

September 2020



MINNESOTA STATE
HealthForce Center of Excellence

Check it out!

- **Minnesota State Equity 2030**
- **Welcome Dr. Jennifer Eccles!**
- **Welcome Elaine Vandenburg! (What she and others are saying about her HFMN colleagues)**
- **Scrubs Camp & Scrub Online Updates**
- **Scrubs Data and What's Next**
- **Minnesota's Healthcare Employment Situation in the Pandemic**
- **Additional Resources**

A Note from Valerie DeFor– Executive Director

Some of you know I have a son in the Air Force. He has been stationed at Aviano AFB, Aviano, Italy, for 2 years. As COVID-19 hit Italy, I began thinking about what our response would/should/could be when the virus hit Minnesota. Knowing that our partners in education and practice would undoubtedly be on the front lines, the HealthForce Minnesota team took the pandemic seriously immediately. Ironically, our last in-person meeting was the March 12th HEIP Partnership Council meeting.

Since then, Minnesota State and the State of Minnesota have taken incredible steps to ensure the health and safety of all Minnesotans. Actions at HealthForce, some highlighted in this newsletter, include:

- Immediately making online resources like Health Care Core Curriculum and Nursing Assistant online courses available for free
- Creating a free online Scrubs Camp for high school students
- Adding staff to increase our capacity and expertise
- Holding a variety of Zoom meetings to identify challenges and share solutions

As Lieutenant Governor Flanagan said early on, “ I’ve seen many people say COVID-19 is the great equalizer but that couldn’t be further from the truth, it’s laid the inequities in our society bare.” Minnesota State’s commitment to equity serves as a cornerstone for the work we do. We are pushing each other to increase access, opportunity, and support for Minnesotans who face systemic racism and discrimination. For example, how can our online Scrubs Camp resources be used to encourage students of color to learn more about healthcare careers? How can we improve education and training of personal care assistants whose work allows people with disabilities to live as independently as possible? What organizations do we need to partner with to reach populations that are often left out and left behind?

I am so proud of the work we have done and know there is still so much to do. I’m undaunted, however, because all of you – our partners in this work – are the best of the best. We are used to working together. We are connected and committed to seeing Minnesota through this time. We are able to make changes and pivots. We can find a way through the challenges of 2020 that actually better positions us for the future.

Stay safe, do good, be well!

Valerie





Minnesota State Equity 2030 and HealthForce Minnesota

Are you familiar with Minnesota State Equity 2030? Minnesota State, together with our partners, is committed to eliminating the educational equity gaps across racial/ethnic groups, socio-economic classes, rural and urban divides, and historically marginalized segments of the population.

Because we know that the equity gaps are multifaceted our plan focuses on several areas which include:

- Enhancing access to higher education by strengthening partnerships,
- Supporting student success by focusing on their academic and non-academic needs,
- Making data-guided decisions,
- Expanding financial resources for students, and
- Incorporating the local and national context with the changing demographics and needs of our communities, focusing on cultural competence development, inclusive hiring practices, and improved campus climate.



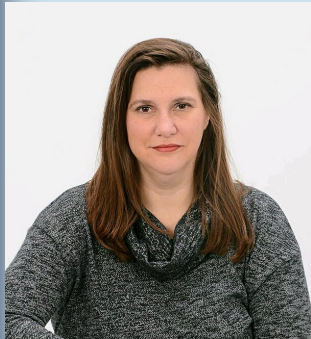
You can read more about Minnesota State Equity 2030 [here](#) and [here](#).

HealthForce Minnesota's response to COVID-19 has had this commitment at the forefront of day to day actions, conversations, and decisions. Highlights from the last 6 months include:

- Identifying new barriers for students brought by COVID-19 and working with stakeholders to break down these barriers and support student success. Examples of such hurdles that have been significantly reduced include: not being able to attend clinicals due to clinical site restrictions, and not being able to complete the necessary exams or background checks required to start jobs in healthcare. These barriers disproportionately affect students already impacted by the equity gaps. Regular partnership meetings are held to continue to identify and address obstacles faced that impact student success and access.
- Rapidly equipping Minnesota colleges, universities, and K-12 schools with a proven successful online nursing assistant course and resources. Without this support, many teachers and students would not have been able to transition to nursing assistant classes online so quickly and cost-effectively.
- Working with industry partners to offer a [streamlined website](#) for job seekers looking to enter senior care. The website also gives workforce development professionals a place to direct candidates to more easily connect job seekers to in-demand job openings.
- Successfully transitioning Scrubs Camp to Scrubs Online and hosting the most diverse Scrubs to date!
- Representing Minnesota State on the Racial/Ethnic Disparities and COVID-19 Planning in Higher Education Workgroup convened by the Minnesota Department of Health and the Minnesota Office of Higher Education.

We would like to thank our partners for working together on these complex projects. We know that our work is not finished and our focus on equity in healthcare education must remain at the forefront of our work. We welcome feedback, suggestions, and other ways that we can support this important mission. We look forward to continuing this work together.

Welcome Dr. Jennifer Eccles, System Director for Nursing Initiatives!



"I am so excited to join The Minnesota State HealthForce Center of Excellence!

My role involves assisting nursing programs to work on initiatives as they arise in the moment, and for the long term. This includes mentoring new program directors and deans, spreading best practices across the state, and facilitating networking among programs. My goals, during the pandemic and beyond, are to support program leadership, increase retention and satisfaction of nursing faculty and leadership, and maintain and increase program quality for our students."

Scenario-based Resources for COVID-19 Planning

Tabletop Exercise

This tabletop exercise is a planning tool for college and university teams to use for re-opening campuses during the COVID-19 pandemic. It offers a low stress way to work through possible pandemic plans and actions. The plan can easily be adapted for other organizations.

The exercise unfolds in five scenario-based stages, moving from a re-opening plan through case identification and eventual campus closure. This involves identifying policies, communication plans, key leadership positions, and support services.

Just as our students learn in simulation labs, the scenarios provide a way to identify key workflow processes and key "in-the-moment" decisions

that need to be made in a safe environment. The team should not focus on the minutia of the exercise. Instead, teams focus on how to critically think through situations as they arise.

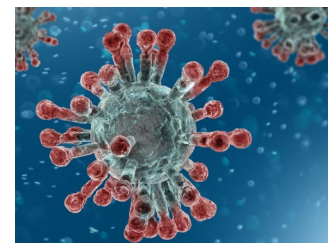
Fifteen Fall Scenarios

HealthForce Minnesota's Dr. Jennifer Eccles wrote and published an article entitled, "[Fifteen Fall 2020 Nursing and Allied Health Clinical Education Scenarios](#)" subtitled "[inspired by '15 Fall Scenarios' from Inside HigherEd, April 22, 2020.](#)"

In this article, Dr. Eccles explores the same 15 scenarios from the *Inside HigherEd* article through the perspectives of allied health science education programs which differ greatly from other higher education programs.

Dr. Eccles notes some of the real challenges (and opportunities) that surround the scenario-based pandemic planning and the need to keep experiential learning for students.

Dr. Eccles notes, "To maintain the rigor of our programs, students must have contact with patients and clients in real world clinical environments. As our PPE stocks return to an adequate level, we must make plans for students to return safely to clinical agencies, so that they may graduate from rigorous programs and be ready to join the healthcare workforce."



Organization for Associate Degree Nursing (OADN) National COVID Task Force

In response to COVID-19 the Organization for Associate Degree Nursing (OADN) developed a National COVID Task Force.

Dr. Eccles served on this important task force and chaired the "Returning Students to Clinicals, Skill Labs & Sim Labs" subcommittee. The OADN groups included university

and college nursing education leaders from across the country as well as an expert in public health with experience from the CDC.

The Task Force created free toolkits for nursing education in the following areas:

- Online Teaching
- Virtual Simulation

- Returning students to clinicals, skill labs, and sim labs
- Evidence to inform regulatory changes

The resulting work from the Task Force was ready in early August for educators to use as they returned to classes in fall.

[Find out more here.](#)



Welcome Elaine Vandenburg the new (HEIP) Director!

Hello!

Some of you know me from my previous role at Minneapolis Community and Technical College where I was a workforce development representative for a variety of healthcare career pathway programs. I am excited to join the HealthForce Minnesota Team and work together again in this capacity!

Rather than share more about my background, let me tell you about:

The Heroic Efforts of my HealthForce Minnesota Colleagues!

In my previous role, when COVID-19 hit, we had 3 separate cohorts of nursing assistant classes in session. It happened so fast; we went from canceling clinicals to canceling class indefinitely within a week.

In the coming weeks it was clear that we would not be holding in-person classes for months, or longer. Each day brought more questions than answers: What were we going to do? How can we open the pipeline of nursing assistant candidates back up? What will happen to the students who want to finish the class? How can we move this entire curriculum online as soon as possible?

To effectively teach Nursing Assistant classes online, we needed more tools, training, and resources, but:

Where we going to get the time and money for this? It all seemed out of reach.

Luckily, HealthForce Minnesota stepped in and saved the day! Without missing a beat **Anthony Schaffhauser** reached out with info on online tools/curriculum that HealthForce had purchased to support colleges and K-12 during this unprecedented time. Not only were these tools available right away, but these tools have been used successfully and refined by South Central Service Cooperative!

To be able to give our instructors proven online teaching tools and curriculum was a godsend! That is not all. In addition, HealthForce Minnesota supported us by offering training and tech support. The wonderful **Brady Malecha** helped get our instructors up to speed so we could start offering nursing assistant classes quickly.

The new tools and training allowed several colleges and even more K-12 schools to offer nursing assistant and healthcare core classes again around the state, this time in an online format.

There were many hoops to jump through, hurdles, meetings to convene, details to iron out, late night/early mornings that happened on behalf of HealthForce Minnesota behind the scenes. Their efforts to support our healthcare systems, colleges, K-12 schools, and students was nothing short of heroic!

Thank you for your hard work, Anthony, Brady, and the rest of the HealthForce Minnesota Team! I am excited to be able to join you in this important work!



What others are saying about HealthForce Minnesota?

“Working with HealthForce during this incredibly challenging time has been awesome. From the beginning they have been both nimble and creative, which is greatly appreciated.” “I think one of the biggest things to share is the need for continued collaboration and innovation as we try to build our workforce pipeline. The need for caregivers, nurses and other supportive staff will continue to grow as our population ages, but layered on top is this new landscape that’s been carved out due to the pandemic, subsequent economic fall-out and our society’s reckoning with social justice. Now, more than ever, the senior care profession and HealthForce MN need to capitalize on this unique partnership to create our own opportunities for success.”

-Nicole Mattson, Vice President of Strategic Initiatives for Care Providers



Scrubs Camp Updates from Brady Malecha

SCRUBS
C A M P



SCRUBS
O N L I N E

Due to COVID-19, all in-person Scrubs Camps were cancelled for Summer of 2020. Originally, there were 18 camp locations committed to hosting Scrubs Camps, with three new additions: Alexandria Technical and Community College, Bethel University, and Hibbing Community College.

With the cancellation of Scrubs Camps came a new idea: Scrubs Online! All students registered for a Scrubs Camp were invited to participate in Scrubs Online at no cost. The online format also allowed us to register new students.



The program had 7 modules for students to complete asynchronously and showcased these careers: Licensed Practical Nurse, Radiologic Technician, Surgical First Assistant, Histology Technician, and Phlebotomy Technician. Short quizzes were given after the completion of the video and PowerPoint of each career module.

Live Q&A sessions were also provided for the students to learn about the following careers: Physician Assistant, Emergency Medical Services, Physical Therapy / Occupational Therapy, Gerontology, Pharmacist, Nursing Careers (broad spectrum), Health Unit Coordinator, Certified Nursing Assistant, and Culinary. At the end, students took what they learned throughout all of the modules and completed a research assignment on a career they are considering and a step-by-step plan on how to get into that career (education needed, cost of college, average salary, job duties, and other information).

Here is what students said about Scrubs Online!

“I liked being able to learn about a number of different careers because it gave me a better idea as to what I want to do in the future”

“I like how flexible it is [Scrubs Online] and how I am able to work at my own pace. I also liked how it covers a variety of careers while also teaching about skills that we need in the real world like budgeting and resume writing”

“[I liked] The exposure to a lot of different health professions. I didn’t know anything about the ones we covered in this online program, but I found it very knowledgeable and helped me further evaluate my options”.

All Scrubs Online Live Q&A videos are now hosted through the HealthForce Minnesota YouTube page.

You can view those videos [here](#).



Scrubs Data and What's Next

Scrubs Online Breakdown:

112 students completed the program and will receive a credential. Scrubs Online was the most diverse Scrubs program ever: 64% non-white, 36% white

95% of students can better understand and visualize themselves at college

98% plan to pursue a career in health/science

94% can now name 10 or more healthcare careers after the program

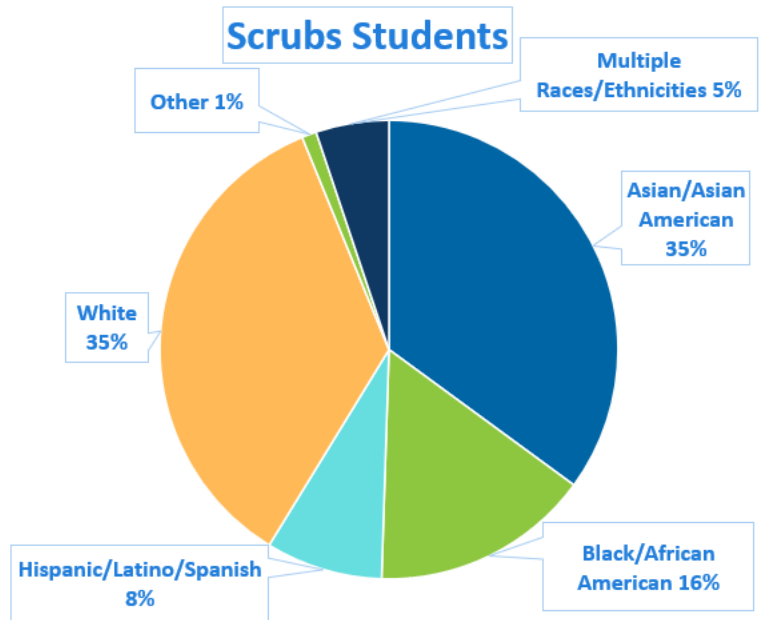
11% were HOSA members

23% plan to attend a 2-year college

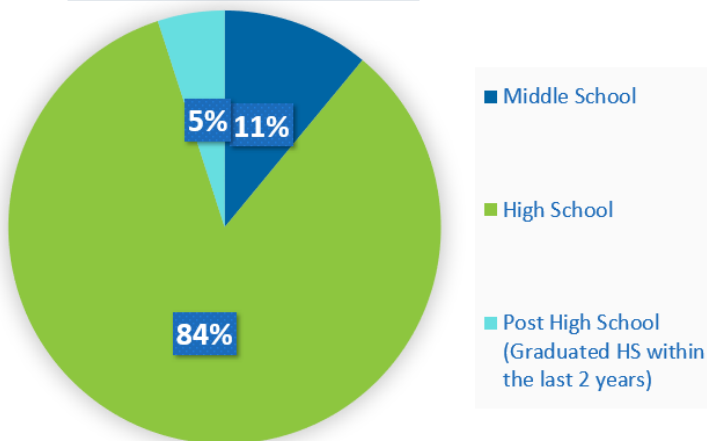
92% plan to attend a 4-year college

19% are 1st generation college students

46% qualify for free/reduced lunch



Scrubs Online Breakdown



What's Next?

