



**Training Proposal for:  
Tenet Healthsystem Medical, Inc.**

**Agreement Number: ET16-0333**

**Panel Meeting of:** January 22, 2016

**ETP Regional Office:** San Diego

**Analyst:** M. Ray

**PROJECT PROFILE**

Contract Attributes:	Medical Skills Training Priority Rate Retrainee SET HUA	Industry Sector(s):	Healthcare Services  Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No California Nurses Association and United Nurses Associations of California		
Number of Employees in:	CA: 48,811	U.S.: 112,387	Worldwide: 112,387
Turnover Rate:	11%		
Managers/Supervisors: (% of total trainees)	N/A		

**FUNDING DETAIL**

Program Costs	-	(Substantial Contribution)	(High Earner Reduction)	=	<b>Total ETP Funding</b>
\$599,760		\$0	\$0		\$599,760

In-Kind Contribution:	100% of Total ETP Funding Required	\$2,385,045
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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 - Preceptor, Computer Skills, Cont. Imp.	833	8 - 200	0	\$720	\$29.00
				Weighted Avg: 40			

**Minimum Wage by County:** SET Statewide Hourly Wage: \$28.37  
**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 - I		209
Registered Nurse - II		413
Registered Nurse - III		131
New Graduate Registered Nurse - I		55
New Graduate Registered Nurse - II		25

**INTRODUCTION**

Founded in 1967, Tenet Healthsystem Medical, Inc. (Tenet) ([www.tenethealth.com](http://www.tenethealth.com)) is a diversified healthcare service company, headquartered in Dallas, TX with more than 112,000 employees nationwide. The Company operates 83 hospitals, 19 short-stay surgical hospitals, and over 400 outpatient centers. Facilities offer acute, coronary and critical care; operating and recovery rooms; clinical laboratories and pharmacies; and radiology, respiratory, oncology, orthopedic, physical therapy and organ transplant services.

Tenet owns 13 affiliated hospitals in California, all of which operate autonomously. Combined, these hospitals employ more than 48,000 staff including some 4,000 full-time, permanent Registered Nurses (RN). Under this proposal, Tenet will train workers from eight northern and southern California affiliate hospitals.

One affiliate, Los Alamitos Medical Center, Inc. (LAMC), has submitted a separate application for ETP funding to be presented at the February Panel Meeting for \$149,760. None of the eight Hospitals in this proposal agreement have participated in an ETP project in the last five years. Tenet requested a separate agreement for LAMC due to differences in start-of-training and

administration. Given that LAMC has prior experience with ETP, it will administer its own agreement. In addition, as discussed in more detail later, the Substantial Contribution requirement only applies to LAMC. Tenet and LAMC's combined request for ETP funding will not exceed the Single Employer Contract cap of \$750,000 for the 2015/16 Fiscal Year.

The proposed training plan will target experienced and New Graduate RNs from the following hospitals located in Riverside, Stanislaus, San Bernardino, Los Angeles, Orange, Contract Costa, and San Luis Obispo counties. Each hospital is separately incorporated, although they are all subsidiaries of Tenet:

1. Tenet Healthsystem Medical, Inc. (Desert Regional);
2. Doctors Medical Center of Modesto, Inc. (Doctors Medical);
3. Emanuel Medical Center, Inc. (Emanuel Medical);
4. Hi-Desert Medical Center (Hi-Desert Medical);
5. Lakewood Regional Medical Center, Inc. (Lakewood Regional);
6. Placentia-Linda Hospital, Inc. (Placentia-Linda);
7. San Ramon Regional Medical Center, Inc. (San Ramon Regional); and
8. Tenet Healthsystem Medical, Inc. dba Sierra Vista Hospital, Inc. (Sierra Vista)

## **PROJECT DETAILS**

Tenet is faced with a statewide shortage of skilled RNs. Although some factors contributing to the shortage may differ by region across the state, all California hospitals face similar staffing challenges due to the increased aging patient population, higher patient census under the Affordable Care Act (ACA), and a larger population of the nursing workforce nearing retirement age. It is especially difficult to recruit experienced RNs qualified to work in specialized areas such as Emergency Department, Intensive Care Unit, Telemetry, and Labor & Delivery.

