Training Proposal for:
Fountain Valley Regional Hospital & Medical Center
Agreement Number: ET15-0115

Panel Meeting of: June 27, 2014
ETP Regional Office: San Diego  Analyst: K. Campion

## PROJECT PROFILE

<table>
<thead>
<tr>
<th>Contract Attributes:</th>
<th>Priority Rate Retrainee SET Medical Skills Training</th>
<th>Industry Sector(s):</th>
<th>Healthcare</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counties Served:</td>
<td>Orange</td>
<td>Repeat Contractor:</td>
<td>□ Yes  ☒ No</td>
</tr>
<tr>
<td>Union(s):</td>
<td>☒ Yes  □ No United Nurses Association of CA/Union of Health Care Professionals</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number of Employees in:</td>
<td>CA: 8,000  U.S.: 100,000  Worldwide: 100,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Turnover Rate:</td>
<td>12%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Managers/Supervisors:</td>
<td>N/A</td>
<td></td>
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</tr>
</tbody>
</table>

### FUNDING DETAIL

<table>
<thead>
<tr>
<th>Program Costs</th>
<th>(Substantial Contribution)</th>
<th>(High Earner Reduction)</th>
<th>Total ETP Funding</th>
</tr>
</thead>
<tbody>
<tr>
<td>$168,354</td>
<td>$0</td>
<td>$0</td>
<td>$168,354</td>
</tr>
</tbody>
</table>

In-Kind Contribution: 100% of Total ETP Funding Required  $349,369
TRAINING PLAN TABLE

<table>
<thead>
<tr>
<th>Job No.</th>
<th>Job Description</th>
<th>Type of Training</th>
<th>Estimated No. of Trainees</th>
<th>Range of Hours</th>
<th>Average Cost per Trainee</th>
<th>Post-Retention Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Retrainee SET</td>
<td>MS-Clinical w/ Preceptor, MS-Didactic, Continuous Impr., Computer Skills</td>
<td>199</td>
<td>8 - 200</td>
<td>0</td>
<td>$846</td>
</tr>
</tbody>
</table>

Minimum Wage by County:  SET Priority Industry: $20.32 per hour

Health Benefits: ☒ Yes ☐ No  This is employer share of cost for healthcare premiums – medical, dental, vision.

Used to meet the Post-Retention Wage?: ☐ Yes ☒ No ☐ Maybe

Although employer provides health benefits, they are not being used to meet Post-Retention Wage.

Wage Range by Occupation

<table>
<thead>
<tr>
<th>Occupation Titles</th>
<th>Wage Range</th>
<th>Estimated # of Trainees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered Nurse (RN)</td>
<td></td>
<td>179</td>
</tr>
<tr>
<td>New Graduate Registered Nurse</td>
<td></td>
<td>20</td>
</tr>
</tbody>
</table>

INTRODUCTION

Founded in 1971 and located in Orange County, Fountain Valley Regional Hospital & Medical Center (Fountain Valley) (www.fountainvalleyhospital.com) is a full-service, accredited, 400-bed acute care facility owned by Tenet Healthcare Corporation. It serves patients from Fountain Valley and the surrounding communities of Huntington Beach, Westminster, Santa Ana and Irvine. Fountain Valley employs approximately 560 full-time RNs.

Although this is the first Agreement between ETP and Fountain Valley, the Hospital was one of four Tenet Hospitals that participated under the prior Tenet Healthcare Corporation ETP Agreement approved in 2007 (see prior projects table). Under that Agreement the Hospital received training for RN graduates in the Versant new RN program. This new proposal for Fountain Valley only, primarily targets RN training in advanced medical skills in new medical technologies. No RNs that were trained in the prior ETP Agreement will repeat the same training under this Agreement.

In the past two years, Fountain Valley has faced budget challenges due to continued cuts in Medicare reimbursement rates and significant expense outlays from implementing Electronic Medical Records. This has strained existing resources including RN training budgets. However, the Hospital has critical training needs for RNs in new medical equipment and in Advanced Medical Skills. Therefore, Fountain Valley requests ETP funds to train 179 incumbent RNs and 20 New Graduate RNs in Medical Skills, Continuous Improvement and Computer Skills.
PROJECT DETAILS

Fountain Valley reports that in 2014-15 the Hospital estimates it will spend over $10 Million in new medical equipment and software including new radiology equipment, a new Hyperbaric Chamber, Surgical Robotic and Cardiovascular equipment, bedside monitors and wireless telemetry monitoring software. RNs must be trained on the new equipment, which is projected to improve clinical outcomes resulting in improved care, shorter hospital stays, and lower costs to patients.

Additionally, Fountain Valley is challenged with recruiting experienced nurses, especially those qualified to work in the Emergency Department, Intensive Care Unit, Telemetry, Labor & Delivery and other specialized areas. Therefore, the Hospital must retrain incumbent staff or hire New Graduates and train them in advanced medial skills. Training RNs will increase the nursing staff efficiency, improve clinical outcomes and increase patient satisfaction, and will ultimately allow nurses to move into specialized departments.

Training Plan

The ETP training is projected to elevate the overall standards of care by upgrading full-time nursing staff with advanced nursing skills and technologies. Incumbent nurse training is projected to commence in July 2014 and new graduates will begin training in September 2014. This project will be administered by the Chief Nursing Officer and Assistant Chief Nursing Officer. Additionally, Fountain Valley has a dedicated Nursing Education Coordinator who will provide the primary ETP project administration that includes enrolling and tracking of trainees in the ETP on-line systems.

Medical Skills Training (80%): Training will be provided to all nurses who will receive one or more modules of MS Didactic training (classroom) in advanced medical care to ensure competency. Didactic training also supports better prepared and more competent staff, is critical to understanding the clinical processes, and will prepare the nurses for work in specialty areas of the hospital.

Most incumbent nurses and all New Graduate RNs will participate in MS Clinical Preceptor training. Trainees will be assigned to a specific hospital unit to complete Clinical Preceptor Skills training under an assigned “preceptor.” Clinical with Preceptor training is an essential component to ensure nurses have critical hands-on skills prior to being assigned patients.

Computer Skills (10%): All nurses will receive Computer Skills training in one or more modules of electronic medical records (EMR) system. Although Fountain Valley has already implemented an EMR system, additional training for RNs is projected to be delivered in new modules and as updated system changes are made.

Continuous Improvement (10%): All nurses may receive one or more modules of Continuous Improvement training based on job functions. These courses will focus on nurse performance, quality of care improvements and professional development to ensure that nurses demonstrate “best practices” with the patient population, and perform with high performance standards. Some RNs will receive Preceptor Skills (train-the-trainer) to learn how to become a Clinical Preceptor trainer.

Impact/Outcome

Medical Skills training is projected to advance the overall skill levels of nurses, allowing them to take on positions with greater responsibility, and improving patient care and outcomes.
Computer Skills and Continuous Improvement training is projected to help the hospital operate more efficiently. ETP funding will also help Fountain Valley to provide the extended class/lab and clinical training needed to prepare newly graduated nurses to work in the acute care setting.

**Union Support**

In this proposal, the United Nurses Association of California/Union of Health Care Professionals represents RNs, and has submitted a letter in support of this training project.

**Substantial Contribution**

Although Fountain Valley participated in an ETP Agreement within the past five years, the hospital earned less than $250,000 at that facility. As such, no substantial contribution is applied to this proposal.

**Commitment to Training**

The Hospital’s current training budget is approximately $1.5 million for all workers, and covers topics such as new hire hospital orientation, CPR, fire safety, sexual harassment prevention, Annual Competency Assessment, Electronic Medical Records Application skills, and other job-specific and on-the-job training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

The majority of the proposed training will be in new and advanced medical skills designed to help nurses become competent in the use of new medical equipment. Some training courses that were offered to Fountain Valley under the prior Tenet Healthcare Agreement will be offered again in this proposed Agreement, but only for New Graduate RNs, or those nurses who were not trained in the prior Agreement. ETP Funds will help maintain and improve the quality of patient care. ETP-funded training will also qualify staff for positions in specialty areas for which the hospital has been unable to recruit qualified RNs.

**RECOMMENDATION**

Staff recommends approval of this proposal.

**PRIOR PROJECTS**

The following table summarizes performance by Tenet Healthcare Corporation under an ETP Agreement that was completed within the last five years:

<table>
<thead>
<tr>
<th>Agreement No.</th>
<th>Location (City)</th>
<th>Term</th>
<th>Approved Amount</th>
<th>Payment Earned $</th>
<th>%</th>
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</thead>
<tbody>
<tr>
<td>ET08-0142</td>
<td>Palm Springs, Irvine,</td>
<td>8/07/07 – 8/06/09</td>
<td>$893,772</td>
<td>*$449,783</td>
<td>(50%)</td>
</tr>
<tr>
<td></td>
<td>Fountain Valley, Lakewood</td>
<td></td>
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*The Agreement funding was allocated internally by Tenet Hospital Corporation as a four-way split between four participating hospitals. Therefore, of the total Agreement amount of $893,772, Fountain Valley was allocated $223,443, of which it earned $169,000 or 76% of what was allocated. The proposed Agreement will only be for Fountain Valley, and the proposed Agreement amount is less than what Fountain Valley earned previously.*
DEVELOPMENT SERVICES
True North Consulting in Laguna Beach assisted with development of this proposal for a flat fee of $10,578.

ADMINISTRATIVE SERVICES
N/A

TRAINING VENDORS
To Be Determined
Exhibit B: Menu Curriculum

Class/Lab Hours

8 – 200 Trainees may receive any of the following:

MEDICAL SKILLS – CLINICAL PRECEPTOR

- Emergency Department Training
  - Emergency Room Nursing Skills
  - Emergency Care of the Burn Patient
  - OB Trauma
  - Triage Nursing Skills
  - Care of Pediatric patients

- Intensive Care Unit/Critical Care Unit Training
  - Critical Care Nursing Skills
  - Patient Assessment & Care
  - Intra-Aortic Balloon Pump Therapy
  - Intracranial Pressure Monitoring & Ventriculostomy
  - Hemodynamic Monitoring
  - Pre and Post-Operative Care
  - Ventilator & Tracheotomy Care
  - Malignant Hyperthermia

- Medical/Surgical Unit Training
  - Patient Assessment & Care
  - Medical/Surgical Nursing Skills
  - Pre and Post Operative Care
  - Orthopedic Nursing Skills
  - Management of the Renal Transplant Surgical Patient
  - Oncology Nursing Skills

- Neonatal Intensive Care Unit (NICU) Training
  - Patient Assessment & Care
  - Neonatal Resuscitation Provider
  - Neonatal Advanced Life Support
  - Neonatal Intensive Care Unit Nursing Skills
  - Neonatal/Infant Pain Scale
  - Palliative Care

- Obstetrics Unit Training
  - Patient Assessment & Care
  - Antepartum, Labor, Delivery and Postpartum Skills
  - Neonatal Nursing Skills
  - S.T.A.B.L.E.
  - Advanced & Electronic Fetal Monitoring
  - Neonatal Resuscitation Provider
  - Neonatal Intensive Care Unit Nursing Skills
• **Operating Room and Post-Anesthesia Care Unit (PACU) Training**
  o Patient Assessment & Care
  o Peri-Operative Nursing Skills
  o Pre and Post Operative Care

• **Pediatric Services Unit**
  o Care of Pediatric Patients (Acute Care, Intensive Care)
  o Patient Assessment & Care
  o Pre & Post Operative Care

• **Surgical Services Unit Training**
  o Patient Assessment & Care
  o Trauma Nursing Skills
  o Surgical Nursing Skills
  o Pre and Post Operative Care

• **Telemetry Unit Training**
  o AV Sheath Removal
  o Care of the Cardiac Patient
  o EKG & Cardiac Monitoring
  o Dysrhythmia Interpretation
  o Telemetry Nursing Skills
  o Pre and Post Operative Care
  o Care if the Neurosurgical Patient
  o Intravenous Therapy
  o Oncology Nursing Skills

