



Training Proposal for:
Southern California Healthcare System, Inc. dba Southern California Hospital at Culver City
Agreement Number: ET15-0188

Panel Meeting of: June 27, 2014

ETP Regional Office: North Hollywood

Analyst: J. Romero

PROJECT PROFILE

Contract Attributes:	Medical Skills Training Job Creation Initiative Priority Rate SET Retrainee	Industry Sector(s):	Healthcare Services Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No SEIU-United Healthcare Workers-West; California Nurses Association		
Number of Employees in:	CA: 2,082	U.S.: 3,500	Worldwide: 3,500
Turnover Rate:	13%		
Managers/Supervisors: (% of total trainees)	5%		

FUNDING DETAIL

Program Costs	-	(Substantial Contribution)	(High Earner Reduction)	=	Total ETP Funding
\$513,984		\$0	\$0		\$513,984

In-Kind Contribution:	100% of Total ETP Funding Required	\$510,800
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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 SET Priority Rate Medical Skills Training	MS-Didactic, MS-Clinical with Preceptor, Cont. Imp., Computer Skills	384	8-200	0	\$1,026	\$20.32
				Weighted Avg: 57			
2	Retrainee SET Job Creation Initiative Medical Skills Training Priority Rate	MS-Didactic, MS-Clinical with Preceptor, Cont. Imp., Computer Skills	150	8-260	0	\$800	\$13.37
				Weighted Avg: 40			

Minimum Wage by County: Job Number 1 (SET/Priority Industry): \$20.32 per hour.

Job Number 2 (Job Creation): \$13.37 per hour for Los Angeles County.

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

Up to \$5.00 per hour may be used for Job Numbers 1 and 2.

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
JOB NUMBER 1:		
Registered Nurse		312
Licensed Vocational Nurse		43
Certified Nurse Assistant		26
Surgical Technician		3
JOB NUMBER 2:		
Registered Nurse		22
New Graduate Nurse		26
Licensed Vocational Nurse		30
Emergency Medical Technician		9
Mental Health Technician		29
Certified Nurse Assistant		34

INTRODUCTION

Founded in 1924, Southern California Healthcare System, Inc. dba Southern California Hospital at Culver City (SCHCC)(www.sch-culvercity.com), is a 420-bed community hospital serving Culver City and West Los Angeles communities. The Hospital offers a wide range of inpatient and outpatient services such as bloodless medicine and surgery, cardiac and vascular services, imaging, orthopedics, and pulmonary services; outpatient diabetes program, bariatric center, rehabilitation services, psychiatric care and chemical dependency. The Hospital has a 24-hour emergency room staffed by board certified emergency physicians and nurse specialists. The proposed ETP training will take place in Culver City.

As part of the Hospital's expansion plan, SCHCC recently completed remodeling the labor and delivery unit, post-partum and maternal unit at the location in Culver City. The expansion will also include an additional Cath Lab for the implementation of a STEM/Stroke program and a Geropsych unit.

SEIU United Healthcare Workers – West and California Nurses Association supports the training that will be provided by SCHCC under this ETP Agreement.

PROJECT DETAILS

With continued advances and reforms in the healthcare field, there will always be a need for educational training to ensure staff is completely confident and competent in the care they provide. The proposed ETP funding will allow SCHCC to successfully expand the knowledge and skills of its nurses and allied medical staff in order to have the capability to provide safe and efficient patient care.

Training Plan

Training will begin upon ETP approval and will be given on-site. SCHCC has qualified in-house staff and training vendors has designated three in-house personnel. The Chief Nursing Officer, Assistant Chief Nursing Officer and Education Coordinator will administer and oversee the project to completion with a prepared roll-out timetable for scheduled training.

Medical Skills Training (80%) The Panel has established a “blended” reimbursement rate for nurse upgrade training, recognizing the higher cost of delivery for the Clinical Preceptor model. Approximately 360 Registered Nurses (RNs) and 73 Licensed Vocational Nurses (LVNs) will participate in Clinical Preceptor training classes.

Computer Skills (10%) - Training will be provided to all occupations. Training will focus on EMR and bar-coding medications.

Continuous Improvement (10%) - Training will be provided to all occupations. These courses will focus on performance and quality improvements.

Retrainee - Job Creation

In support of job creation, the Panel is offering incentives to companies that commit to hiring new employees. Under the Retrainee-Job Creation program, training for newly hired employees will be reimbursed at a higher rate and trainees will be subject to a lower post-retention wage, consistent with the New Hire training.

SCHCC has committed to hire 150 new employees (Job Number 2) to support its expansion plan for Culver City. The positions include 22 full-time RNs, 26 New Graduate RNs, 30 LVNs, 34

Certified Nursing Assistants (CNAs), 29 Mental Health Technicians and 9 Emergency Medical Technicians. Trainees must be hired within the three-month period prior to Panel approval or during the term of contract. As a feature of this program, a Turnover Rate penalty will not be assessed.