In addition to the RN shortage, Tenet hospitals continue to thrive in a competitive healthcare environment. In order to maintain its place in the healthcare industry, it must improve quality of care and provide exceptional patient services. To do this, Tenet must implement hospital-specific process improvements to promote advanced job skills, improve patient care experience, and maintain a high performing workplace. As a result, each Hospital is committed to continued growth and expand their services to meet increased patient demands and improve the Hospitals' competitive position in the labor market while complying with regulatory and various legislative changes. To realize overall company-wide and hospital-specific business goals, the Hospitals are committed to implement the following key initiatives:

1. Hire and Train RNs:
  - Cumulatively, all eight hospitals project to hire and train a total of more than 300 experienced RNs and New Graduate RNs throughout the term of the proposed Agreement.
2. Expand Specialized Units and Improve Processes:
  - Emanuel Medical will expand their heart program and add services such as an orthopedic program, pain management clinic, and palliative care program;
  - Lakewood Regional will add and expand its critical care (CCU/ICU) and orthopedic programs to support its High-Reliability Initiative based on best practice to improve patient outcomes. The Hospital will incorporate new equipment and processes in all areas of the facility including Cardiac Catheterization Laboratory, Radiology, Orthopedics/Medical-Surgical, Critical Care, and Emergency Departments, as well as pursue its orthopedic designation certification during the term of the proposal;
  - Placentia-Linda will construct and develop a Cardiac Catheterization Laboratory as well as expand its Medical-Surgical, Direct Observation, and Intensive Care Units.

The Hospital will also implement its new Electronic Health Record System (First Net) in its Emergency Department to help improve flow of information as patients transfer from other units of the Hospital; and

- San Ramon Regional projects an increase in the volume of cardiac patients in 2016. To prepare, the Hospital is currently constructing a hybrid Catheterization Laboratory/Operating Room unit.

3. Provide Advanced Training:

- Hi-Desert Medical will offer its newly-hired RNs the Versant RN Program, a comprehensive education and training system designed specifically to support critical thinking and education necessary to meet the challenges as nurses transition into new specialties including Medical-Surgical, Emergency, and Labor & Delivery Departments; and
- Lakewood Regional will integrate simulation (SIM) laboratory education to enhance and support didactic training for its nurses.

Given the unique nature of each hospital's outreach and training needs, Tenet did not commit to a Job Creation component in this proposal.

With the help of ETP funding, Tenet will be able to prepare New Graduate RNs and retain their skills as well as promote continued education for existing and experienced RNs. Overall, training will redefine the delivery of patient care and connect the role of the skilled nursing workforce in the rapidly changing healthcare delivery system.

## Training Plan

Tenet conducted a training needs assessment with each of the eight affiliate Hospitals. Information was collected from informal employee surveys and interviews; discussion of educational needs in Nurse Executive Committee; evaluation of incidents which demonstrated potential knowledge deficit; evaluation of new product implementation; and evaluation of problematic workflows. The results helped the Company develop a specific training plan to improve nursing education and business processes.

Tenet is committed to training more than 2,300 RNs over the next few years. However, the Company only seeks ETP funding for approximately 833 RNs in the following:

**Medical Skills (MS) Training (65%):** All RNs will receive one or more modules of **MS Didactic** training (classroom) in advanced medical care to ensure competency. Didactic training will be provided in conjunction with **Clinical with Preceptor** training to enhance the learning environment. 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. MS training will provide nurses with knowledge of specialized devices and equipment; evidence-based protocols and clinical pathways; clinical procedures; and disease-specific assessment skills. Training will advance the overall skill level of nurses, allowing them to take on positions with greater responsibility and improve patient care and outcomes.

The Panel has established a "blended" reimbursement rate (\$22 per hour) for nurse upgrade training, recognizing the higher cost of delivery for the Clinical with Preceptor model. All RNs are projected to participate in MS Clinical with Preceptor training. RNs will be assigned to a specific hospital unit where they will complete Clinical with Preceptor Skills training under an assigned "preceptor". Clinical with Preceptor training is an essential component of RN training to ensure nurses have critical hands-on skills prior to being assigned their own patients.

This blended rate, \$22 per hour, will apply to both the Didactic and Clinical with Preceptor modes of delivery. The standard class/lab rate for priority industries (\$18 per hour) will apply to Computer Skills and Continuous Improvement training.

**Computer Skills (10%):** All RNs will be provided with training in various software systems including Electronic Medical Records, Meditech, Cerner, and Centricity. RNs may also receive training in newly implemented systems such as KRONOS, eTenet, .edu, Taleo, and Optilink. These integrated systems will provide critical information and data across all departments, enabling hospital-wide information sharing for effective decision-making. Training will also allow trainees to improve documentation, order entry and care planning skills.

**Continuous Improvement (25%):** All RNS will receive training based on job functions. Course topics include Customer Service, Critical Thinking, Problem Solving, Conflict Resolution, Crisis Prevention Intervention, and CORE Measures. Training will focus on high-level performance and quality of care. Some trainees will receive Preceptor Skills (train-the-trainer) to become a Clinical Preceptor. Training will enable RNs to adapt to organizational change; identify, analyze, and resolve problems; and improve patient and co-worker communication in order to focus on professional development and process improvements.

