



**Training Proposal for:**

**JFK Memorial Hospital, Inc. dba  
John F. Kennedy Memorial Hospital**

**Agreement Number: ET15-0378**

**Panel Meeting of:** January 22, 2015

**ETP Regional Office:** San Diego

**Analyst:** M. Ray

**PROJECT PROFILE**

Contract Attributes:	Medical Skills Training Priority Rate Retrainee SET HUA	Industry Sector(s):	Healthcare  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Riverside	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Service Employees International Union 121RN		
Number of Employees in:	CA: 11,251	U.S.: 97,775	Worldwide: 97,775
Turnover Rate:	14%		
Managers/Supervisors: (% of total trainees)	N/A		

**FUNDING DETAIL**

Program Costs	-	(Substantial Contribution)	(High Earner Reduction)	=	<b>Total ETP Funding</b>
\$161,280		\$0	\$0		\$161,280

In-Kind Contribution:	100% of Total ETP Funding Required	\$339,760
-----------------------	------------------------------------	-----------

**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage
				Class / Lab	CBT		
1	Retrainee Medical Skills Training Priority Rate SET	MS-Didactic, MS-Preceptor, Computer Skills, Cont. Imp.	80	8 - 200	0	\$2,016	\$35.20
				Weighted Avg: 112			

**Minimum Wage by County:** SET/Priority Industry: \$20.55

**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**

Occupation Titles	Wage Range	Estimated # of Trainees
Registered Nurse (RN)		70
New Graduate Registered Nurse (New Grad RN)		10

**INTRODUCTION**

JFK Memorial Hospital, Inc. dba John F. Kennedy Memorial Hospital (JFK Hospital) ([www.jfkmemorialhosp.com](http://www.jfkmemorialhosp.com)) was founded in 1966. Located in Riverside County, the Hospital was purchased by Tenet Healthcare Corporation (Tenet) in 1979. Tenet, headquartered in Texas, owns 12 healthcare facilities in California, all of which operate autonomously, including two hospitals with an active ETP contract: Los Alamitos Medical Center (ET14-0175) and Fountain Valley Hospital Regional Hospital (ET15-0115). This is the Hospital's first ETP contract and is targeted for JFK Hospital only.

Located in Indio, JFK Hospital is an accredited, full-service 156-bed acute care facility that provides obstetrics, orthopedics, surgical, emergency, cardiology, volunteer, diagnostic imaging, outpatient rehabilitation, and gastrointestinal services. JFK Hospital services residents of the Eastern Coachella Valley communities as well as seasonal residents from all over the US and Canada. JFK Hospital employs approximately 625 employees, including 260 full time RNs.

**PROJECT DETAILS**

JFK Hospital's need for training is driven by patient demands and a shortage of skilled nurses:

1. Patient Demands – The Hospital serves a community with a need for intense services such as psychiatric, neurological, and vascular services. Patients with severe behavioral/substance abuse issues are seen through the Hospital's Emergency Department (ED) on a daily basis. The 12-bed ED has an average of 100-120 visits a

day. Five to ten percent of these visits involve patients with the aforementioned condition, often in addition to complex medical issues. The high proportion of emergency patients calls for sufficient skilled specialty nurses to meet patient demands.

2. Shortage of Skilled Registered Nurses – Due to its location, the Hospital is faced with diminished pool of trained RNs. JFK Hospital has difficulty recruiting experienced RNs because many potential employees regard the Hospital's location as a seasonal residential area and not a place for a full-time home. The lack of sufficient experienced RNs in the community calls for the Hospital to retrain incumbent staff and/or hire New Graduate RNs and train them in advanced medical skills to successfully work in specialized units such as emergency, maternal/child, and intensive care.

To address these challenges, the Hospital has a strategic plan to promote successful delivery of patient care. To demonstrate this commitment, JFK Hospital plans to expand its ED services by maximizing space layout and adding psychiatric RNs and more experienced ED RNs to support increased patient demand. In addition to expansion, the Hospital has committed to enhance its services by adding a Stroke Program (Spring 2015) and revamping its Vascular Program.

