



Healthcare Careers Academy
1st Cohort

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Tacoma Community College

Dr. Lin Zhou, President
Bates Technical College

Carla Santorno, Superintendent,
Tacoma Public Schools

Lois Bernstein, Chief Community Executive
MultiCare Health System

Tacoma Community College Trustee

- **Collaboration**
- **Problem Opportunity**
- **Process Solution**
- **Progress Showcase**
- **Lessons Next Steps**

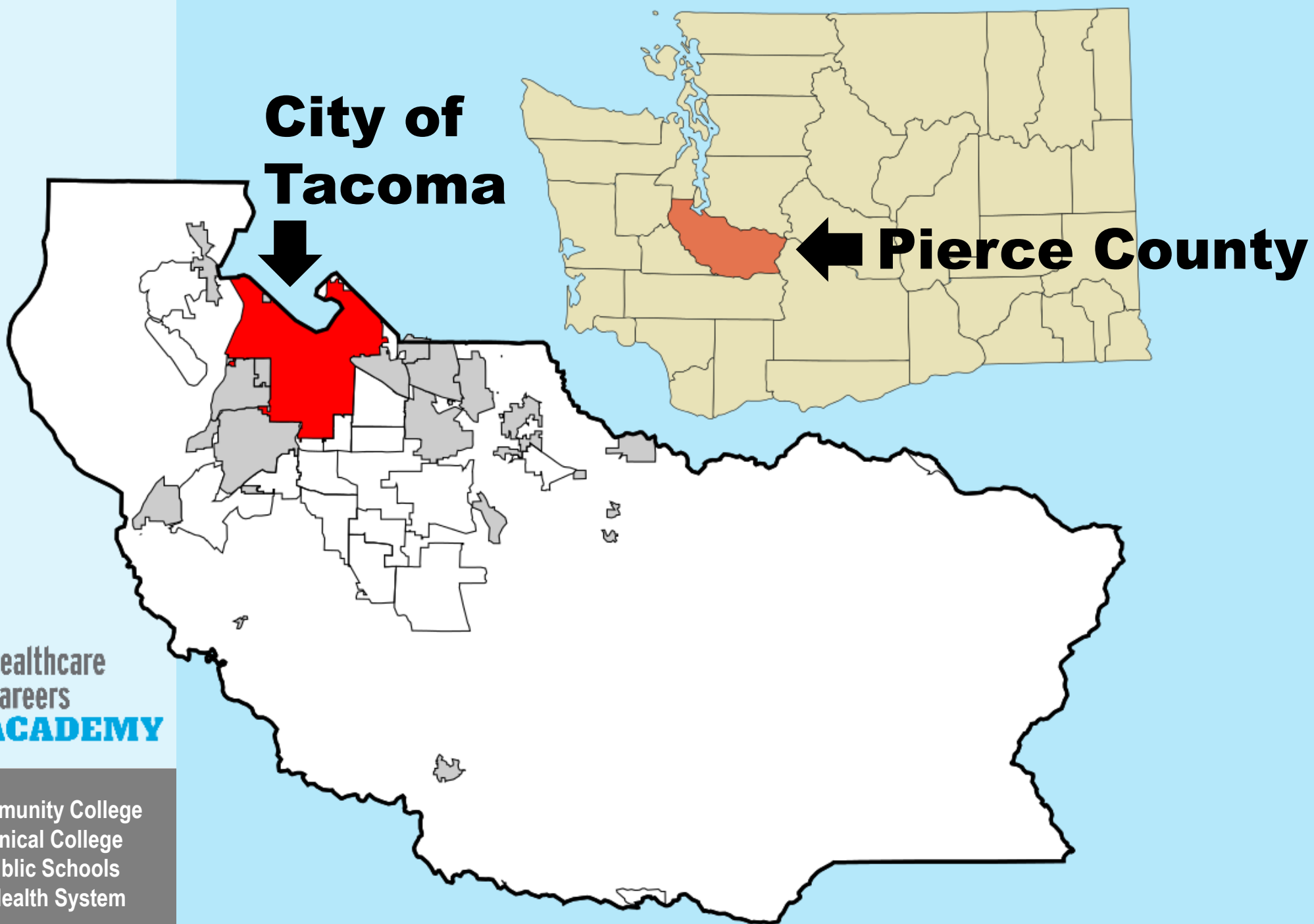


Tacoma Community College
Bates Technical College
Tacoma Public Schools
MultiCare Health System



Tacoma Community College
Bates Technical College
Tacoma Public Schools
MultiCare Health System