### **Commitment to Training**

Tenet spends up to \$1M annually on training per affiliated hospital (including LAMC). The current training methods consists of classroom, on-the-job and computer-based training. Mandatory training includes employee orientation, in-service training, stroke education, CPR and crisis prevention. Elective training includes specialty care education in various specialty units within the hospital.

Tenet represents that 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

Tenet plans to contract with an administrative subcontractor to assist with ETP project administration. In addition, the Directors of Education at each facility will collect and maintain original documentation (attendance rosters) for their respective facilities, submit a copy to the administrative subcontractor for data entry into the ETP online systems, as well as meet with ETP field staff during monitoring visits. Further, Tenet has designated the Western Region Chief Nursing Executive to oversee the ETP project.

Tenet determined that the western regional headquarters located in Irvine would maintain all records and documents pertaining to this ETP project at the end of the contract term.

### **Impact/Outcome**

ETP funding will improve workforce competency and increase retention of a qualified healthcare staff. Workers will experience increased job satisfaction due to an improved work environment, empowered by education and skills training. ETP funds will also allow Tenet to rollout company-wide initiatives and train staff to update and increase skills necessary to effectively care for specific patient population, reduce hospital readmissions, and meet new and existing quality standards.

**Special Employment Training**

Under 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.

**High Unemployment Area**

The trainees from three of the eight hospitals in this proposal work in a High Unemployment Area (HUA), with unemployment exceeding the state average by 25%, under the Panel's standards. Although some of Tenet's hospitals qualify for HUA status under these standards, the Company is not requesting a wage or retention modification.

**Substantial Contribution**

Tenet is a repeat contractor; however, substantial contribution does not apply to this proposal because some of the eight hospitals in this proposal are participating for the first time; and, none of them have earned in excess of \$250,000 within the past five years.

**Union Support**

A collective bargaining unit represents RNs from five of the eight hospitals in this proposal. The following unions have provided a letter of support, covering all represented RNs:

1. California Nurses Association for Desert Regional, Doctors Medical, San Ramon Regional, and Sierra Vista; and
2. United Nurses Associations of California for Lakewood Regional.

**RECOMMENDATION**

Staff recommends approval of this proposal.

**DEVELOPMENT SERVICES**

N/A

**ADMINISTRATIVE SERVICES**

ADP, LLC in San Dimas will perform administrative services for an amount not to exceed 9% of payment earned.

**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**

- ✚ Acute Abdomen
- ✚ Acute Psychiatric Care
- ✚ Acute Renal Failure
- ✚ Acute Respiratory Distress Syndrome
- ✚ Acute Spinal Cord Injury
- ✚ Advanced Cardiac Life Support
- ✚ Arterial Blood Gas Interpretation
- ✚ Assessment and Diagnosis of Cardiac Emergencies
- ✚ Assessment and Diagnostic Tests for Acute Myocardial Infarction
- ✚ Basic Life Support
- ✚ Body Mechanics/Safe Patient Handling
- ✚ Behavioral Health Nursing Skills
- ✚ Cardiovascular Status Assessment
- ✚ Care of the Acute Psychiatric Patient
- ✚ Care of the Bariatric Patient
- ✚ Care of Cardiac Patient
- ✚ Care of the Neurosurgical Patient
- ✚ Care of the Pediatric Patient
- ✚ Care of the Stroke Patient
- ✚ Central Line Insertion and Management
- ✚ Chest Tube Care and Management
- ✚ Chronic Renal Failure
- ✚ Code Blue Response and Procedures
- ✚ Critical Care Nursing Skills
- ✚ Decontamination Procedures
- ✚ Diabetes Care and Management
- ✚ Diagnosis of Shock
- ✚ Dysrhythmia Recognition and Interpretation
- ✚ Electrocardiogram & Cardiac Monitoring
- ✚ Emergency Care of the Burn Patient
- ✚ Emergency Room Nursing Skills
- ✚ Equipment Skills (IV Pump, Telemetry, Ventilators, Specialty Beds, etc.)
- ✚ Evidence-Based Practices
- ✚ Fetal Monitoring (Beginning and Advanced)
- ✚ Gastrointestinal Assessment and Management
- ✚ Hemodynamic Monitoring
- ✚ Hypertensive Disorders
- ✚ Infection Control
- ✚ Intra-Aortic Balloon Pump Therapy
- ✚ Intra-Cranial Pressure Monitoring and Ventriculostomy
- ✚ Kinetic Therapy
- ✚ Labor, Delivery and Post-Partum Nursing Skills
- ✚ Medical/Surgical Nursing Skills
- ✚ Medication Administration and Management
- ✚ Moderate Sedation