JFK Hospital's strategic plan requires the Hospital to sharpen employee skills and enhance quality of care. JFK Hospital has implemented the Versant Program (December 9, 2014), a comprehensive education and training system designed to support critical thinking and education and help RNs transition to new specialties. Through this program, incumbent and New Grad RNs are expected to undergo 18-weeks of extensive training, with first cohort of five New Grad RNs to begin on March 9, 2015. Larger groups of incumbent and New Grad RNs are expected to follow as the program is fully established in the Hospital's training initiative.

JFK Hospital has also recruited a new executive level administrative team to ensure successful implementation of the Hospital's initiatives. The new administrative team will focus heavily on training with a primary emphasis on nursing education to improve clinical outcomes, increase patient satisfaction and support overall patient demands.

## **Training Plan**

With the implementation of the Versant Program, JFK Hospital will increase the Hospital's overall standards of care through upgraded RN skills. The Hospital is committed to train 80 incumbent and New Graduate RNs.

### **Medical Skills (MS) Training (75%)**

All RNs will receive one or more modules of MS Didactic training (classroom) in advanced medical care. Didactic training will be provided in conjunction with Clinical Preceptor training. Fundamentals are required to provide the framework to support the clinical "hands-on" training. Together, these training environments will enhance learning opportunity and allow nurses to understand clinical processes to prepare them for work in specialty areas.

All RNs are projected to participate in MS Clinical Preceptor training. RNs will be assigned to a specific hospital unit to complete Clinical Preceptor Skills training under an assigned "preceptor". Clinical Preceptor training is an essential component of RN training to ensure RNs have the critical skills needed prior to being assigned patients.

Although Preceptor/Didactic training is reimbursed at \$22, the standard class/lab rate for priority industries (\$18 per hour) will apply to Computer Skills and Continuous Improvement training.

**Computer Skills (15%)**

All RNs will be provided classroom training to fully utilize the Hospital's Electronic Medical Record system. Some RNs may also receive class/lab training in Microsoft Office Suite and SharePoint.

**Continuous Improvement (10%)**

All trainees will receive job specific training. Course topics such as Customer Service, Critical Thinking, Crisis Prevention Intervention, and CORE Measures will focus on high-level performance and quality of care. Some RNs will receive Preceptor Skills (train-the-trainer) to learn how to become a Clinical Preceptor.

**Commitment to Training**

JFK Hospital's current annual training budget is approximately \$1,142,675, which covers all new employee orientation and in-service education. The current training method consists of classroom, on-the-job and computer-based training. As the parent company, Tenet has a well-defined educational curriculum, based on job functions. All employees receive mandatory training in safety, hand hygiene, and other basic areas.

ETP funds will not displace the existing financial commitment to training. Safety training is provided in accordance with all pertinent requirements under state and federal law.

**➤ Training Infrastructure**

JFK Hospital's new Director of Education will administer the ETP program. One Coordinator of Clinical Education and four Clinical Nurse Educators will support, implement and manage the program.

**High Unemployment Area**

Trainees work in a High Unemployment Area (HUA) with unemployment exceeding the state average by 15%. Although JFK Hospital in Riverside County qualifies for HUA status under these standards, it is not requesting a wage or retention modification.

**High Earner Reduction**

The Panel enacted a High Earner Reduction (HER) for new projects of any parent company, including its subsidiaries, divisions, and branches regardless of facility earning more than \$1 million in ETP funding over the last five years. The combined proposals of Tenet entities within the last five years does not reach the \$1 million threshold; therefore, no HER is applied.

**Union Support**

A collective bargaining unit, Service Employees International Union 121RN, represents workers targeted for this program. A letter of support has been provided.

**RECOMMENDATION**

Staff recommends approval of this proposal.

