to the elderly, convalescents, or persons with disabilities at the patient's home or in a care facility. Monitor or report changes in health status. May also provide personal care such as bathing, dressing, and grooming of patient.	🎓 high school
		💰 Entry \$19,200 Mean \$22,700
Licensed Practical Nurses	Care for ill, injured, or convalescing patients or persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions.	🎓 post-sec/no deg
		💰 Entry \$36,200 Mean \$44,200
Medical Assistants	Perform administrative and certain clinical duties under the direction of a physician. Administrative duties may include scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes. Clinical duties may include taking and recording vital signs and medical histories, preparing patients for examination, and drawing blood.	🎓 post-sec/no deg
		💰 Entry \$25,800 Mean \$30,600
Medical Lab Technologists	Perform complex medical laboratory tests for diagnosis, treatment, and prevention of disease.	🎓 bachelor's
		💰 Entry \$39,400 Mean \$55,900
Medical Records Technicians	Compile, process, and maintain medical records of hospital and clinic patients in a manner consistent with medical, administrative, ethical, legal, and regulatory requirements of the health care system. Process, maintain, compile, and report patient information for health requirements and standards in a manner consistent with the healthcare industry's numerical coding system.	🎓 post-sec/no deg
		💰 Entry \$26,200 Mean \$35,900
Medical Secretaries	Perform secretarial duties using specific knowledge of medical terminology and hospital, clinic, or laboratory procedures. Duties may include scheduling appointments, billing patients, and compiling and recording medical charts, reports, and correspondence.	🎓 high school
		💰 Entry \$26,900 Mean \$33,600
Nurse Practitioners	Diagnose and treat acute, episodic, or chronic illness, independently or as part of a healthcare team. May focus on health promotion and disease prevention; may order, perform, or interpret diagnostic tests; may prescribe medication.	🎓 master's
		💰 Entry \$88,300 Mean \$110,700
Nursing Assistants	Provide basic patient care under direction of nursing staff. Perform duties such as feed, bathe, dress, groom, or move patients, or change linens. May transfer or transport patients. Includes nursing care attendants, nursing aides, and nursing attendants.	🎓 post-sec/no deg
		💰 Entry \$22,200 Mean \$27,300
Occupational Therapy Assistant	Assist occupational therapists in providing occupational therapy treatments and procedures. May assist in development of treatment plans, carry out routine functions, direct activity programs, and document the progress of treatments.	🎓 associate's
		💰 Entry \$48,500 Mean \$57,900
Paramedics	Assess injuries, administer emergency medical care, and extricate trapped individuals. Transport injured or sick persons to medical facilities.	🎓 post-sec/no deg
		💰 Entry \$22,900 Mean \$32,200