- ✚ Neonatal Abstinence Scoring
- ✚ 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 Strategies for Patient/Family Support during Critical Care
- ✚ Obstetrics Trauma
- ✚ Oncology Nursing Skills
- ✚ Orthopedic Nursing Skills
- ✚ Ostomy and Continence Care
- ✚ Pain Management (Acute and Chronic)
- ✚ Patient Safety
- ✚ Pre and Post-Operative Care
- ✚ Psychotropic Medications
- ✚ Radiation Procedures
- ✚ Rapid Response Skills
- ✚ Renal Assessment and Management
- ✚ Respiratory Assessment and Care
- ✚ Patient Transfer Skills
- ✚ Seclusion and/or Restraints
- ✚ Sepsis
- ✚ Sleep Alterations in Critical Care
- ✚ S.T.A.B.L.E. Education to Reduce Infant Mortality
- ✚ Surgical Nursing Skills
- ✚ Telemetry/PCU Nursing Skills
- ✚ Transfer Techniques
- ✚ Triage Nursing Skills
- ✚ Trauma Nursing Skills
- ✚ Trauma Overview
- ✚ Treatment & Management of Acute Myocardial Infarction
- ✚ Ventilator and Tracheotomy Care
- ✚ Versant New Graduate Program Skills
- ✚ Wound and Skin Care
- ✚ Environment of Care
- ✚ Tracer Methodology/Universal Protocol/NPSG
- ✚ Kronos
- ✚ Accu-Chek/Blood Bank Procedures
- ✚ Acute Coronary Syndrome
- ✚ Fall Prevention Program Overview
- ✚ Single Use Device Reprocessing
- ✚ Pharmacy Procedures (Pharmacokinetics, Medication Administration and Advanced Medication Theory)
- ✚ Care of the Neutropenic Patient and Center for Orthopedic Excellence
- ✚ Admission/Discharge Process
- ✚ Peripherally Inserted Central Catheter/IV Lecture
- ✚ Precepting Overview Discussion
- ✚ Sedation Analgesia
- ✚ Cardiac Dysrhythmia Classes and Exam
- ✚ D dimer, PE, Heparin Protocol

- ✚ Trauma
- ✚ Healthy Interventions
- ✚ Gastrointestinal Assessment and Care
- ✚ Pain/Palliative Care
- ✚ Handling of Blood and Blood Products
- ✚ Pre-Op Checklist/Care of the Peri-Op Patient
- ✚ Risk Management
- ✚ Behavioral Health-“How to Care for a Hospitalized Psych Patient”
- ✚ Unit Specific PI project
- ✚ Lateral Violence and Hostility
- ✚ ST Elevation Myocardial Infarction
- ✚ Nutritional Assessment
- ✚ Nursing Grad Rounds
- ✚ Stroke/NIH Stroke Scale
- ✚ Pediatric Advanced Life Support
- ✚ Advanced Critical Care skills
- ✚ Snake Bite Therapy
- ✚ Congestive Heart Failure
- ✚ Chronic Obstructive Pulmonary Disease Management
- ✚ Comprehensive Versant RN Residency Program
- ✚ Burns
- ✚ AIDS/HIV
- ✚ Simulation codes
- ✚ Malignant Hyperthermia
- ✚ Anaphylaxis
- ✚ Tracheostomy Care
- ✚ Intravenous Therapy drips
- ✚ Peripherally Inserted Central Catheter Line Insertion and Management
- ✚ Bipap and Ventilator Use and Management
- ✚ Electrolytes
- ✚ Mobile Intensive Care Nurse
- ✚ Medical Screening Examination
- ✚ Acute Myocardial Infarction
- ✚ Care of the Cardiac Patient
- ✚ Care of the Burn Patient
- ✚ Door-to-Needle/Stroke
- ✚ Intravenous Insertion and Therapy
- ✚ Management of the Renal Transplant Surgical Patient
- ✚ Patient Assessment and Management/Care
- ✚ Total Parenteral Nutrition
- ✚ Pulmonary Artery Catheters
- ✚ Venous Oxygen Saturation Monitoring
- ✚ Pharmacology for Hemodynamics
- ✚ Percutaneous Coronary Intervention
- ✚ Identifying Treating Malignant Hyperthermia
- ✚ Anatomy and Physiology
- ✚ Cardiac Medications
- ✚ Disaster Management

- ✚ Abdominal, GU, Limb & Vascular Injuries
- ✚ Chest Pain Examination & Assessment
- ✚ Obstetrics Emergency
- ✚ Baby Warmer
- ✚ Assessment of the Critically Ill Patient
- ✚ Geriatric Nursing Skills
- ✚ Detox Patient Management
- ✚ Hospice/Palliative Care & Management
- ✚ Sterile Processing
- ✚ Gastrointestinal Scope Management
- ✚ Consent Documentation and Education
- ✚ Neptune Waste Management
- ✚ Retained Surgical Item
- ✚ Instrumentation
- ✚ Stop the Line
- ✚ Abdominal Genitourinary, Limb & Vascular Injuries
- ✚ Anticoagulation Safety
- ✚ Assessment of Multisystem Trauma
- ✚ Assessment & Care of Nose, Throat and Facial Emergencies
- ✚ Assessment of Lungs and Thorax
- ✚ Blood Bank & Blood Components
- ✚ Brain Injury & Disease Diagnosis & Intervention
- ✚ Catheter Associated Bloodstream Infections & Occlusions
- ✚ Catheter Associated Urinary Tract Infections
- ✚ Cerebral Vascular Accidents
- ✚ Competencies in Neurological Emergencies
- ✚ Coronary Artery Disease
- ✚ Care & Monitoring of Patients Using Patient Controlled Analgesia
- ✚ Diagnosis & Treatment of Cardiovascular Disease
- ✚ Diagnostic Intervention for Multiple Trauma Patients
- ✚ Emergency Room Disaster Management
- ✚ Gastrointestinal Cancers
- ✚ Guillain-Barre Syndrome & Myasthenia Gravis
- ✚ Heart Failure
- ✚ Neurological Assessment of Unconscious Patients
- ✚ Organ & Tissue Donation
- ✚ Pacemaker Therapy
- ✚ Pressure Ulcer Training
- ✚ Pulmonary Aspirations
- ✚ Principles of Cancer Treatment
- ✚ Rapid Response in Med/Surg
- ✚ Sinus Trachy Management
- ✚ Strategies to Prevent Surgical Site Infections –Clinical/Surgical
- ✚ Agitation in the Critically Ill
- ✚ Advanced Life Support Overview
- ✚ Application of Chain of Command in Clinical Settings
- ✚ Alterations of Labor and Birth

- ✚ Assessment of Care of Nose, Throat and Facial Emergencies
- ✚ Cardiac Rhythms and Dysrhythmias
- ✚ Cardiovascular Pharmacotherapy
- ✚ Care and Management of the Aggressive Patient
- ✚ Care and Monitoring of Patient Using Patient Controlled Analgesia
- ✚ Concepts of Infection Control
- ✚ Complications Intra-Aortic Balloon Pump Therapy
- ✚ Comfort Measures and Pain Management
- ✚ Diagnosis of Premature Rupture of Fetal Membranes
- ✚ Emergency Ocular Care
- ✚ End of Life/Palliative Care
- ✚ Hemodynamic Monitoring: Pulmonary Artery
- ✚ Hypertensive Emergencies and Cardiac Injuries
- ✚ Intra-Arterial Hemodynamic Monitoring
- ✚ Managing ICP Monitored Patients
- ✚ Managing Patient Pain
- ✚ Neonatal Neurological Development and Assessment
- ✚ Neonatal Intravascular Hemorrhage
- ✚ Neonatal Nutrition
- ✚ Neonatal Pain Management
- ✚ Neonatal Respiratory Disease
- ✚ Neonatal Seizures
- ✚ Medical-Surgical and/or Critical Care Nursing
- ✚ Overview Trauma in Pediatric, Pregnant and Geriatric
- ✚ Pain Medication and Non-Pharmacological Pain Management
- ✚ Patient Handoffs
- ✚ Post-Partum Complications
- ✚ Post-Partum Pain Control
- ✚ Preventing the Spread of Infection
- ✚ Prevention of Misconnected Tubing and Patient Safety
- ✚ Recognition of Sepsis
- ✚ Preventing Spread of Multiple Drug Resistant Organisms
- ✚ Radiation and MRI Procedures
- ✚ Use of Existing/New Equipment (patient-controlled analgesia pump)

### **MEDICAL SKILLS – CLINICAL PRECEPTOR**

- ✚ Preceptor Training (role, responsibilities, assessor of learning needs, train-the-trainer)
- ✚ Preceptor Challenge Program
- ✚ Management of Assaultive Behavior
- ✚ Gastro-Intestinal Center Training
- ✚ Trauma Boot Camp
- ✚ Trauma Care After Resuscitation
- ✚ Restraint Use
- ✚ Aerosol Transmissible Disease Pathogen Exposure Control
- ✚ Central Venous Catheter Dressing care and Change Procedure
- ✚ Anticoagulation
- ✚ Moderate Sedation/Analgesia
- ✚ Prevention of Catheter Associated Urinary Tract Infections
- ✚ Strategies to Reduce/Prevent Ventilator Associated Pneumonia
- ✚ Modified Rankin Scale
- ✚ Prevention of Aspiration and Dysphagia Screen