**DEVELOPMENT SERVICES**

N/A

**ADMINISTRATIVE SERVICES**

To Be Determined

**TRAINING VENDORS**

To Be Determined

**Exhibit B: Menu Curriculum****Class/Lab Hours**

8 – 200

Trainees may receive any of the following:

**MEDICAL SKILLS TRAINING – DIDACTIC**

- Acid/Base Imbalances
- Acute Myocardial Infarction
- Advanced Cardiac Life Support
- Arterial Blood Gas Interpretation
- Basic Life Support
- Behavioral Health Issues
- Blood Transfusion Management
- Body Mechanics
- Care of Bariatric Patient
- Care of the Cancer Patient
- Care of the Cardiac Patient
- Care of the Diabetic Patient
- Care of the Geriatric Patient
- Care of the Gynecological Patient
- Care of the Neurosurgical Patient
- Care of the Orthopedic Patient
- Care of Pediatric Patient (Acute Care, Intensive Care)
- Care of the Surgical Patient
- Care of the Stroke Patient
- Care of the Trauma Patient
- Central Lines Management
- Chest Tube Care & Management
- Code Blue Response & Procedures
- Complementary & Alternative Therapy
- Core Measures
- Critical Care Nursing Skills
- Decontamination Procedures
- Diabetes Care & Management
- Disaster Planning
- Dysrhythmia Recognition & Interpretation
- Educating the Patient & Family
- EKG & Cardiac Monitoring
- Electronic Fetal Monitoring (Beginning & Advanced)
- Emergency Room Nursing Skills
- End of Life Care
- Equipment Skills (IV Pumps, cardiac telemetry, vital signs, pulse-oximeter, ventilators, specialty beds and mattresses, etc.)
- Evidence-Based Practices
- Fluid & Electrolyte Imbalances
- Gastrointestinal Assessment and Management
- Hemodynamic Monitoring
- Immobility Concepts
- Infection Control

- Infusion Therapy
- Intra-Aortic Balloon Pump Therapy
- Intravenous Insertion & Therapy
- Labor, Delivery, and Postpartum Nursing Skills
- Medical/Surgical Nursing Skills
- Medication Administration and Management
- Moderate Sedation
- New Graduate Training Skills
- Nurse Orientation Training (for new Grads only)
- Nursing Diagnosis Skills
- Nursing Process Skills
- Nutrition Concepts
- Oncology Nursing Skills
- Orthopedic Nursing Skills
- Ostomy & Continence Care
- Pain Management (Acute & Chronic)
- Patient Assessment & Care
- Patient Education Concept
- Patient Fall Prevention
- Pediatric Advanced Life Support
- Peri-Operative Nursing Skills
- PICC Line Insertion
- Post Mortem Care
- Pre and Post-Operative Care
- Rapid Response and Code Blue Skills
- Renal Assessment & Management
- Respiratory Assessment & Care
- Restraints
- Safe Patient Handling
- Scope of Practice
- Shock
- Surgical Nursing Skills
- S.T.A.B.L.E.
- Systems Review
- Telemetry Nursing Skills
- Total Parenteral Nutrition
- Transfer Techniques
- Triage Nursing Skills
- Trauma Nursing Skills
- Ventilator and Tracheotomy Care
- Pressure Ulcer Prevention & Management
- Wound and Ostomy Care
- Wound & Skin Care

### **MEDICAL SKILLS TRAINING – CLINICAL**

- **Emergency Department Training:**
  - Emergency Room Nursing Skills
  - OB Trauma
  - Trauma Nursing Skills
  - Triage Nursing Skills

- Care of Pediatric Patients
- Sepsis Protocol
- Management of Stroke
- Medication Procedures
- National Certification Exam Prep
  
- **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
  - Care of Trauma Patient
  - Management of the Renal Transplant Surgical Patient
  - Ventilator & Tracheotomy Care
  - Sepsis Protocol
  - Management of Stroke
  - Venous Thrombic Embolus Prophylaxid
  - Continuous Renal Replacement Therapy
  - Rapid Response Team
  - Medication Procedures
  - National Certification Exam Prep
  
- **Medical/Surgical Unit Training:**
  - Patient Assessment & Care
  - Geriatric Nursing Skills
  - Medical/Surgical Nursing Skills
  - Medication Procedures
  - Pre and Post-Operative Care
  - Orthopedic Nursing Skills
  - Oncology Nursing Skills
  - Palliative Care
  - National Certification Exam Prep
  