TACOMA, WASHINGTON



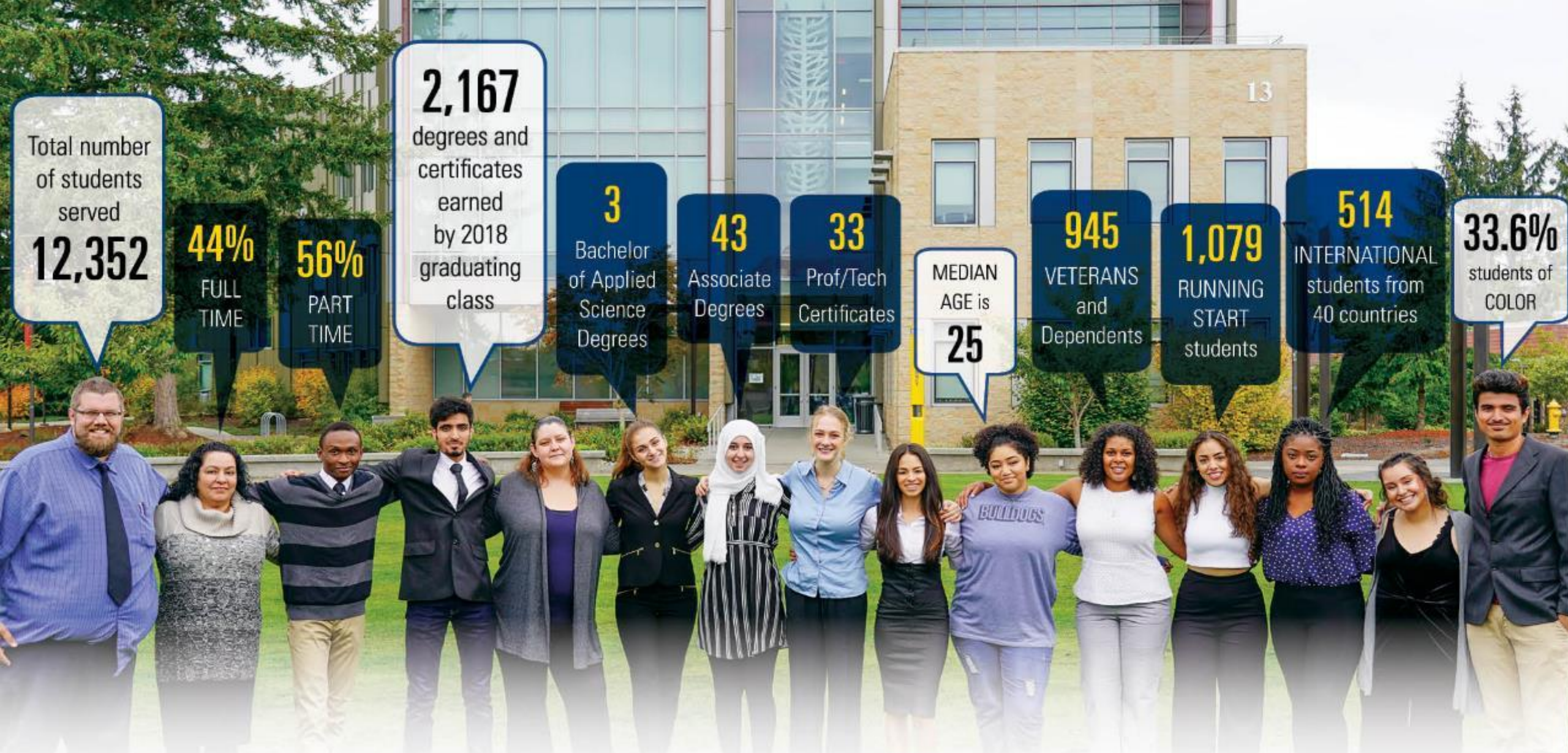
**City of
Tacoma**



Pierce County



Tacoma Community College
Bates Technical College
Tacoma Public Schools
MultiCare Health System

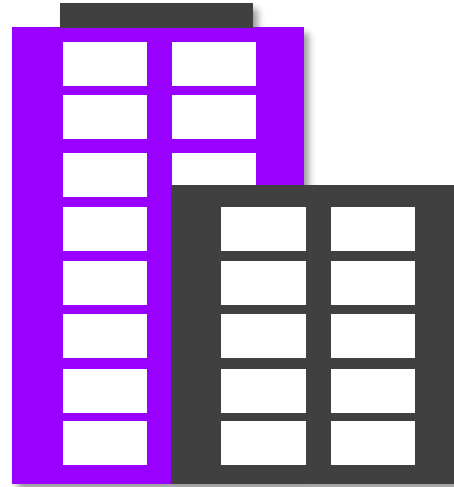


A collage of 15 images showing students in various settings: three students in safety gear, two students working on a machine, a student using a power tool, two students working on a large wooden structure, a student in a kitchen, a student in a lab, a student in a classroom, a student in a workshop, a student in a classroom, a student in a classroom, a student in a classroom, a student in a classroom, a student in a classroom, a student in a classroom.

- Career education with a hands-on learning focus
- 2018-2019 *Forbes Magazine* Top 25 Trade Schools
- Celebrating 80 years in 2020
- 3 comprehensive campuses in Tacoma, WA
- 45+ career training programs
- 7,166: Total headcount
- 32: Median age
- 55% female and 45% male
- 50% students with children
- 52% students who work

Tacoma Public Schools

CITY OF
200,000



50+ LANGUAGES
SPOKEN IN OUR
SCHOOLS



INNOVATION
DISTRICT



4th LARGEST
SCHOOL DISTRICT
IN WASHINGTON

MultiCare at a glance



9

Hospitals



1,978

Beds



17,256
Employees

1,467

Employed
Providers



375,510

Emergency
Department
Visits

8,689

Births



240+
Clinics

Primary, Specialty
& Urgent Care



102

Research
Investigators



1,000+

Patients Served by
Research Studies



63,649

Hospital Admissions

\$330,573,000



Community
Benefit Spending

- Healthcare workforce shortage
- High school students unaware of healthcare occupations
- Collaborative healthcare systems
- Local colleges and universities with respected healthcare-related degrees and certifications

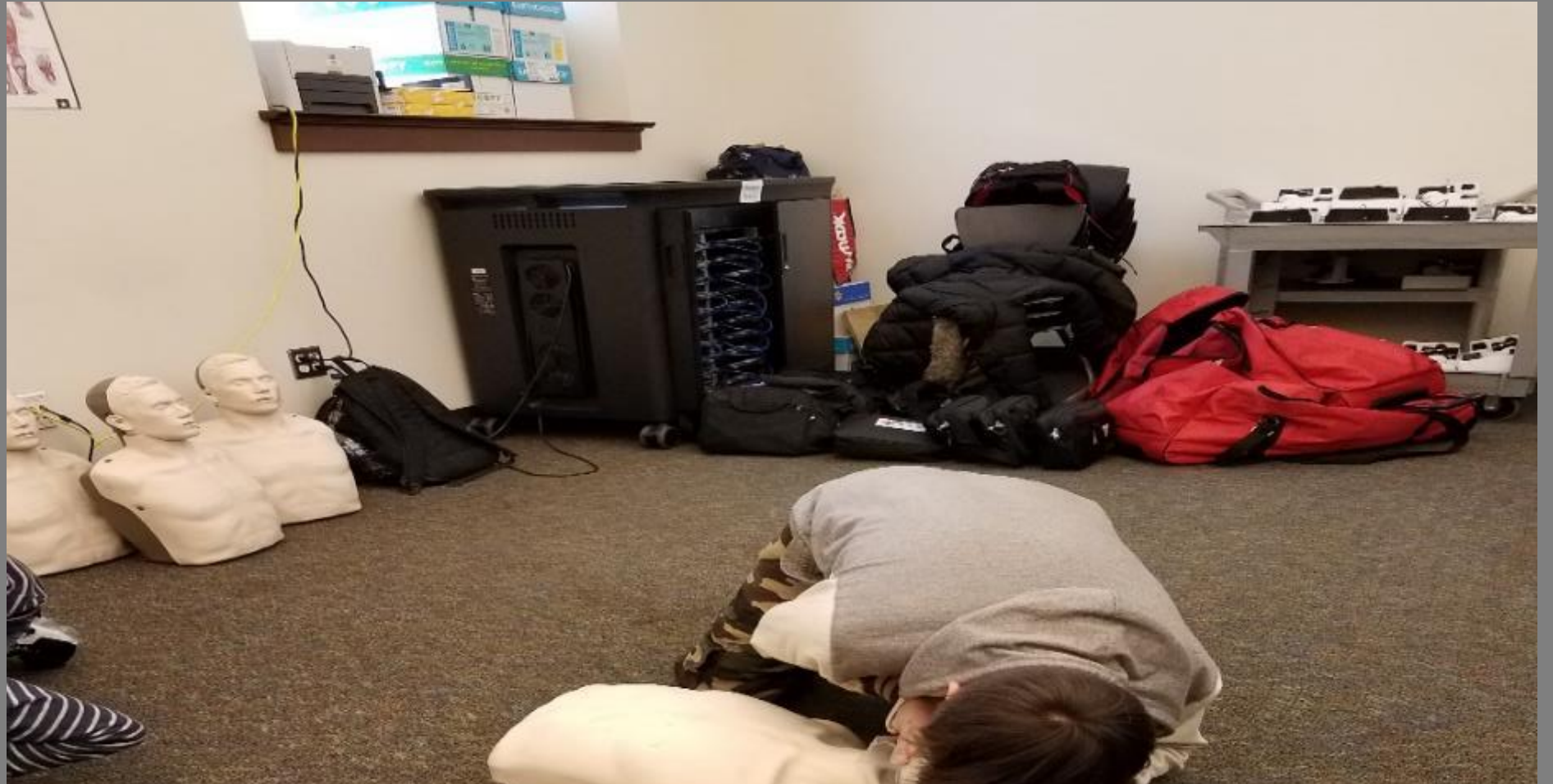


The Opportunity

- Washington State
- Employment
- Growth



Workforce Demand: Nursing



Workforce Demand: Nursing

Washington State 2018

- 93,000 RNs
 - 83% employed as RNs
 - + 7% as ARNPs
- +20,000 RNs since 2007
 - 75% reside in state
 - 81% working as RN, ARNP, LPN in state
- Leaving nursing/retiring
 - 29% are 55 yrs or older, very likely to retire within next decade
 - 14% (50-54 yrs) plan to not be employed in nursing in 5 yrs.
 - <10% (< 45-49 yrs) plan to not be employed in nursing in 5 yrs.



Workforce Demand: Nursing

- About 36% of current nurses are educated out of the state
- About 4% educated, licensed initially in another country
- Staffing needs projections are mixed: From serious shortage to “needs met” **IF** in-state migration of those educated in another state **and** foreign educated continues

Where's the local workforce demand?

Listings
Pierce
County

Registered Nurse	2903
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Licensed Practical Nurse	921
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Nursing Assistants	594
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Medical Assistants	592
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Medical Secretaries	566
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Managers & Executives	551
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Workforce Demand: MultiCare Positions

- Registered Nurse
- Physician
- Mental Health Professional
- Pharmacist
- IT Professional
- Nurse Practitioner
- Physical Therapist
- Case Manager
- Occupational Therapist
- Physician Assistant
- Financial analyst
- Speech Pathologist

Job Family	Employees	Minimum Education	Hard to Fill?	Growth Field?
Registered Nurse	More Than 300	Associates	Yes	Yes
Certified Nursing Assistant	More Than 300	High School	No	Yes
Physician	More Than 300	Doctorate	Yes	Yes
Licensed Practical Nurse	200 to 299	Associates	No	Yes
Medical Assistant	200 to 299	High School	No	Yes
Mental Health Professional	100 to 199	Bachelors	Yes	Yes
Respiratory Therapist	100 to 199	Associates	No	Yes
Pharmacist	100 to 199	Doctorate	Yes	Yes
IT Professional	100 to 199	Associates	Yes	Yes
Social Scientist/Social Worker	50 to 99	Masters	No	Yes
Nurse Practitioner	50 to 99	Masters	Yes	Yes
Computer Applications Professional	50 to 99	Associates	No	Yes
Physical Therapist	50 to 99	Doctorate	Yes	Yes
Case Manager	50 to 99	Bachelors	Yes	Yes
Occupational Therapist	50 to 99	Masters	Yes	Yes
Physician Assistant	50 to 99	Masters	Yes	Yes
CT Tech	Less than 50	Associates	No	Yes
Ultrasound Tech	Less than 50	Associates	No	Yes
Financial Analyst	Less than 50	Bachelors	Yes	Yes
Speech Pathologist	Less than 50	Masters	Yes	Yes



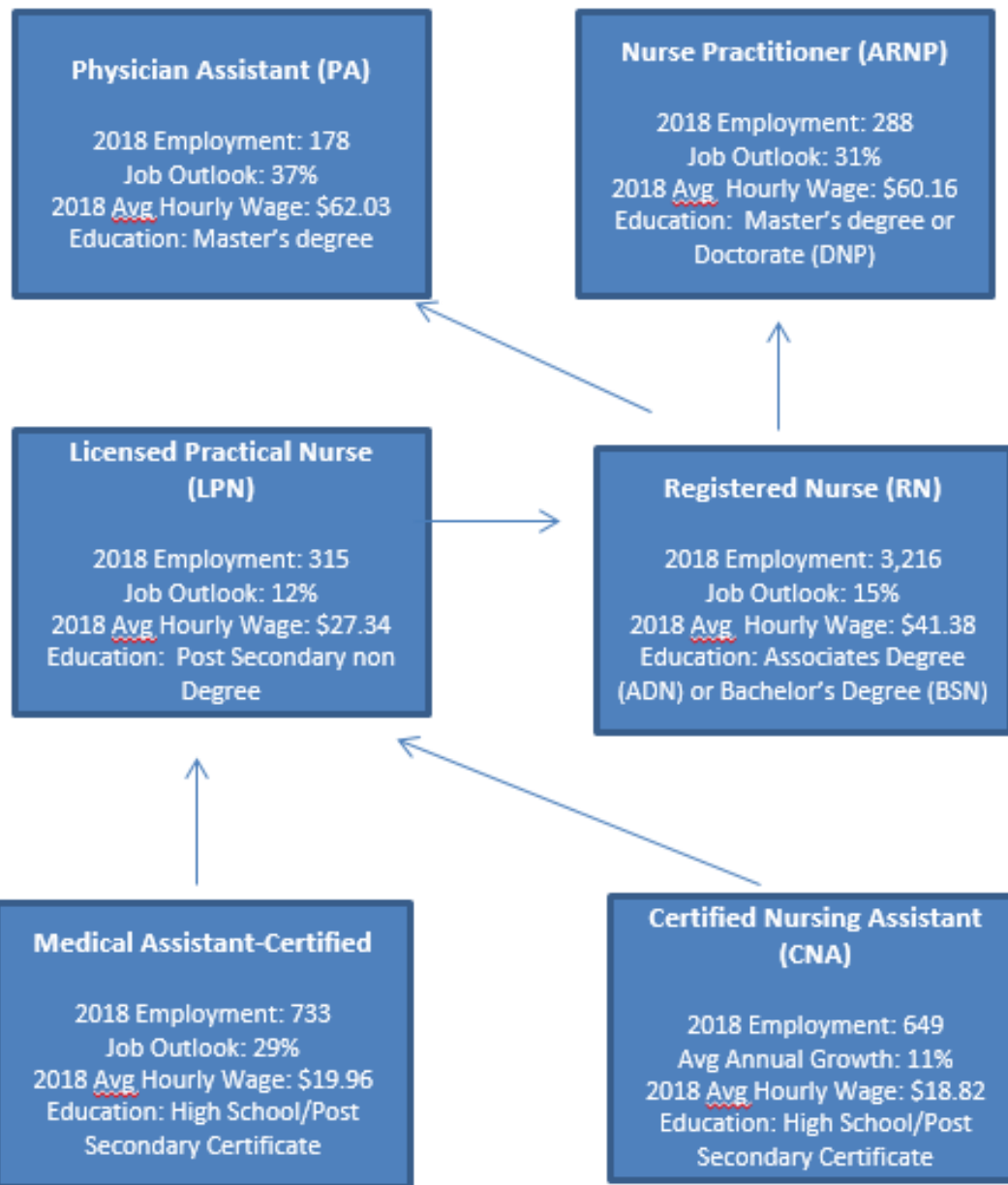
Workforce Demand: MultiCare Positions

- Physical Therapist Assistant
- Cardiovascular Tech
- Nuclear Medicine Tech
- Radiation Therapist
- Certified Occupational Therapist Assistant
- Vascular Imaging Tech
- Contract Professional
- Project Manager
- Clinical Nurse Specialist
- Dosimetrist
- Radiation Therapy Physicist

Job Family	Employees	Minimum Education	Hard to Fill?	Growth Field?
Physical Therapist Assistant	Less than 50	Associates	Yes	Yes
MRI Tech	Less than 50	Associates	No	Yes
Polysomnographic Tech	Less than 50	Associates	No	Yes
Cardiovascular Tech	Less than 50	Associates	Yes	Yes
Systems Analyst	Less than 50	Bachelors	No	Yes
Nuclear Medicine Tech	Less than 50	Bachelors	Yes	Yes
Radiation Therapist	Less than 50	Masters	Yes	Yes
Certified Occupational Therapist Assistant	Less than 50	Associates	Yes	Yes
Biomedical Equipment Tech	Less than 50	Associates	No	Yes
Vascular Imaging Tech	Less than 50	Associates	Yes	Yes
Contract Professional	Less than 50	Bachelors	Yes	Yes
Project Manager	Less than 50	Bachelors	Yes	Yes
Orthopedic Tech	Less than 50	High School	No	Yes
Clinical Nurse Specialist	Less than 50	Masters	Yes	Yes
Genetic Associate	Less than 50	Bachelors	No	Yes
Dosimetrist	Less than 50	Bachelors	Yes	Yes
Radiation Therapy Physicist	Less than 50	Bachelors	Yes	Yes

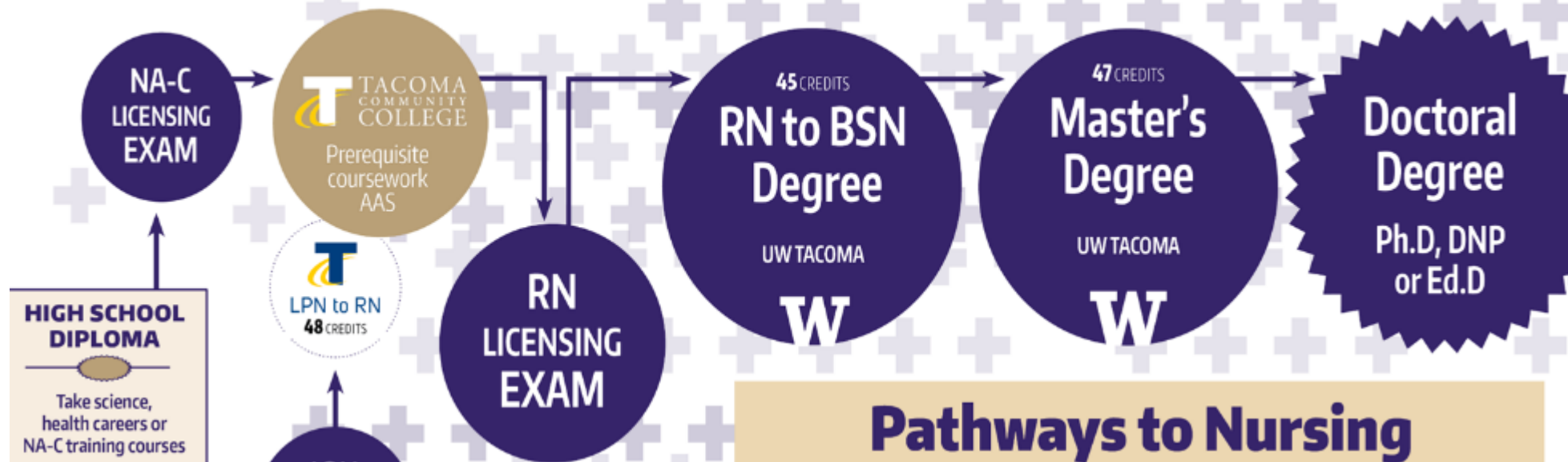


Career Ladder: Nursing



2018 Employment: Total number of full or part time employees at MHS
Job Outlook : Growth Rate for 2016-2026, Source Bureau of Labor Statistics:

Career Ladder: Nursing

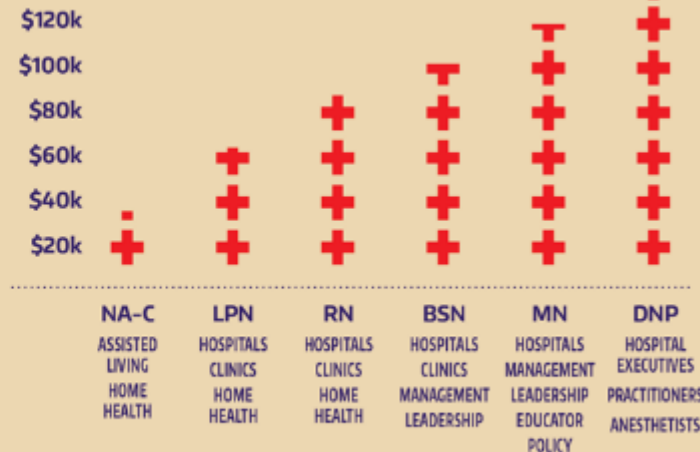


UNIVERSITY of WASHINGTON | TACOMA
tacoma.uw.edu/nursing

Pathways to Nursing

Nursing requires training and education.

Follow this path to degrees and projected salaries in this high-demand field.



Pharmacist
2013 Employment—562
Avg. annual growth—1.1%

2013 Avg. Wage—\$53.93
Master's or PhD
No programs in Pierce County



Pharmacy Intern
Multicare Cohort Program
2013 Cohort

2013 Avg. Wage—



Pharmacy Tech
2013 Employment—628
Avg. annual growth—1.3%

2013 Avg. Wage—\$20.47
Certificate – Clover Park,
Everest College, UWT Online

Physical Therapist
2013 Employment —309
Avg. annual growth—1.7%

2013 Avg. Wage—\$34.45
Master's or PhD—UPS (PhD)

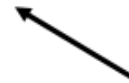


Physical Therapist Assistant
2013 Employment—103
Avg. annual growth—1.9%

2013 Avg. Wage—\$27.02
Associate's Degree & Certificate
UWT, Pierce College

Behavioral/Mental Health
Counselor
2013 Employment—409
Avg. annual growth—1.2%

2013 Avg. Wage—\$20.85
Master's Degree



Medical & Health Services Manager
2013 Employment—819
Avg. annual growth—1.3%

2013 Avg. Wage—\$53.72
Bachelor's—UWT



Medical Social Worker 2013
Employment—267
Avg. annual growth—2.1%

2013 Avg. Wage—\$29.47
Master's Degree—UWT



Social & Human Service Assistant 2013
Employment—930
Avg. annual growth—1.8%

2013 Avg. Wage—\$14.96
Certificate—Tacoma CC, Clover Park,
Pierce College, CWU-PC



Substance Abuse & Behavioral
Disorder Counselor
2013 Employment—159
Avg. annual growth—1.7%

2013 Avg. Wage—\$20.20
Bachelor's Degree

- A collaborative group of professionals met for the past three years to discuss how to best establish and align educational opportunities for Tacoma's students and meet the needs of the future.
- The group agreed the time was right in 2018 to begin the school.
- The four-year program brings together academic and health care organizations to provide classroom education, mentorship from health care professionals and practical experience in local medical facilities over the course of their studies.
- The program began fall of 2018 with 75 - 9th graders.



Healthcare Careers Academy **Overview**

Education

- Bates Technical College
- Tacoma Community College
- Tacoma Public Schools
- University of Puget Sound
- University of Washington Tacoma

Health Care

- CHI Franciscan Health
- MultiCare Health System

Support & Job Training

- Goodwill – Olympics & Rainier Region

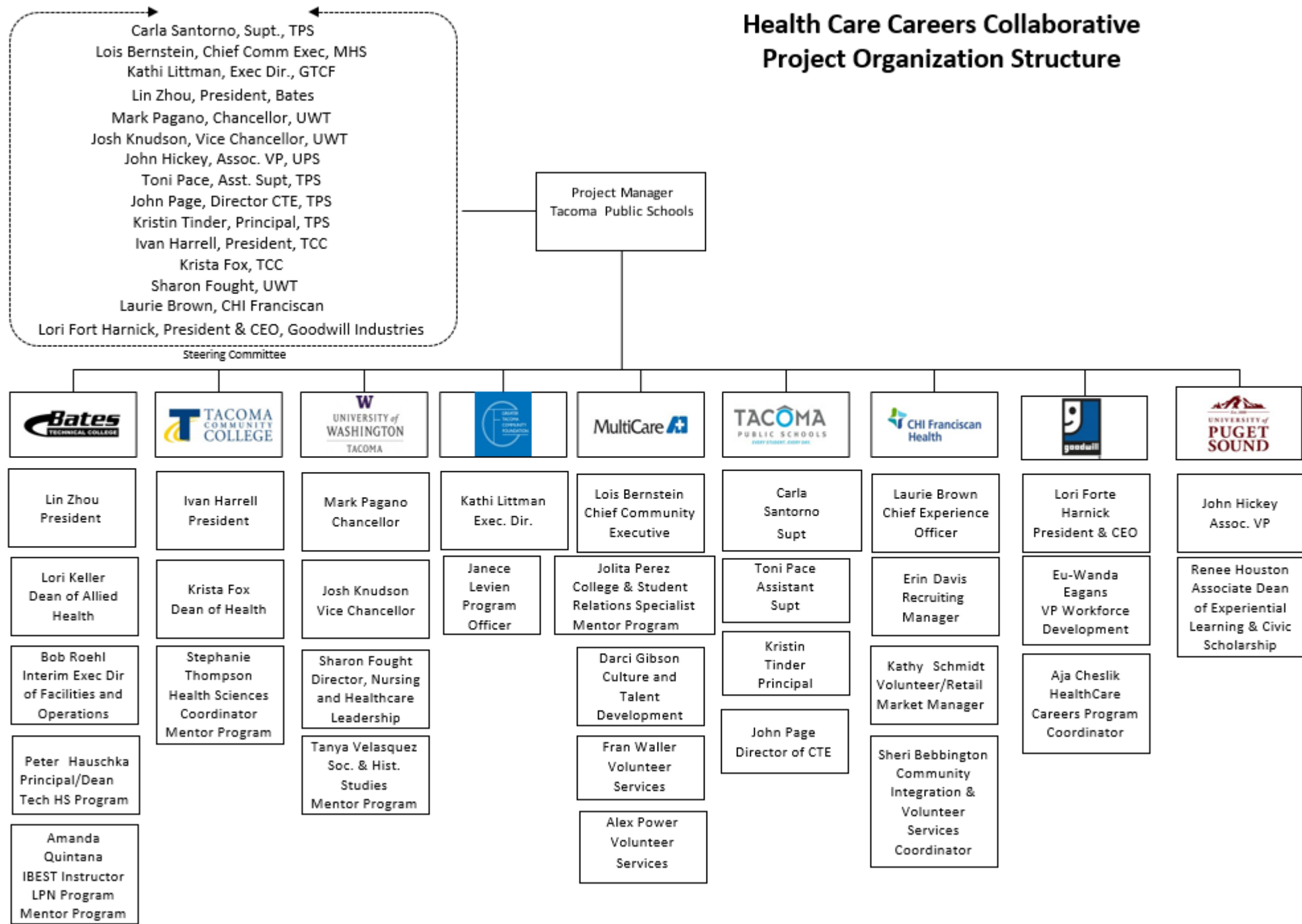
Philanthropy

- Greater Tacoma Community Foundation



Community Partners showed up time and time again

Health Care Careers Collaborative Project Organization Structure



- Literature search
- Brought in a professional facilitator
- Site visits
 - Henrietta Lacks Health & Bioscience High School (Vancouver, WA)
 - Cleveland School of Science and Medicine (Cleveland, OH)
 - East Valley Institute of Technology (Mesa, AZ)



Research conducted on best model for Tacoma

Equitable Access	➡	Rich Community of Learners
Sustained Pathways	➡	Opportunities for All
Shared Facilities	➡	Real-World Learning
Coordinated Educational Pipelines	➡	Future Success
Partner Collaboration	➡	Optimize Resources
Community Investment	➡	Multiple Funding Streams



Healthcare Careers Academy **Planning**

The Tacoma Health Careers Collaborative provides students with equitable access to world-class learning environments focused on medical careers. Partners from the region's health care, educational and philanthropic communities work in concert to optimize resources and leverage assets to address community needs, including pathways and credentialing programs co-located within Tacoma's Medical Mile.



Healthcare Careers Academy **Mission**

- Identification of obstacles
 - Funding
 - How will it be incorporated into schools?
 - Where?
 - Graduation requirements
 - Getting on the same page
 - Provide smooth transitions
- List of priorities
- Goals for the first year
- Naming the location – Stadium High School



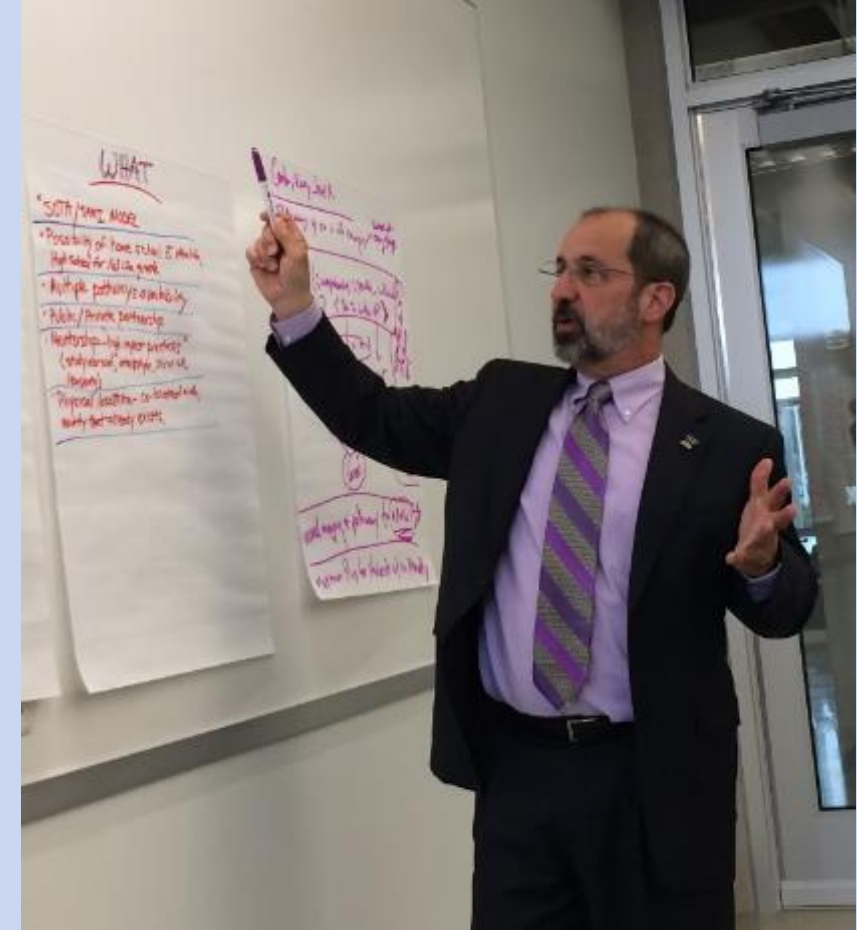
The Beginning

- High school career and technical education funding
- All partners contributed
- Grants
 - Greater Tacoma Community Foundation
 - Chase

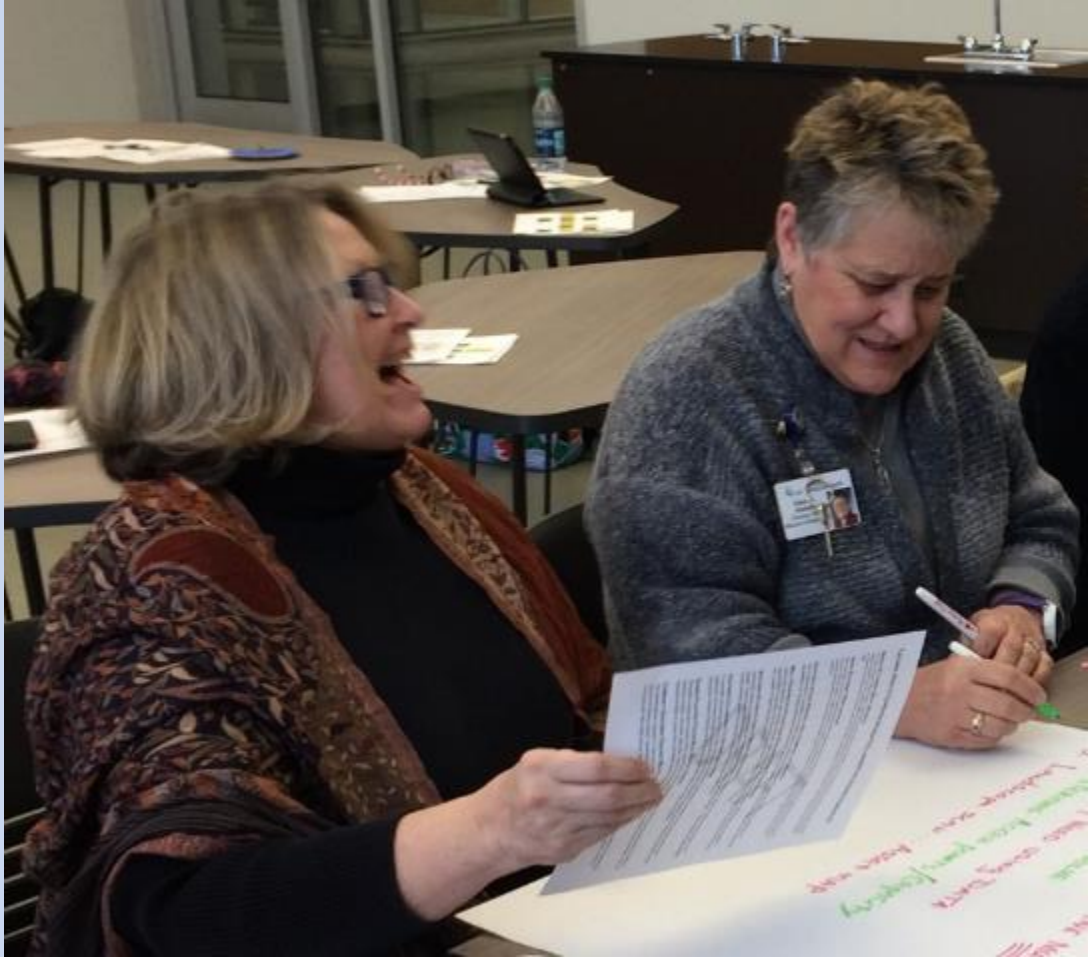


Funding Sources

- Half-day program to start
 - Biology (through the medical lens)
 - Intro to Health Care Careers
 - Medical Terminology with AVID components
- Teacher externships and training
- Project coordination to schedule field trips, mentors and internships (funded by Goodwill through December 2019)
- CTE coordination (Tacoma Public Schools)
- School-based leadership – principal(s)



Planning and Staffing – 1st Year



- First aid/CPR/AED
- HIPAA
- OSHA
- CAN
- College credit in high school
- Articulation agreements
- Teacher development

Telling the Community Healthcare Careers Information Night

May 22, 2018
Stadium High School



Introduction to Health Care Careers FOR FRESHMAN CLASS OF 2022



Stadium Freshman Class of 2022 has a unique opportunity to participate in a new Introduction to Health Care Careers program. Students will meet health care professionals, make job-site visits and receive firsthand field experience. In addition to providing the required health credit needed for high school graduation, students will receive valuable training that will prepare them for careers or post-secondary school in the health care industry. Go to StadiumTigers.org for more information.

Have you ever considered a career in health care?

- Advanced practitioner
- Anesthesiology
- Audiology
- Behavioral health
- Biotechnology
- Dentistry
- Emergency medicine
- Imaging technologist
- Information technology
- Laboratory technician
- Nursing
- Nutrition
- Occupational health
- Optometry
- Orthopedics
- Pharmacy
- Phlebotomy
- Physical therapy
- Physician
- Sonography
- Surgeon