- ✚ Improving Patient Safety and Reducing the Risk of Suicide
- ✚ Age Appropriate Care
- ✚ Coordinating Patient Care
- ✚ Safe Medication Administration
- ✚ Safe Patient Environment
- ✚ Vascular Access
- ✚ Blood and Blood Products Administration and Care
- ✚ Patient and Family Education
- ✚ Organization and Delegation
- ✚ Infection Prevention and Sepsis Management
- ✚ Malignant Hyperthermia
- ✚ Pain Assessment and Management
- ✚ Peripheral and Central Line IV Therapy
- ✚ Ventilator and Tracheotomy Care
- ✚ Tube Feeding Care and Management
- ✚ Patient Assessment and Management/Care
- ✚ Hemodynamic Monitoring
- ✚ Pre and Post-Operative Care
- ✚ Ventilator and Tracheostomy Care
- ✚ Total Parenteral Nutrition
- ✚ Sepsis Prevention and Education
- ✚ Patient Safety Alert
- ✚ Fall Prevention
- ✚ Pandemic Management
- ✚ Blood Safety and Conservation
- ✚ Preventing Multiple Drug Resistant Organisms
- ✚ Pain Management (Acute and Chronic)
- ✚ Mini International Statistical Classification of Disease and Related Health Problems 10 revision
- ✚ Agitation in the Critically Ill
- ✚ Advanced Life Support Overview
- ✚ Application of Chain of Command in Clinical Settings
- ✚ Alterations of Labor and Birth
- ✚ Assessment of Care of Nose, Throat and Facial Emergencies
- ✚ Cardiac Rhythms and Dysrhythmias
- ✚ Cardiovascular Pharmacotherapy
- ✚ Care and Management of the Aggressive Patient
- ✚ Care and Monitoring of Patient Using Patient Controlled Analgesia
- ✚ Concepts of Infection Control
- ✚ Complications Intra-Aortic Balloon Pump Therapy
- ✚ Comfort Measures and Pain Management
- ✚ Diagnosis of Premature Rupture of Fetal Membranes
- ✚ Emergency Ocular Care
- ✚ End of Life/Palliative Care
- ✚ Hemodynamic Monitoring: Pulmonary Artery
- ✚ Hypertensive Emergencies and Cardiac Injuries
- ✚ Intra-Arterial Hemodynamic Monitoring
- ✚ Managing ICP Monitored Patients
- ✚ Managing Patient Pain
- ✚ Neonatal Neurological Development and Assessment
- ✚ Neonatal Intravascular Hemorrhage
- ✚ Neonatal Nutrition
- ✚ Neonatal Pain Management

- ✚ Neonatal Respiratory Disease
- ✚ Neonatal Seizures
- ✚ Nursing Skills Applicable to Medical-Surgical and/or Critical Care Nursing
- ✚ Overview Trauma in Pediatric, Pregnant and Geriatric
- ✚ Pain Medication and Non-Pharmacological Pain Management
- ✚ Patient Handoffs
- ✚ Post-Partum Complications
- ✚ Post-Partum Pain control
- ✚ Preventing the Spread of Infection
- ✚ Prevention of Misconnected Tubing and Patient Safety
- ✚ Recognition of Sepsis
- ✚ Your Role in Preventing the Spread of Multiple Drug Resistant Organisms
- ✚ Radiation and MRI Safety
- ✚ Use of Existing/New Equipment (patient-controlled analgesia pump)

### **Emergency Department Training:**

- ✚ Obstetrics Trauma
- ✚ Trauma Boot Camp
- ✚ Triage
- ✚ Care of the Critically Ill Patient
- ✚ Trauma Nurse Core Course
- ✚ Emergency Nurse Pediatric Course
- ✚ Geriatric Nursing Skills
- ✚ Abdominal, Gastrointestinal, Limb and Vascular Injuries
- ✚ Chest Pain Examination and Assessment
- ✚ Disaster Management
- ✚ Ebola Virus
- ✚ Protective Equipment for Infectious Diseases
- ✚ Personal Protective Equipment (Gown and N95)
- ✚ Emergency Care of the Burn Patient
- ✚ Overdose and Burns
- ✚ Care of Pediatric Patient
- ✚ Shock Assessment and Care
- ✚ Care of the Cardiovascular Patient
- ✚ Assessment of the Critically Ill Patient
- ✚ Pressure Wound Prevention and Staging
- ✚ Reducing Nursing Readmissions
- ✚ Care of the Trauma Patient
- ✚ Prevention of Central Line Catheter Infections
- ✚ Prevention of Venous Thromboembolism
- ✚ Core Measures Education
- ✚ Care of the Bariatric Patient
- ✚ Blood Safety and Conservation
- ✚ Stroke Competency
- ✚ Radiation and MRI Safety
- ✚ Procedural Sedation
- ✚ Strategies to Reduce/Prevent Central Line Catheter Blood Stream Infections

