



Training Proposal for:
**Watsonville Hospital Corporation dba Watsonville
 Community Hospital**

Agreement Number: ET16-0403

Panel Meeting of: March 25, 2016

ETP Regional Office: San Francisco Bay Area

Analyst: L. Lai

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate Medical Skills Training SET	Industry Sector(s):	Healthcare Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Santa Cruz	Repeat Contractor:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Cal-TECH and California Nurses Association		
Number of Employees in:	CA: 1,000	U.S.: 135,000	Worldwide: 135,000
<u>Turnover Rate:</u>	8%		
<u>Managers/Supervisors:</u> (% of total trainees)	N/A		

FUNDING DETAIL

Program Costs	-	(Substantial Contribution)	(High Earner Reduction)	=	Total ETP Funding
\$126,360		\$0	\$0		\$126,360

In-Kind Contribution:	100% of Total ETP Funding Required	\$364,590
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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 Medical Skills Training Priority Rate SET	MS - Didactic, MS - Preceptor Computer Skills	185	8-200	0-12	\$216	\$37.23
				Weighted Avg: 12			
2	Retrainee Medical Skills Training Priority Rate SET	MS - Didactic, MS - Preceptor Computer Skills	24	8-200	0-12	\$3,600	\$46.95
				Weighted Avg: 200			

Minimum Wage by County: SET Statewide Hourly Wage: \$21.28
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
Job Number 1		
Registered Nurse		148
Registered Nurse (Charge)		27
Respiratory Therapist		10
Job Number 2		
New Graduate Registered Nurse		24

INTRODUCTION

Founded in 1938, Watsonville Hospital Corporation dba Watsonville Community Hospital (WCH) is a 106-bed community healthcare facility that provides a comprehensive portfolio of inpatient and outpatient services. The Hospital provides medical, surgical and emergency care, including a full service Wound Treatment Center, to the culturally diverse tri-county area: Monterey Bay, Central Coast and Santa Cruz counties. WCH is Watsonville’s second largest employer, with more than 700 healthcare workers. Cal-TECH and California Nurses Association have provided letters in support of this training proposal

PROJECT DETAILS

WCH is focused on expanding services by achieving special accreditations, and providing the best medical care possible. WCH’s Nurses and therapists must have the proper knowledge and

skills to operate a variety of equipment/technology, serve on specialized teams, and work in multiple departments.

The proposed training will update and increase employee skill sets as needed to effectively care for patients; reduce hospital readmissions; and meet new and existing quality standards. The Hospital also needs to increase the retention rate of qualified staff.

Training Plan

Employees will participate in Class/Lab, Clinical with Preceptor, and Computer-Based Training in the following:

Medical Skills (MS) Training (90%): All occupations 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 trainees 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. New Graduate RNs generally receive over 300 hours of Medical Skills training, of which a maximum of 200 hours will be reimbursed by ETP.

The Panel has established a higher reimbursement rate, \$22 per hour, for nurse upgrade training, recognizing the higher cost of delivery for 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.

Computer Skills (10%): Training will be offered to all occupations to ensure staff can navigate the Hospital’s electronic medical recordkeeping system. Trainees will utilize this system on a daily basis and must understand how to accurately submit and review patient data.

Commitment to Training

WCH spends up approximately \$360K annually on training. Current and past training include Antimicrobial stewardship training for pharmacy staff, in-service/training on Sedation Pain and Analgesia in the Critical Care Unit, OB emergencies in the ED, customer service skills, compliance, regulatory and safety training.

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.

➤ Training Infrastructure

The CFO of WCH will be responsible for program oversight, and the Director of Human Resources will be responsible for providing training rosters, tracking trainees in a master spreadsheet, and supporting training scheduling and implementation. An Administrative Subcontractor will be hired to assist in program administration.

Special Employment Training/High Unemployment Area

Under SET, the participating employer is not required to demonstrate out-of-state competition. Trainees must earn at least the statewide average hourly wage at the end of the retention period.

The trainees in this proposal work in Santa Cruz County, a High Unemployment Area (HUA), with unemployment exceeding the state average by 25%, under the Panel's standards. Although WCH qualifies for HUA status under these standards, the applicant is not requesting a wage or retention modification.

RECOMMENDATION

Staff recommends approval of this proposal.

DEVELOPMENT SERVICES

WCH retained Economic Incentives Advisory Group in Phoenix, AZ to assist with development of this proposal for a flat fee of \$9,500.

ADMINISTRATIVE SERVICES

Economic Incentives Advisory Group will also perform administrative services in connection with this proposal for a fee not to exceed 8% 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

- Fall Risk Assessment and Interventions
- Hazardous and Non-Hazardous Waste Disposal
- Infection Control
- Medication Compounding
- NIH Assessment Tool
- Point of Care
- Pyxis Override Education and Attestation
- Recognizing Changes in Patient Condition and Activating the Rapid Response Team
- Safe Patient Handling
- SBAR (Situation, Background, Assessment, and Recommendation)
- Stroke Alert
- Wound and Ostomy Care

MEDICAL SKILLS – CLINICAL PRECEPTOR

Emergency Department:

- Care of Pediatric Patients
- ER Nursing Skills
- Infection Control
- OB Trauma
- Pain Management
- Triage Nursing Skills

ICU/CCU:

- CCU Nursing Skills
- Hemodynamic Monitoring
- Infection Control
- Intra-Aortic Balloon Pump (IABP) Therapy
- Pain Management
- Patient Assessment & Care
- Pre and Post-Operative Care
- Ventilator & Tracheotomy Care

Long Term Care Unit (Sub Acute, Skilled Nursing, Transitional Care, and Hospice):

- Infection Control
- Medical/Surgical Nursing Skills
- Orthopedic Nursing Skills
- Pain Management
- Patient Assessment & Care
- Pre and Post-Operative Care
- Total Parenteral Nutrition (TPN)

- Ventilator & Tracheotomy Care

Medical/Surgical Unit:

- Equipment Skills
- Infection Control
- Medical/Surgical Nursing Skills
- Medication Administration & Management
- Orthopedic Nursing Skills
- Pain Management
- Patient Assessment & Care
- Pre and Post-Operative Care

Operating Room & Post-Anesthesia Care Unit (PACU):

- Equipment Skills
- Infection Control
- Malignant Hyperthermia
- Medication Administration & Management
- Patient Assessment & Care
- Pain Management
- Perioperative Nursing Skills
- Pre and Post-Operative Care
- Trauma Nursing Skills

Obstetrics Unit:

- Electronic Fetal Monitoring
- Infection Control
- Labor, Delivery and Postpartum Skills
- Neonatal Advanced Life Support (NALS)
- Neonatal Nursing Skills
- Neonatal Resuscitation Provider (NRP)
- Patient Assessment & Care
- Respiratory Assessment & Care
- S.T.A.B.L.E. Program for infants

Respiratory Services Unit:

- Advanced Cardiac Life Support (ACLS)
- Basic Life Support (BLS)
- Care of Pediatric Patients
- Care of the Cardiac Patient
- Code Blue Response & Procedures
- Equipment Skills
- Infection Control
- Neonatal Resuscitation Provider (NRP)
- Patient Assessment & Care
- Respiratory Assessment & Care
- Ventilator & Tracheotomy Care

Telemetry Unit:

- Care of the Cardiac Patient
- Dysrhythmia Interpretation

- EKG & Cardiac Monitoring
- Equipment Skills
- Infection Control
- Intravenous (IV) Therapy
- Pre and Post-Operative Care
- Telemetry Nursing Skills

COMPUTER SKILLS

- Electronic Health Records
- Computerized Physician Order Entry
- Meaningful Use
- Order Entry
- Prescribing
- Public Health Reporting
- After Care and Follow-up Instructions

CBT Hours

0 – 12

MEDICAL SKILLS TRAINING

- Chest Pain (4)
- Early Warning Signs (.5)
- Emergency Medical Treatment and Active Labor Act (EMTALA) (.5)
- Hand Hygiene (1)
- Moderate Sedation (.75)
- National Patient Safety Goal (.5)
- Patient Restraint Seclusion (.75)
- Point of Care (.5)
- Pressure Ulcer Prevention (.75)

Note: Reimbursement for retraining is capped at 200 total training hours per trainee, regardless of the method of delivery. CBT is capped at 50% of total training hours, per trainee.

Cal-TEC

California Technical Employees' Coalition

P.O. Box 700
West Sacramento, CA 95691

(916) 539-9014
FAX (541) 382-3502

Doug Nakatani
President

February 3, 2016

California Employment Training Panel
1100 J Street, Suite 400
Sacramento, CA 95814

Dear Members of the Panel,

The California Technical Employees' Coalition (CalTEC) union submits this letter in support of Watsonville Community Hospital (WCH)'s ETP Single Employer Application to the State of California Economic Development Unit.

CalTEC recognizes that the quality of health care and health-related education services offered to the community of Watsonville is our common concern and our joint responsibility. CalTEC is aware of the training resource challenges, training requirements to keep current with emerging technologies and regulatory changes and the workforce pipeline job-skill gap which faces the industry, specifically for frontline positions. Patients' health, wellness and safety are based on the knowledge, skills and abilities of those who serve them. Thus, CalTEC is pleased WCH is seeking resources to support this matter of crucial importance.

The proposed program for the performance-based contract is designed to produce effective results for Healthcare Workers – together, WCH, CalTEC, the worker, and ETP will support the expansion of high-wage, high-skill jobs in Watsonville. Should the ETP have any questions, they should not hesitate to contact me.

Sincerely,



James Voelzow, Labor Representative
California Technical Employees' Coalition
P.O. Box 700, West Sacramento, CA 95691
Cell: 916-539-9014
Fax: 541-382-3502
E-mail: jvoelzow@gmail.com



CALIFORNIA
NURSES
ASSOCIATION



OAKLAND
2000 Franklin Street
Oakland CA 94612
phone: 510-273-2200
fax: 510-663-1625

A Voice for Nurses. A Vision for Healthcare.

February 17, 2016

Dear Members of the Panel,

The California Nurses Association (CNA) submits this letter of support of Watsonville Community Hospital's ETP Single Employer Application to the State of California's Economic Development Unit. Please do not move nor adjust the letterhead image in the background.

CNA recognizes that health-related education services offered to the community is our common concern, and that ETP's program will help fulfill those services and supports the proposed program to increase those services.

Sincerely,

A handwritten signature in black ink that reads "Teresa Mack".

Teresa Mack
Labor Representative, CNA-NNU
Office 408.920.0290
Mobile 510.289.3291
Email tmack@calnurses.org