- **Women's Services (Obstetrics) Unit Training:**
  - Patient Assessment & Care
  - Antepartum, Intrapartum, OB, OR & PACU, and Postpartum Skills
  - Neonatal Nursing skills
  - S.T.A.B.L.E.
  - Advanced & Electronic Fetal Monitoring
  - Medication Procedures
  - Neonatal/Infant Pain Scale
  - Neonatal Resuscitation Provider
  
- **Perioperative Services and Post-Anesthesia Care Unit:**
  - Patient Assessment & Care
  - Trauma Nursing Skills
  - Peri-Operative Nursing Skills
  - Pre and Post-Operative Care
  - Robotics
  - Cardiovascular Surgery

- Medication Procedures
- National Certification Exam Prep
- **Pediatric Services Unit Training:**
  - Care of Pediatric Patients (Acute Care, Intensive Care)
  - Patient Assessment & Care
  - Growth and Development
  - Medication Procedures
  - Child Safety Concepts
  - Infusion Therapy
  - Pediatric Emergencies
  - Nutrition Concepts
  - Pre & Post-Operative Care
- **Progressive Care Unit Training:**
  - Patient Assessment and Care
  - Critical Care Nursing Skills
  - Ventilator & Tracheotomy Care
  - Hemodynamic Monitoring
  - Medication Procedures
  - Total Parenteral Nutrition
- **Telemetry Unit Training:**
  - Care of the Cardiac Patient
  - Electrocardiogram & Cardiac Monitoring
  - Dysrhythmia Interpretation
  - Telemetry Nursing Skills
  - Pre and Post-Operative Care
  - Care of the Neurosurgical Patient
  - Intravenous Therapy
  - Medication Procedures
  - Oncology Nursing Skills

#### **COMPUTER SKILLS**

- Microsoft Office/Excel Skills (Intermediate and Advanced)
- Sharepoint
- Electronic Medical Records Application Skills

#### **CONTINUOUS IMPROVEMENT**

- Case Management/Discharge Planning
- Charge Nurse Training/Frontline Leadership Skills
- Communications Skills
- Conflict Resolution Skills
- CORE Measures
- Crisis Prevention Intervention
- Critical Thinking Skills
- Culturally Appropriate Care
- Customer Service Skills
- Documentation Skills
- Lean Six Sigma
- Organization and Time Management Skills
- Patient and Family-Centered Care Skills

- Preceptor Skills (Train-the-Trainer)
- Performance and Quality Improvement and Procedures Skills
- Team Building Skills
- Utilization Review

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

ET15-0378



**GAYLE BATISTE, RN**  
President

**JEANNIE KING, RN**  
Vice-President

**NANETTE LOGAN, RN**  
Secretary-Treasurer

**JAN B. WEINSTEIN, RN**  
Executive Director

December 1, 2014

**SENT VIA FAX AND CERTIFIED MAIL**

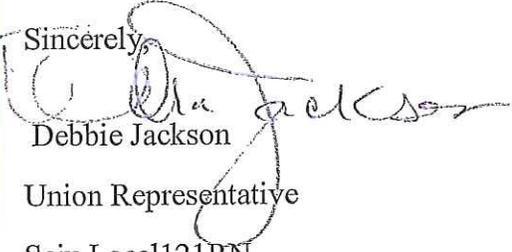
Christine Korman  
JFK Hospital  
Human Resources

Re: Union Support for ETP Funding

Dear Mrs. Korman,

This letter will confirm support by SEIU Local 121 RN for JFK Memorial Hospital proposed training to be submitted to Employment Training Panel.

Sincerely,

  
Debbie Jackson

Union Representative

Seiu Local121RN

(760)690-7392

1

1040 Lincoln Ave.  
Pasadena, CA 91103  
Phone: (626) 639-6200  
Fax: (626) 395-7538



**FIGHT FOR SAFE STAFFING AND QUALITY PATIENT CARE**