OCCUPATIONS IN HEALTHCARE

Patient Representatives	Interact with patients and the public to provide information in response to inquiries services; assist patients with activities such as scheduling and insurance eligibility.	🎓 high school
		💰 Entry \$25,200 Mean \$36,700
Pharmacists	Dispense drugs prescribed by physicians and other health practitioners and provide information to patients about medications and their use. May advise physicians and other health practitioners on the selection, dosage, interactions, and side effects of medications.	🎓 doctorate
		💰 Entry \$68,000 Mean \$113,000
Pharmacy Technicians	Prepare medications under the direction of a pharmacist. May measure, mix, count out, label, and record amounts and dosages of medications according to prescription orders.	🎓 high school
		💰 Entry \$22,500 Mean \$29,800
Physical Therapist Assistants	Assist physical therapists in providing physical therapy treatments and procedures. May, in accordance with State laws, assist in the development of treatment plans, carry out routine functions, document the progress of treatment, and modify specific treatments in accordance with patient status and within the scope of treatment plans established by a physical therapist.	🎓 associate's
		💰 Entry \$47,100 Mean \$57,200
Physical Therapists	Assess, plan, organize, and participate in rehabilitative programs that improve mobility, relieve pain, increase strength, and improve or correct disabling conditions resulting from disease or injury.	🎓 doctorate
		💰 Entry \$71,000 Mean \$85,600
Physician Assistants	Provide healthcare services typically performed by a physician, under the supervision of a physician. Conduct complete physicals, provide treatment, and counsel patients. May, in some cases, prescribe medication.	🎓 master's
		💰 Entry \$68,700 Mean \$98,700
Physicians	Diagnose, provide treatment and help prevent diseases and injuries.	🎓 doctorate
		💰 Entry \$94,900 Mean \$228,500
Radiologic Technicians	Take x-rays and CAT scans or administer nonradioactive materials into patient's blood stream for diagnostic purposes. Includes technologists who specialize in other scanning modalities.	🎓 associate's
		💰 Entry \$45,000 Mean \$56,000
Registered Nurses	Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management.	🎓 bachelor's
		💰 Entry \$56,900 Mean \$68,900
Respiratory Therapists	Assess, treat, and care for patients with breathing disorders. Assume primary responsibility for all respiratory care modalities, including the supervision of respiratory therapy technicians. Initiate and conduct therapeutic procedures; maintain patient records; and select, assemble, check, and operate equipment.	🎓 associate's
		💰 Entry \$47,800 Mean \$56,000
Security Guards	Guard, patrol, or monitor premises to prevent theft, violence, or infractions of rules. May operate x-ray and metal detector equipment.	🎓 high school
		💰 Entry \$20,100 Mean \$34,400
Social Workers	Provide individuals, families, and groups with the psychosocial support needed to cope with chronic, acute, or terminal illnesses. Advise family care givers, provide patient education and counseling, and make referrals for other services. May also provide care and case management or interventions designed to promote health, prevent disease, and address barriers to access to healthcare.	🎓 master's
		💰 Entry \$40,100 Mean \$53,500

JOB FAIR

Wednesday, October 16
9 a.m. - 3 p.m.

RKP Transit Center 631 South Broadway Akron, Ohio

Looking for a job, a new challenge,
or want to see what career
opportunities are available?
Stop by and meet with potential employers.



All METRO routes and services
are FREE on October 16.

For METRO routes and times call 330.762.0341 or visit akronmetro.org

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Basic information about participant's work attitudes and experience

What is your highest level of education?

Are you a veteran?

Do you work now?

Does your current job require education or training beyond a high school credential?

What are some characteristics of a "good job"?

What does it mean to you if a job has "good benefits"?

Do you have a career plan? In other words, do you have plans to grow from your current job?

What is important to you when choosing a job? Is there anything keeping you from having the job you really want?

What is the biggest barrier that prevents people from getting training to enhance their career?

Do you feel like you have the support you need to get the job you really want? If not, what would that support look like?

Do you think about retirement?

Understanding what participant's know about Healthcare careers

Do you or have you worked in a healthcare job?

If not, have you ever considered a job in healthcare? Why or Why not?

What do you know about healthcare work? Does anyone you know work in healthcare?

Are there any benefits to having a job in healthcare?

What skills are important for healthcare workers?

What specific jobs do you think of when you hear "healthcare jobs"?

What are some specific places you can think of where people with healthcare jobs work?

If someone wanted to get a job in healthcare, what do they need to do?

Is there much room for advancement in healthcare work?

Employee Benefit Survey

As part of the Healthcare Sector Partnership group, we are conducting a survey for a research project. We kindly ask you to fill out this brief survey.

1. What do you like most about your job?
 - a. The people you serve
 - b. Co-workers
 - c. Supervisors
 - d. Benefit/Perks
 - e. Environment
 - f. Security
 - g. Other – Please specify _____

2. What employee benefit or perk would make you stay at a company?
 - a. Salary
 - b. Benefits
 - c. Job Duties
 - d. Location
 - e. Opportunity for advancement
 - f. Other – please specify _____

3. What difficulties or roadblocks do you have to succeed at your job?
 - a. Corporation
 - b. Supervisor
 - c. Co-Workers
 - d. Clients/residents/patients
 - e. Not enough resources to do your job
 - f. Not the right benefits/perks
 - g. Personal issues (transportation, social, medical) _____
 - h. Other – please specify _____

4. What makes you leave a company?
 - a. Corporation
 - b. Supervisor
 - c. Co-Workers
 - d. Clients/residents/patients
 - e. Not enough resources to do your job
 - f. Not the right benefits/perks
 - g. Personal issues (transportation, social, medical) _____
 - h. Other – please specify _____

Comments: