

Aspire Johnson County
Healthcare and Science Roundtable
Henderson Room, Franklin College
January 14, 2015

Attendees: Cheryl Morphey, Dana Monson, Nicole Otte, Jill Novotny, Linda Gibson, Brooke Worland, David Clendening, Karen Rumble, Jane Blessing, Ron Bowsher, Joe Javorski, Tony Lennen, Judy Jacobs, Tina Gross.

The roundtable was held to discuss current trends in employment in the healthcare and bio-technology fields today as well as hiring strengths and weaknesses, employment pipeline, skills need, and strategies to meet the needs of this sector. After an introduction round robin, Nicole Otte began asking a series of questions for the discussion.

- What are current job vacancies in these sectors?
 - CNA, Medical Assisting, Semi-skilled, Radiology, ultrasound, are all in high demand.
 - There is no longer a major need for RN or BSN trained people, except for those willing to work nights and weekends. The hospitals can no longer afford to pay \$40.00 an hour for an RN to do semi-skilled tasks and need these people to become more involved in managing and delegating the tasks as opposed to directly doing the tasks. This is a major shift in the job requirements. Many RN's have the necessary clinical skills but do not have the collaboration skills.
 - Hospitals are no longer being paid for re-admissions within 30 days for the same diagnosis so there is becoming a need for community health workers to reduce these numbers.
 - Many felt that today quite a few students go into nursing for the wrong reasons, don't develop the passion for the job, and don't develop the loyalty to the facility. It is not unusual to see an RN who has had 5 jobs in 5 years. They are very quick to change jobs for a better salary or better hours.
 - Many in the room felt the millennials have a different mind-set about their careers than their parents. They emphatically don't want to work as hard or as many hours as they have seen their parents work. They come from affluence, nice homes, have had many things given to them and they expect to immediately start on their career with these same amenities they had growing up. Their attitudes are not often conducive to the job. They feel it should be 9-4 and they are done. Others go into the field believing their job cannot be outsourced across the globe so they have job security and do not need to go the extra step in their careers.
 - Bio-tech positions are often associate degree jobs and IT jobs but many don't understand that so they don't even try for those positions.

- Was there a point where these skill gaps changed?
 - It was a gradual change from one generation to the next. With nurses it became about patient care versus being managers.
 - There is a lack of critical thinking skills that over time has become more apparent. Also a lack of common sense and an ability to adapt as the workplace changes.
 - The healthcare industry has been poorly managed. It has always run with the idea that if there are errors they are simply added to the bill and costs are allowed to go up. Now that is being challenged and is creating a new workplace, yet the workforce in these jobs is not

able to adapt. The lack of critical thinking skills is dramatically hurting the new recruits and causing them to fail at their jobs.

- There is no culture of risk taking or taking ownership of their own careers. Management today needs to be collaborative, not top down.
 - Video games are not preparing for real life group work. Relationships are not developed as strongly because communication via technology does not create them.
 - The K-12 education system needs to change. It has operated the same way since the 1970's yet the workforce and skills needed to be taught have changed.
 - There is a need for more internships, such as the C-9 and NSK collaboration.
- What partnerships exist now?
 - Winter terms students from Franklin College are used, but many places struggle with paid internships.
 - C-9 has been a great feeder, the students come with a skill set and work ethic and are working today.
 - Companies come to Greenwood and want to hire X number of workers but always place the caveat that they have to find workers with certain skills and that is often hard. There needs to be more collaboration between higher education and these companies in all sectors.
 - There needs to be a change in the popular opinion of what C-9 really does. Many feel it is only for those who can't make it in college, and not looked at as the resource it really is. Students need to understand this is a resume builder.
 - Many employers won't take high school students for interns outside of C-9 because of a lack of skills.
 - Dual credit programs are great.
 - C-9 allows you to try out an employee before hiring them.
 - Mastering tech tools does not guarantee career success. The soft skills have to be an integral part of any training. Young people need to take ownership of their careers and network.
 - Student loans are becoming detrimental as many students have such huge balances and the starting pay is not strong enough to give them a decent wage after paying. They end up moving back with Mom and Dad and struggling in their careers. Often the skills they paid for are not used and the cost to get them was too high.
 - There are many jobs in the science field but young people are not aware of them. Parents push kids into bachelor degrees when the career really does not require it and again they are overqualified and can't get hired or are hired at a wage that they can't pay back their loans.
 - There are gaps in critical thinking skills globally, this is not just an American problem.
 - The ancillary jobs are not prominent and need to be highlighted with the high school students.
 - Parents need to be brought into the conversation to educate them on the variety of careers and educational criteria for those careers.
 - The focus needs to change from college as the primary career path to one that says it is an individual choice and there are a variety of options to meet the student's individual needs.
 - What are next steps?
 - Create an event for the healthcare and biotech sectors similar to the Endress+Hauser manufacturing event.

- Work with all the school systems to develop a career pathway counselor connection and connect employers with the high school guidance counselors to develop this.
- Bring in parents and students to show the ancillary jobs available in these sectors.
- Bring guest speakers to class rooms to talk about careers in these sectors.
- Create a group of volunteers to go into Johnson County schools and talk about their careers and experiences as well as the variety of careers available today.