



Building the Healthcare Talent Pipeline

Wednesday, November 7, 2018 8:00 a.m. – 4:30 p.m.

Oregon Convention Center, Portland Ballroom (256/257)

Goal: Convene leaders in the healthcare sector to learn more about innovative models and best practices that can improve the development of Oregon's Healthcare Talent Pipeline.

Agenda

8:00 Registration and Networking

8:30 Welcome - Ken Madden, Chair, Oregon Workforce and Talent Development Board
Master of Ceremonies: Shari Dunn, Executive Director, Dress for Success Oregon

8:35 Future Ready Oregon
Elana Pirtle-Guiney, Workforce and Labor Policy Advisor to the Governor of Oregon

8:45 Keynote - Finding Success in Implementing Healthcare Talent Pipelines
Laura Beeth, Vice President of Talent Acquisition at Fairview Health Services will provide an overview of Fairview's talent acquisition framework and goals. This presentation will include information on Fairview Health's successful recruitment strategies, career pathways, anchor mission work, apprenticeships and more.

9:25 The State of Healthcare Talent – The Data
Learn from Oregon's workforce data experts about projected changes in demand for healthcare occupations, expected education, training, and skills required to be successful in these occupations. You'll also learn about the supply of required training to meet this future demand, and the nature of any skill gaps, shortages, or mismatches in the healthcare industry.

Moderator: Tripp Somerville, Principal, Neverstill

Presenters:

- *Nick Beleiciks, State Employment Economist, Oregon Employment Department*
- *John Tapogna, President, ECONorthwest*
- *Amy Cox, Director, Office of Research and Data, Higher Education Coordinating Commission*

10:10 Networking Break

10:30 Diversity Talent Development Partnership: The NW Promise Program

This panel will discuss the process of building the NW Promise program, a collaborative effort between workforce boards, the five biggest health care organizations in the Pacific Northwest, and labor groups, to prepare local workers for health care jobs. The innovative program provides for health care career education and training for more than 800 people of color, immigrants, and people with disabilities currently working in entry-level, non-medical positions.

Moderator: Riikka Salonen, Program Manager, Diversity Talent Acquisition, OHSU

Presenters:

- *Zenaida Ehrlich, Career Coach, NW Promise Incumbent Workers Program, Immigrant and Refugee Community Organization*
- *Nick Knudsen, Business Services Manager, Worksystems, Inc.*
- *Mya Myint, Cook/NW Promise Pharmacy Technician Program Participant, OHSU*
- *Patricia Sullivan, Manager, Pharmacy Operations, OHSU*

11:30 Healthcare Pathway Programs

Hear from leaders in healthcare pathways in both Oregon and Minnesota about how to create transparent career pathways and a culture of advancement within healthcare organizations.

Moderator: Stefanie Siebold, Director of Programs, WorkSource & Adult Programs, East Cascades Works

Presenters:

- *Tanya Velishek, Manager of Academic Clinical Coordination, Fairview Health Services*
- *Adrienne Enghouse, President, Oregon Federation of Nurses and Health Professionals*
- *Val DeFor, Executive Director, Minnesota Healthforce Center of Excellence*
- *Lisa Avery, College President, Sylvania Campus, Portland Community College*

12:30 Lunch – Boxed lunch variety provided

1:00 Work-Based Learning in Healthcare

Learn how different apprenticeship, internship and other work-based learning models can be structured and implemented in healthcare organizations, the benefits of implementing them, and other important considerations for both employees and employers.

Moderator: Soundharya Nagasubramanian, Director, Software Architecture and Cybersecurity, Welch-Allyn, Beaverton

Presenters:

- *Jake McClelland, Executive Director, Southwestern Oregon Workforce Investment Board*
- *Steve Simms, Director, Apprenticeship and Training Division, Oregon Bureau of Labor and Industries*
- *Keisha Powell, Workforce Development Operations Manager, Fairview Health Services*
- *Rick Martagon, State Program Administrator for Apprenticeship Minnesota, Minnesota Department of Labor and Industry*

2:00 Talent Investment and Retention Strategies

How can you capitalize on a diverse and engaged workforce to positively impact productivity within your organization? Hear effective strategies to develop a strong talent management plan.

Moderator: Laura Beeth, Vice President of Talent Acquisition, Fairview Health Services

Presenters:

- *Yvonne Myers, Health Systems Director, Columbine Health Systems*
- *Lisa Powell, Vice President and Chief Human Resources Officer, Providence Health*
- *Patti Sadowski, Executive Director, Nursingale*
- *Cathy Reynolds, Director, Employment Strategy and Workforce Planning, Legacy Health*

3:00 Networking Huddles

Join our subject matter experts for informal peer-to-peer discussion, networking, and collaboration.

Room E141: Diversity Talent Development

- *Nick Knudsen, Business Services Manager, Worksystems, Inc.*
- *Riikka Salonen, Program Manager, Diversity Talent Acquisition, OHSU*

Room E142: Career Pathways

- *Tanya Velishek, Manager of Academic Clinical Coordination, Fairview Health Services*
- *Adrienne Enghouse, President, Oregon Federation of Nurses and Health Professionals*
- *Val DeFor, Executive Director, Minnesota Healthforce Center of Excellence*
- *Lisa Avery, College President, Sylvania Campus, Portland Community College*

Room E143: Talent Retention

- *Yvonne Myers, Health Systems Director, Columbine Health Systems*
- *Lisa Powell, Vice President and Chief Human Resources Officer, Providence Health*
- *Patti Sadowski, Executive Director, Nursingale*
- *Cathy Reynolds, Director, Employment Strategy and Workforce Planning, Legacy Health*

Room E144: Internship and Apprenticeship

- *Jake McClelland, Executive Director, Southwestern Oregon Workforce Investment Board*
- *Steve Simms, Director, Apprenticeship and Training Division, Oregon Bureau of Labor and Industries*
- *Keisha Powell, Workforce Development Operations Manager, Fairview Health Services*
- *Rick Martagon, State Program Administrator for Apprenticeship Minnesota, Minnesota Department of Labor and Industry*

3:45 Next Steps

Audience discussion and commitment on further strategies and steps needed to implement talent pipeline strategies. Download PollEverywhere.com to engage in the discussion!

Moderators:

- *Shari Dunn, Executive Director, Dress for Success Oregon*
- *Marc Overbeck, Director, Primary Care Office, Oregon Health Authority*

4:30 Adjourn

Thanks to all of our partners for helping
make this conference a success!