Given the success of Scrubs Online, we anticipate offering online options in 2021. We hope to be able to offer in-person camps, as well, and are looking at a variety of ways to do that safely and effectively.

The new mantra for Scrubs Programming is: "New Challenges Bring New Opportunities". With that mantra in mind, Scrubs Online will continue to be a supplemental program that will be hosted again in Spring 2021 to inform students of healthcare careers while also encouraging students to join Scrubs Camps Summer 2021.

A new opportunity that was created from the live Q&A videos will be the creation of a HealthForce health careers podcast. This podcast will host healthcare professionals who are partnered with Scrubs Camps to share about their careers for 15-20 minutes with some general questions asked to help educate Minnesotans on all the potential career opportunities in healthcare. These podcast videos will also be hosted on the HealthForce Minnesota YouTube page.

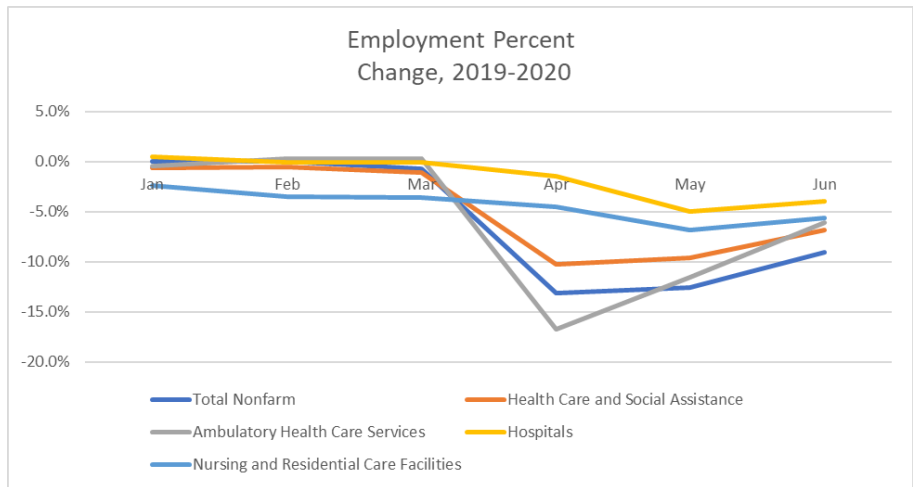
We are also currently working with STEM Forward and Southeast Service Cooperative to learn the current needs of the K12 system and how HealthForce can help address the challenges experienced with hybrid and distance education.

Minnesota's Healthcare Employment Situation in the Pandemic

by Anthony Schaffhauser

Minnesota's Healthcare and Social Assistance industry employment is projected to grow 16.5 percent from 2018 to 2028, much faster than the 4.7 percent growth in the total employment for all industries. That is not news to anyone, but the COVID-19 pandemic precipitated a drastic hit to employment last spring. How has the pandemic affected employment in the healthcare industry overall and by sector? And, to what extent has employment stabilized? Let's take a look at some of the most quickly available employment statistics to get an overview of how our industry has been affected.

Industry employment from the Current Employment Statistics (CES) show that Healthcare and Social Assistance employment dropped significantly (-8.9 percent) in the second quarter of 2020 compared to 2019, but not as much as for all industries (-11.6 percent). Furthermore, most of the employment drop was experienced in the Ambulatory Health Care Services sub-sector, as elective surgeries and nonemergency dental care were suspended while demand for other healthcare services declined. Many of these jobs in clinics and outpatient care had returned by June.