Of the Job Creation trainees, SCHCC estimates that New Graduate RNs will receive 300 training hours, while newly hired RNs, LVNs and allied healthcare staff are expected to receive up to 200 hours of training from the proposed curriculum.

Special Employment Training/Modification

Under Special Employment Training (SET), the participating employer is not required to demonstrate out-of-state competition. To qualify under SET, trainees must be earning at least the statewide average hourly wage at the end of the retention period.

Trainees employed in a priority industry qualify for a SET wage modification up to 25% below the statewide average hourly wage from \$27.09 to \$20.32. The Hospital requests this modification for Job Number 1.

Training Hours Limitation

Retraining hours are capped at 200 hour per-trainee. However, SCHCC reports that 26 New Graduate RNs will likely receive a total of 560 hours of Medical Skills Didactic and Preceptor training. For that reason, the Hospital is asking for a modification of the cap to 260 hours of training for New Graduate RNs. Any remaining training will be provided at the Hospital's expense. All incumbent nurses and allied healthcare staff will remain limited to the 200 hour training cap per trainee.

Commitment to Training

SCHCC's annual training budget is approximately \$45,000. The limited training funds greatly affected staff performance in the past and has been limited to new employee orientation, campus protocol and mandatory compliance topics. Recent training efforts, however have allowed hospital staff to receive a wider variety of training, designed specific to units and level of care such as critical care nursing, procedure and documentation skills, dysrhythmia interpretation and modalities which have indicated improvement in employee and hospital performance.

Funding from this ETP Agreement will help continue to build knowledge and skills for SCHCC's seasoned employees and at the same time prepare and equip their newly hired staff with new skills in becoming competent and efficient healthcare providers.

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

RECOMMENDATION

Staff recommends approval of this proposal, including the modification on training hours for New Grad RN's.

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

To Be Determined

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

8 - 200 Job Number 1

8 - 260 Job Number 2 (New Grads only)

Trainees may receive any of the following:

MEDICAL SKILLS TRAINING – DIDACTIC

- Acute Psychiatric Care
- Acute Myocardial Infarction
- Advanced Cardiac Life Support
- Arterial Blood Gas Interpretation
- Behavioral Health Nursing
- Basic Life Support
- Body Mechanics
- Care of Bariatric Patient
- Care of the Cardiac Patient
- Care of the Burn Patient
- Care of the Neurosurgical Patient
- Care of Pediatric Patients (Acute Care, Intensive Care)
- Care of the Stroke Patient
- Central Lines Management
- Chest Tube Care & Management
- Code Blue Response & Procedures
- Critical Care Nursing
- Decontamination Procedures
- Diabetes Care & Management
- Dysrhythmia Recognition & Interpretation
- Educating the Patient & Family
- EKG & Cardiac Monitoring
- Electronic Fetal Monitoring (Beginning & Advanced)
- Emergency Care of the Burn Patient
- Emergency Room Nursing
- 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
- Infection Control
- Intra-Aortic Balloon Pump Therapy
- Intra-Cranial Pressure Monitoring & Ventriculostomy
- Intravenous Insertion & Therapy
- Kinetic Therapy
- Labor, Delivery and Postpartum Nursing
- Management of the Renal Transplant Surgical Patient
- Medical/Surgical Nursing
- Medication Administration & Management

- Moderate Sedation
- Neonatal Advanced Life Support
- Neonatal/Infant Pain Scale
- Neonatal Intensive Care Unit Nursing
- Neonatal Nursing
- Neonatal Resuscitation Provider
- New Graduate Nursing
- Nurse Orientation Training (for New Grads only)
- Nursing Diagnosis
- Nursing Process
- OB Trauma
- Oncology Nursing
- Orthopedic Nursing
- Ostomy & Continence Care
- Pain Management (Acute & Chronic)
- Patient Assessment & Care
- Patient Fall Prevention
- Pediatric Advanced Life Support
- Peri-Operative Nursing
- PICC Line Insertion
- Pre and Post-Operative Care
- Psychiatric Nursing
- Psychotropic Medications
- Rapid Response
- Renal Assessment & Management
- Respiratory Assessment & Care
- Restraints
- Surgical Nursing
- S.T.A.B.L.E.
- Telemetry Nursing
- Total Parenteral Nutrition
- Transfer Techniques
- Triage Nursing
- Trauma Nursing
- Ventilator and Tracheotomy Care
- Versant New Graduate Program
- Wound & Skin Care

MEDICAL SKILLS TRAINING – CLINICAL PRECEPTOR

- Behavioral Health/Psychiatric Acute Care Services Unit:
 - Patient Assessment & Care
 - Acute Psychiatric Care
 - Behavioral Health Nursing
 - Electroconvulsive Therapy
 - Care of Pediatric/Adolescent Psychiatry Patient