**Intensive Care Unit/Critical Care Training:**

- ✚ Critical Care Boot Camp
- ✚ Intra-Aortic Balloon Pump Therapy
- ✚ Intracranial Pressure Monitoring & Ventriculostomy
- ✚ Pressure Ulcer Prevention and Care
- ✚ Geriatric Nursing Skills
- ✚ Central, Peripheral and Arterial Line Care and Management
- ✚ Care of the Trauma Patient
- ✚ Stroke Assessment and Education
- ✚ Prevention of Central Line Catheter Infections
- ✚ Prevention of Venous Thromboembolism
- ✚ Reducing Nursing Readmissions
- ✚ Progressive Mobility
- ✚ Core Measures Education
- ✚ Care of the Bariatric Patient
- ✚ Stroke Competency
- ✚ Radiation and MRI Safety

**Medical/Surgical/Telemetry Training:**

- ✚ Medical/Surgical/Telemetry Nursing Skills
- ✚ Critical Assessment and Care
- ✚ Orthopedic Boot Camp
- ✚ Management of the Diabetic Patient
- ✚ Management of the Renal Patient
- ✚ Oncology Nursing Skills
- ✚ Palliative Care Nursing Skills
- ✚ Geriatric Nursing Skills
- ✚ Pressure Ulcer Prevention and Care
- ✚ Electrocardiogram and Cardiac Monitoring
- ✚ Dysrhythmia Interpretation
- ✚ Care of the Neurosurgical Patient
- ✚ Care of the Progressive Care Patient
- ✚ Patient Assessment and Care
- ✚ Cardiac Patient Assessment and Care
- ✚ Vascular Access
- ✚ Blood and Blood Products Administration and Care
- ✚ Telemetry Monitoring, Management and Care
- ✚ Renal and Respiratory Failure Management and Care
- ✚ Gastrointestinal and Genitourinary Patient Management and Care
- ✚ Heart Failure, Diabetic, Respiratory Management and Care
- ✚ Wound Prevention, Identification, Documentation and Treatment
- ✚ Tracheotomy and Bipap Patient Care

**Obstetrics Unit Training:**

- ✚ Patient Assessment and Care
- ✚ Antepartum, Labor, Delivery and Post-Partum Boot Camp
- ✚ Neonatal Nursing Skills
- ✚ S.T.A.B.L.E Education to Reduce Infant Mortality
- ✚ Advanced Fetal Monitoring
- ✚ Neonatal Intravascular Hemorrhage
- ✚ Neonatal Nutrition
- ✚ Neonatal Pain Management
- ✚ Neonatal Respiratory Disease

- ✚ Neonatal Seizures
- ✚ Neonatal Resuscitation Provider
- ✚ Neonatal Advanced Life Support
- ✚ Neonatal Intensive Care Unit Boot Camp
- ✚ Management of the Laboring Mother
- ✚ Post-Partum Complications
- ✚ Assessment and Care of the Perinatal Patient
- ✚ Pre and Post Delivery Care
- ✚ Mother/Baby Nursing Skills
- ✚ Perinatal Patient Assessment and Care
- ✚ Phototherapy
- ✚ Labor Management
- ✚ Neonatal Thermoregulation
- ✚ Newborn Physiology and Adaption to Extrauterine Life

#### **Operating Room and Post-Anesthesia Care Unit Training:**

- ✚ Patient Assessment and Care
- ✚ Peri-Operative Boot Camp
- ✚ Care of the Cardiac Patient
- ✚ Care of the Trauma Patient
- ✚ Care of the Neurosurgical Patient
- ✚ Care of the Robotic Surgical Patient
- ✚ Care of the Orthopedic Surgical Patient
- ✚ Pain Management and Assessment
- ✚ Pressure Ulcer Prevention and Care
- ✚ Geriatric Nursing Skills
- ✚ Surgical Nursing Skills

#### **Skilled Nursing/Subacute/Transitional/Rehabilitation Care Training:**

- ✚ Critical Assessment and Care
- ✚ Orthopedic Boot Camp
- ✚ Management of the Diabetic Patient
- ✚ Management of the Renal Patient
- ✚ Post Trauma Injury Nursing Skills
- ✚ Post Neurological Injury Nursing Skills
- ✚ Geriatric Nursing Skills
- ✚ Pressure Ulcer Prevention and Care
- ✚ Medical/Surgical Nursing Skills
- ✚ Wound Prevention, Identification, Documentation and Treatment
- ✚ Palliative Care

#### **Behavioral Health Training:**

- ✚ Behavioral Nursing Skills
- ✚ Psychiatric Care

#### **Gastro-Intestinal Center Training:**

- ✚ Geriatric Nursing Skills
- ✚ Pressure Wound Prevention and Staging
- ✚ Prevention of Central Line Catheter Infections
- ✚ Prevention of Venous Thromboembolism
- ✚ Reducing Nursing Readmissions
- ✚ Core Measure Education