MultiCare 
BetterConnected

 CHI Franciscan Health

 TACOMA
COMMUNITY
COLLEGE

 Bates
TECHNICAL COLLEGE



 UNIVERSITY of
WASHINGTON
TACOMA

FRESHMAN CLASS OF 2022

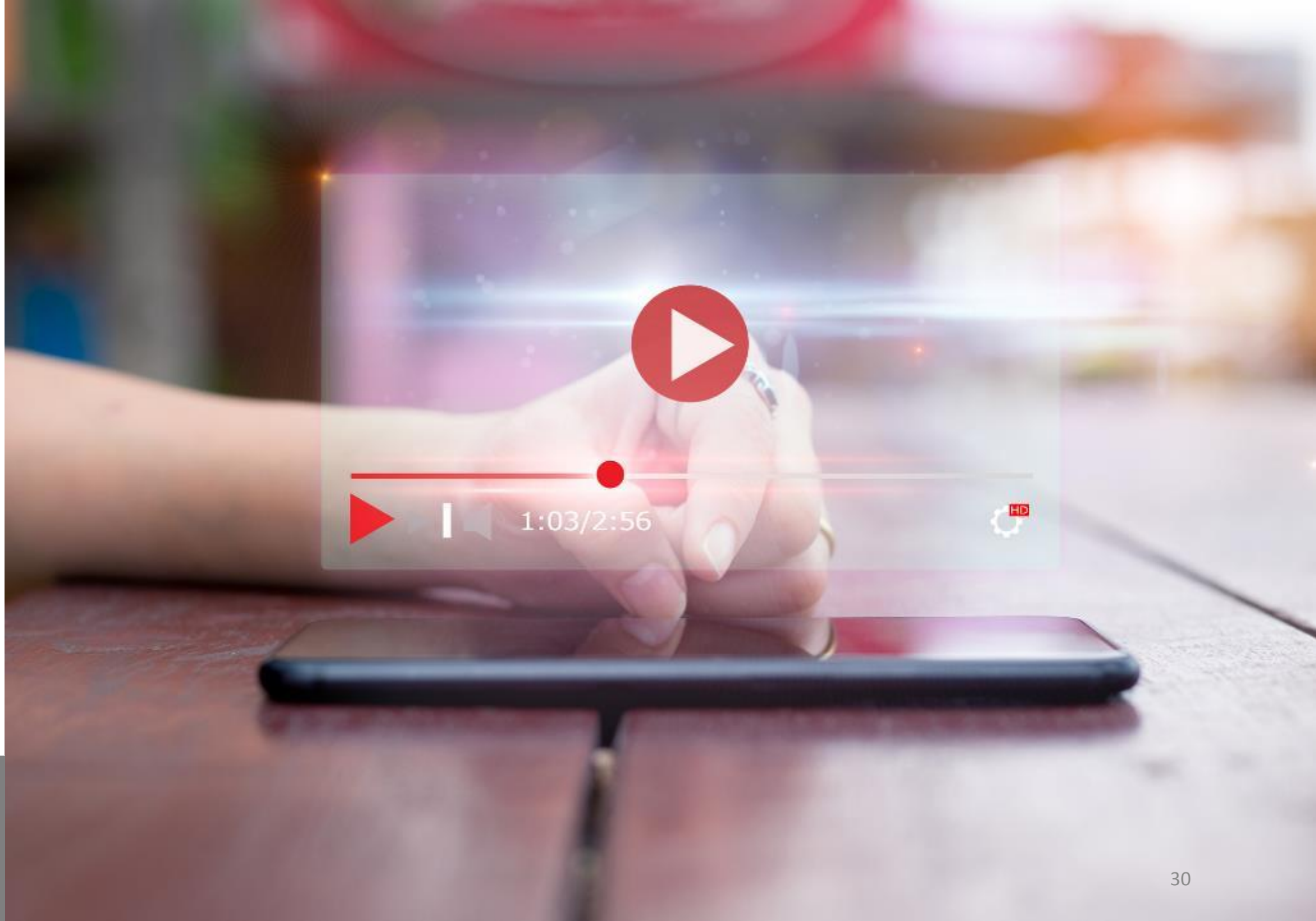
Select "Introduction to Health Care Careers" on your course selection sheet to participate in this brand-new program.

TACOMA
PUBLIC SCHOOLS
EVERY STUDENT. EVERY DAY.

Healthcare Careers Academy Video



Tacoma Community College
Bates Technical College
Tacoma Public Schools
MultiCare Health System



Bates Technical College Healthcare Careers Information Night



Tacoma
Community
College

Healthcare
Careers
Information
Night



In the News

Stadium High School's new Health and Medicine Academy prepares students for the industry's hottest job categories

Tacoma Public Schools News

June 16, 2018

Tacoma students soon will be able to kick-start a career in medicine while still in high school