UI Applications for Selected Self-Reported Occupations in 2020			
Occupation	3/21 to 5/2	5/9 to 6/20	6/27 to 8/8
Registered Nurses	8,546	3,457	52
Dental Hygienists	4,974	133	27
Licensed Practical and Licensed Vocational Nurses	2,507	755	33
Home Health Aides	3,652	2,457	28
Nursing Aides, Orderlies, and Attendants	3,582	2,067	21
Dental Assistants	3,454	208	21
Medical Assistants	3,351	777	57

Unemployment Insurance (UI) applicants self-report their occupations. Looking at those healthcare occupations with over 2,500 applications from March 21 to August 8, 2020 tells the story of the hit to employment at clinics and outpatient settings. It also shows that additional blows were not sustained past mid-June. By June 20, UI Applications for both broad occupational classifications of healthcare workers had subsided. However, a decline in new UI applicants does not mean that all those who previously applied for UI are back to work.

Continued UI claims data provide some information about the status of laid off Healthcare and Social Assistance industry workers. While there is a significant drop in June continued claims, they remain elevated. At the peak in May, continued claims in Health Care and Social Assistance were 17 percent of total, matching the Health Care and Social Assistance industry's 17 percent share of total Minnesota jobs in 2019. To the extent that a lower share of continuing claims implies better reemployment prospects than all industries combined, the drop to 15 percent in June is promising. Yet, it is still a long way from the first quarter of 2020.

Minnesota's Healthcare Employment Situation in the Pandemic Cont.

Continued Claims	Jan. 2020	Feb. 2020	Mar. 2020	Apr. 2020	May 2020	Jun. 2020
Health Care & Social Assistance	2,364	2,412	3,176	57,193	65,809	51,410
Total, All Industries	63,316	63,837	70,118	399,767	395,180	333,555
Health Care & Social Assistance Share of Total	4%	4%	5%	14%	17%	15%

To summarize, healthcare employment declined significantly with the stay-at-home order, with a lesser decline for Hospitals and Nursing and Residential Care Facilities where shutdowns and lowered demand had less of an impact. However, the continued claims suggest tens of thousands of those laid off from jobs in Health Care and Social Assistance had not yet returned to work. If demand for elective surgeries, routine and preventative care remains subdued for an extended period, these workers might transition to different roles. Pent up demand for postponed care could also cause a peak in demand if the danger from COVID is mitigated by development of a vaccine or treatment. While the pandemic's impact on long-term projected employment is unknown, even if growth in healthcare employment slows it will still likely outpace the growth in all industries.

Source: Current Employment Statistics <https://apps.deed.state.mn.us/lmi/ces/>

Minnesota HOSA

(Health Occupations Students of America)

MN HOSA is ready for another awesome school year. HOSA provides students in middle school, high school and college the opportunity to expand their knowledge of healthcare, participate in competitive events, make friends and industry connections and live the HOSA motto "**Learn – Lead – Serve – Innovate**". HOSA is 100% healthcare and with a goal to empower future health professionals to become leaders in the global health community through education, collaboration, and experience. For more information on starting a HOSA Chapter, or learning more about what HOSA has to offer, please contact Summer Hagy, State Director, at summer.hagy@winona.edu

TCCP System/Hospital

COVID Briefers & Policies Available

TCCP has coordinated and posted the COVID briefers and policies on [our home page](#). Briefers include the hospital or system's status for student re-entry to clinicals. In addition, they provide a snapshot on the clinical site's status for masks, temperatures, and other testing. Policies listed are the hospital/system student re-entry policies. TCCP will be monitoring this information as Fall 2020 clinicals resume and will be updating this information as things change.

Additional COVID Resources at [HealthForceMinnesota.org](https://www.healthforceminnesota.org)

- [COVID-19 Equity & Inclusion Resources](#)
- [COVID-19 Health Educator Resources](#)
- [COVID-19 Self-Care Resources](#)
- [COVID-19 Simulation Resources](#)
- [Organization for Associate Degree Nursing \(OADN\) National COVID 19](#)

To closely collaborate and innovate with key stakeholders to develop Minnesota's current and future healthcare workforce.