- ✚ Care of the Bariatric Patient
- ✚ Blood Safety and Conservation
- ✚ Radiation and MRI Safety
- ✚ Preventing Multiple Drug Resistant Organisms
- ✚ Central Venous Catheter Dressing Care and Change Procedure
- ✚ Anticoagulation
- ✚ Strategies to Reduce/Prevent Central Line Catheter Blood Stream Infections
- ✚ Prevention of Aspiration and Dysphagia Screen

### **COMPUTER SKILLS**

- ✚ FirstNet Documentation
- ✚ Cerner Documentation and Navigation
- ✚ Cerner Reports and Analysis
- ✚ Electronic Medical Records Application Skills
- ✚ Patient Safety Alert – Telemetry
- ✚ Meditech Order Entry, Patient Care Documentation
- ✚ Centricity Patient Care Documentation and Fetal Monitoring System
- ✚ Newly Implemented Systems (KRONOS, eTenet,.edu, Taleo, Optilink)

### **CONTINUOUS IMPROVEMENT**

- ✚ Use of Acknowledge, Introduce, Duration, Explanation, Thank you Technique
- ✚ Leadership
- ✚ Application of Chain of Command in Clinical Settings
- ✚ Case Management/Discharge Planning
- ✚ Charge Nurse/Clinical Manager/Frontline Leadership Skills
- ✚ Communication Skills
- ✚ Conflict Resolution Skills
- ✚ Core Measures
- ✚ Crisis Prevention Intervention
- ✚ Critical Thinking Skills
- ✚ Culturally Appropriate Care
- ✚ Customer Service Skills
- ✚ Documentation Skills
- ✚ Generational Diversity
- ✚ Lean Management
- ✚ Organization and Time Management Skills
- ✚ Patient and Family Centered Care Skills
- ✚ Preceptor Skills (train-the trainer)
- ✚ Quality Improvement Skills
- ✚ Problem Solving Skills
- ✚ Team Building Skills
- ✚ Therapeutic Communication
- ✚ Utilization Review
- ✚ Patient and Co-Worker Communication Skills
- ✚ Quality Patient Care/Evidence-Based Practice
- ✚ Hospital Consumer Assessment of Healthcare Providers and System
- ✚ Leadership Skills
- ✚ Non-Violent Crisis Intervention/De-Escalation
- ✚ Trauma Nursing Core Course

- ✚ Advance Fetal Monitoring
- ✚ Association of Women's Health, Obstetric and Neonatal Nurses  
Perinatal Education
- ✚ Versant Nursing Residency
- ✚ Service Excellence and the Patient Care Experience
- ✚ Time Out/Universal Precautions
- ✚ Performance and Quality Improvement and Procedures Skills
- ✚ Teach Back
- ✚ Implementing Organizational Change
- ✚ Case Management
- ✚ Performance Improvement
- ✚ Defensive Documentation

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



*A Voice for Nurses. A Vision for Healthcare.*



OAKLAND  
2000 Franklin Street  
Oakland CA 94612  
*phone:* 510-273-2200  
*fax:* 510-663-2771

LOS ANGELES  
225 West Broadway  
Suite 500  
Glendale CA 91204  
*phone:* 818-240-1900  
*fax:* 818-240-8336

September 21, 2015

Employment Training Panel  
1100 J St, Suite 400  
Sacramento, CA 95814

Re: Tenet Application for ETP Funding, Reference Number 15-0030

To Whom It May Concern:

This Letter is to confirm the support of the California Nurses Association for Desert Regional Medical Center, Doctors Medical Center of Modesto, San Ramon Regional Medical Center, Sierra Vista Regional Medical Center and Twin Cities Community Hospital's grant proposal as submitted to the Employment Training Panel. .

Sincerely,

A handwritten signature in black ink that reads "Andy Prediletto".

Andrew Prediletto  
Tenet Division Director



# UNAC/UHCP

United Nurses Associations of California/Union of Health Care Professionals

UNAC/UHCP is affiliated with NUHHCE, AFSCME and the AFL-CIO



955 Overland Court, Suite 150, San Dimas, CA 91773-1718  
Telephone: (909) 599-8622  
Fax: (909) 599-8655  
Website: [www.unacuhcp.org](http://www.unacuhcp.org)

September 15, 2015

Employment Training Panel  
1100 J St, Suite 400  
Sacramento, CA 95814

Re: Tenet Application for ETP Funding, Reference Number 15-0030

To Whom It May Concern:

This letter is to confirm the support of the United Nurses Associations of California/Union of Health Care Professionals for Lakewood Regional Medical Center's application to be considered by the Employment Training Panel.

In Solidarity,

Ken Deitz, RN

UNAC/UHCP President

KD:nb

Cc: UNAC/UHCP Officers  
Bill Rouse