**MEDICAL SKILLS – DIDACTIC**

• Acute Psychiatric Care
• Acute Myocardial Infarction
• Advanced Cardiac Life Support
• Agitation in the Critically Ill
• Arterial Blood Gas Interpretation
• Assessment & Diagnosis of Cardiovascular Emergencies
• Basic Life Support
• Body Mechanics
• Care of Bariatric Patient
• Care of the Cardiac Patient
• Care of Hyperbaric Oxygen Therapy Patient
• Care of the Neurosurgical Patient
• Care of Pediatric Patients (Acute Care, Intensive Care)
• Care of the Sepsis Patient
• Care of the Stroke Patient
• Care of the Suicidal Patient
• Central Lines Management
• Chest Tube Care & Management
• Code Blue Response & Procedures
• Critical Care Nursing Skills
- Continue Renal Replacement Therapy
- Diabetes Care & Management
- Dysrhythmia Recognition & Interpretation
- End of Life Palliative Care
- Educating the Patient & Family
- EKG & Cardiac Monitoring
- EKG – 12 Lead
- Electronic Fetal Monitoring (Beginning & Advanced)
- Emergency Room Nursing Skills
- Equipment Skills (IV pumps, cardiac telemetry, vital signs, pulse-oximeter, ventilators, specialty beds and mattresses, etc.)
- Evidence-Based Practices
- Gastrointestinal Assessment and Management
- Hemodynamic Monitoring
- Identifying Treating Malignant Hyperthermia
- Infection Control
- Intra-Aortic Balloon Pump Therapy
- Intra-Cranial Pressure Monitoring & Ventriculostomy
- Intravenous Insertion & Therapy
- Labor, Delivery and Postpartum Nursing Skills
- Medical/Surgical Nursing Skills
- Medication Administration & Management
- Moderate Sedation
- Neonatal Advanced Life Support
- Neonatal/Infant Pain Scale
- Neonatal Intensive Care Unit Nursing Skills
- Neonatal Nursing Skills
- Neonatal Resuscitation Provider
- New Graduate Nursing Skills
- Nurse Orientation Training (for New Grads only)
- Nursing Diagnosis Skills
- Nursing Process Skills
- OB Trauma
- Oncology Nursing Skills
- Orthopedic Nursing Skills
- Ostomy & Continence Care
- Pain Management (Acute & Chronic)
- Patient Assessment & Care
- Patient Fall Prevention
- Pediatric Advanced Life Support
- Peri-Operative Nursing Skills
- Pharmacology Therapy
- PICC Line Insertion
- Pre and Post Operative Care
- Psychiatric Nursing Skills
- Psychotropic Medications
- Rapid Response Skills
- Renal Assessment & Management
- Respiratory Assessment & Care
- Restraints
- Surgical Nursing Skills
- S.T.A.B.L.E.
- Telemetry Nursing Skills
- Total Parenteral Nutrition
- Transfer Techniques
- Triage Nursing Skills
- Ventilator and Tracheotomy Care
- Wound & Skin Care

**CONTINUOUS IMPROVEMENT**

- Charge Nurse Training/Frontline Leadership Skills
- Communications Skills
- Conflict Resolution Skills
- CORE Measures
- Critical Thinking Skills/Decision Making
- Culturally Appropriate Care
- Customer Service Skills
- Healthy Intervention
- Preceptor Skills (train-the-trainer)
- Performance and Quality Improvement and Procedures Skills
- Team Building Skills

**COMPUTER SKILLS**

- Electronic Medical Records Application

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Note: Reimbursement for retraining is capped at 200 total training hours per trainee, regardless of the method of delivery.
December 10, 2013

Ms. Jill McAloon
Acting Executive Director
Employment Training Panel
1100 J. Street, 4th Floor
Sacramento, CA 95814

Dear Ms. McAloon:

This is a letter of support in the application for training funding submitted by Fountain Valley Regional Hospital Medical Center.

Our Union represents registered nurses, pharmacists, clinical lab scientists, social workers, speech therapists, physical therapists and occupational therapists at the hospital.

The funding will assist the hospital in providing needed training for our members in their delivery of quality patient care.

Please contact me if you have any questions.

Sincerely,

Minerva Aller dela Fuente, RN
Minerva Aller dela Fuente, RN
UNAC/UHCP Staff Representative