- Burn Center Unit Training:
 - Emergency Care of the Burn Patient
 - Patient Assessment & Care
 - Care of the Burn Patient
- Emergency Department Training:
 - Emergency Room Nursing
 - Emergency Care of the Burn Patient
 - OB Trauma
 - Trauma Nursing
 - Triage Nursing
 - Care of Pediatric patients
- Intensive Care Unit/Critical Care Unit Training:
 - Critical Care Nursing
 - 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
- Long Term Care Unit:
(Subacute, Skilled Nursing, Transitional Care & Hospice)
 - Patient Assessment & Care
 - Geriatric Nursing
 - Med/Surg Nursing
 - Pre and Post-Operative Care
 - Orthopedic Nursing
 - Oncology Nursing
 - Hospice Nursing
- Medical/Surgical Unit Training:
 - Patient Assessment & Care
 - Medical/Surgical Nursing
 - Pre and Post-Operative Care
 - Orthopedic Nursing
 - Management of the Renal Transplant Surgical Patient
 - Oncology Nursing
- Neonatal Intensive Care Unit Training:
 - Patient Assessment & Care
 - Neonatal Resuscitation Provider
 - Neonatal Advanced Life Support
 - Neonatal Intensive Care Unit Nursing
 - Neonatal/Infant Pain Scale
 - Palliative Care
- Obstetrics Unit Training:
 - Patient Assessment & Care

- Antepartum, Labor, Delivery and Postpartum
- Neonatal Nursing
- S.T.A.B.L.E.
- Advanced & Electronic Fetal Monitoring
- Neonatal Resuscitation Provider
- Neonatal Intensive Care Unit Nursing

- Operating Room and Post-Anesthesia Care Unit Training:
 - Patient Assessment & Care
 - Trauma Nursing
 - Care of the Burn Patient
 - Peri-Operative Nursing
 - Pre and Post-Operative Care

- Pediatric Services Unit:
 - Care of Pediatric Patients (Acute Care, Intensive Care)
 - Patient Assessment & Care
 - Pre & Post-Operative Care

- Rehabilitation Services Unit Training:
 - Patient Assessment & Care
 - Medical/Surgical Nursing
 - Pre and Post-Operative Care
 - Post-Orthopedic Surgery Nursing
 - Post-Trauma Injury Nursing
 - Post-Neurological Injury Nursing

- Special Care Unit Training:
 - Patient Assessment and Care
 - Critical Care Nursing
 - Ventilator & Tracheotomy Care
 - Hemodynamic Monitoring
 - Total Parenteral Nutrition

- Surgical Services Unit Training:
 - Patient Assessment & Care
 - Trauma Nursing
 - Surgical Nursing
 - Pre and Post-Operative Care

- Telemetry Unit Training:
 - Care of the Cardiac Patient
 - EKG & Cardiac Monitoring
 - Dysrhythmia Interpretation
 - Telemetry Nursing
 - Pre and Post-Operative Care
 - Care of the Neurosurgical Patient
 - Intravenous Therapy
 - Oncology Nursing

CONTINUOUS IMPROVEMENT

- Case Management/Discharge Planning
- Charge Nurse Training/Frontline Leadership
- Communications Skills
- Conflict Resolution
- CORE Measures
- Crisis Prevention Intervention
- Critical Thinking
- Culturally Appropriate Care
- Customer Service
- Documentation
- Lean Six Sigma
- Organization and Time Management
- Patient and Family Centered Care
- Preceptor Skills (train-the-trainer)
- Performance and Quality Improvement and Procedures
- Team Building
- Utilization Review

COMPUTER SKILLS

- Microsoft Office/Excel (Intermediate and Advanced)
- Patient Billing and Accounts Receivable Tracking
- MediTech Order Entry
- Electronic Medical Records Application

Note: Reimbursement for retraining is capped at 200 total training hours per trainee, regardless of the method of delivery. Reimbursement for New Grad RN training is capped at 260 total training hours per trainee.

ET15-0188



VIA FACSIMILE: (310) 202-4186
& U.S. MAIL

February 10 2014

Patricia Peyton
Director of Human Resources
Southern California Hospital at Culver City
3228 Delmas Terrace
P.O. Box 2459
Culver City, California 90231

RE: SEIU UNITED HEALTHCARE WORKERS-WEST ENDORSEMENT
Facility: Southern California Hospital at Culver City
Subject: EPT Education Grant

Dear Ms. Peyton:

This letter is to inform you that SEIU United Healthcare Workers-West hereby endorses Southern California Hospital at Culver City for the EPT Education Grant.

For the Union,

Ryn Schneider
Union Representative - Hospital Division
SEIU United Healthcare Workers-West
5480 Ferguson Drive
Los Angeles, California 90022
Cell: (213) 248-1173
Fax: (323) 721-3538
E-Mail: rschneider@seiu-uhw.org

Cc: Eric Kizzle, Independent Hospital Division Coordinator
Files

Dave Regan - President
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ET15-0188

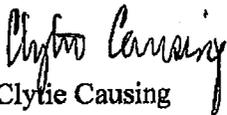
February 18, 2014

To Whom it May Concern:

Re: Letter of Support

This letter is to inform you that California Nurses Association endorses Southern California Hospital at Culver City for the EPT Education Grant.

Sincerely,


Clytie Causing
Labor Representative