The News Tribune

June 19, 2018

Newest Tacoma academy will give students healthy choice

The News Tribune Editorial Board

July 5, 2018

Health Care Careers Pathway Opens for Tacoma Students

MultiCare MMA News

October 19, 2018



Project Launch

First cohort

Middle schools

75 slots

lottery system

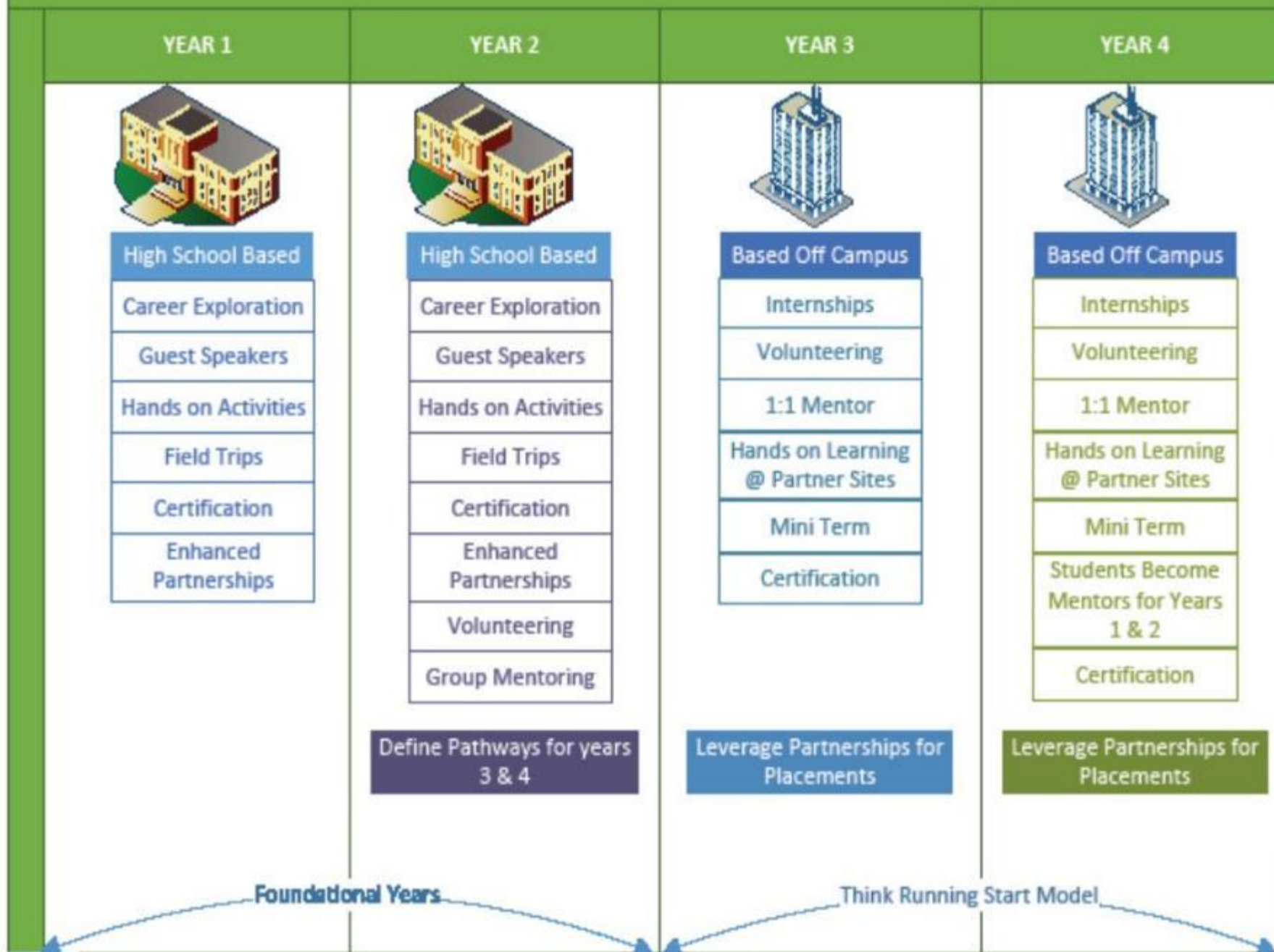
3 period block



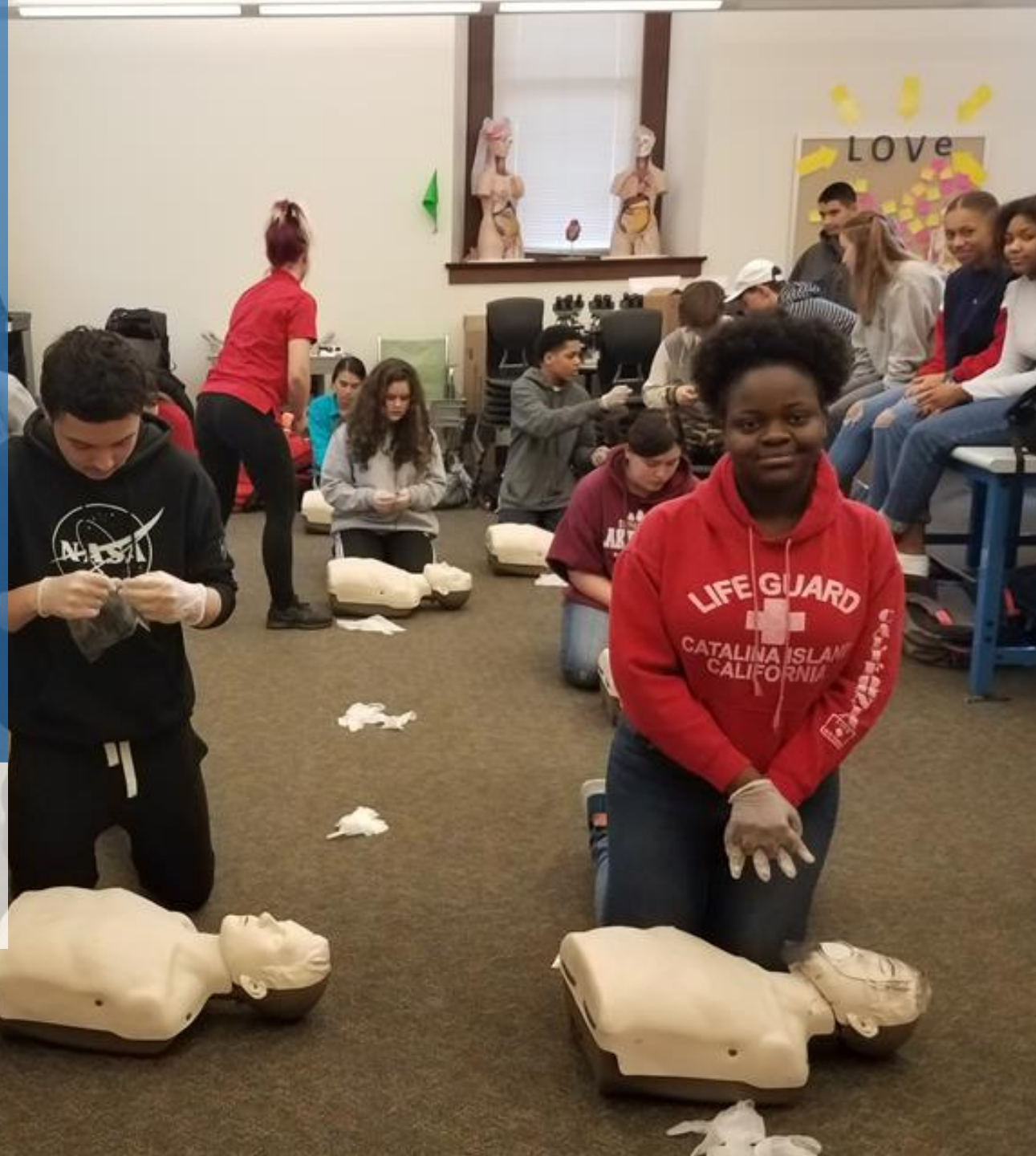
The Future: Four-year Design Planning



HEALTHCARE CAREERS 4 – YEAR DESIGN PLANNING – STEERING COMMITTEE VISION



Start-Up Awesome Field Trip to University of Puget Sound



Start-Up Wellfound Behavioral Health Field Trip



Start-Up Sutures Workshop



Start Up Sutures Workshop



“The suturing kit helped me better understand what it would be like in reality to care for someone’s wounds.”

Start-Up Guest Speakers

“ This program has led me to know different sides of healthcare along with business, technology, and lab occupations that I did not know existed before. ”

Start-Up Career Fairs

“ ... very broad in showing different career paths in the healthcare environment ... ”



Start-Up Skills Development



Foundation: Formative Years



YEAR 1
High School Based
Career Exploration
Guest Speakers
Hands On Activities
Field Trips
Certification
Enhanced Partnerships

YEAR 2
High School Based
Career Exploration
Guest Speakers
Hands On Activities
Field Trips
Certification
Enhanced Partnerships
Volunteering
Group Mentoring

Plans for the Running Start model



YEAR 3
Based Off Campus
Internships
Volunteering
1:1 Mentoring
Hands on Learning @ Partner Sites
Mini Term
Certification
Leverage Partners for Placements

YEAR 4
Based Off Campus
Internships
Volunteering
1:1 Mentoring
Hands on Learning @ Partner Sites
Student becomes Mentor for Years 1 & 2
Certification
Leverage Partners for Placements

Category	HCA Interest	Stadium Population
Free & Reduced Price Lunch	37.7%	28%
Gender	71% Female / 29% Male	52% Female / 48% Male
Special Education – IEP	9.7%	9.6%



- Launching a new program like this requires a tolerance for initially living in the “**Gray Area.**”
- Developing **strong partnerships** with the community provides opportunities for growth and change in all areas.
- Developing a **Mission** and **Vision** statement helps to direct the work of the steering committee.
- Providing opportunities for the **student voice** is essential in developing the program to meet the needs of all the students.
- Having a **project manager** helped to keep the work on track and on time.

Questions?