

Greater Metro Denver Healthcare Partnership

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Colorado
Urban Workforce
Alliance

Partnership Goal

- ▶ Industry led, workforce, education and economic development collaborative designed to meet the hiring, retention and training needs identified by seven hospital systems in the Denver Metro Area

Partnership Structure

Business Leadership Committee

Investment of Training Board Dollars (Industry Leaders)

Subject Matter Expert Work Group

Training
Rec's/Strategies
(Targeted
Occupations)

Education & Training Work Group

Feedback Loop
(Private/Public Training
Programs, Workforce &
Industry)

Process & Procedure Work Group

Regional Approach
(Workforce Managers/
Case Managers)

Workforce Triage Team

Customized
Recruitment, Screening
and Referral

Outcomes to Date (2 years)

- ▶ 175 Enrolled in Training (80 Target)
- ▶ 56 Incumbent Workers Trained (50 Nurses Trained as Clinical Scholars – Preceptors)
- ▶ 119 New Workers Trained (68%)
- ▶ 69 New Workers Hired to Date (58%)
- ▶ Customized recruitment for the Denver Area Health Care Recruiters Association (DAHCRRA)

Medical Laboratory Scientists (Medical Technologists)

- ▶ 35 Medical Laboratory Scientists placed to date
- ▶ Average Pre–Employment Salary
 - \$12.62
- ▶ Average Post–Training Salary
 - \$24.91
- ▶ Percentage Change
 - 97.4%

BSN (Nurse)

- ▶ 21 BSN (Nurse's) Placed to Date
- ▶ Average Pre-Enrollment Salary
 - \$12.81
- ▶ Average Post-Training Salary
 - \$23.60
- ▶ Percentage Change
 - 84.2%

Training Dollars (2 yrs.)

- ▶ Grant Dollars:
 - \$167,552
- ▶ Local Workforce Training Dollars (ITA's) from Adams, Arapahoe/Douglas and Denver:
 - \$382,430
- ▶ Total Training Dollars:
 - \$549,982

Cost/Benefit Ratio

- ▶ Total Investment: \$768,558
- ▶ Spent per Client (average): \$ 4,391
- ▶ Cost/Benefit Ratio:
 - Based on 119 placements 2.94
 - Based on 69 placements 1.80
 - (For every \$ spent, \$2.94 or \$1.80 goes into the community in additional earnings)

Additional Outcomes

- ▶ Expansion of the Medical Laboratory Science Program
- ▶ Increased number of requests for Customized Recruitment
- ▶ Thirty percent (30%) increase in the number of job postings in Connecting Colorado
- ▶ Creation of industry recognized training for Periop 101 through the Healthcare Partnership
- ▶ Industry Driven/Regional Workforce Approach