Mills reviewed the agenda and reminded the group of its mission and that it’s not only important for us to focus on “What We’ve GOT to do, but also What We GET to do.”

**ACTIVITY REPORT HIGHLIGHTS**
DiMario shared two program updates. The first, on the Blemished Record Project and the second on the Early Healthcare Pathway Project.

Blemished Record – DiMario noted the partners, purpose and proposed outcome on the slides, as well as a sample of a brochure created by the Children’s Law Center on “Juvenile Record Sealing and Expungement in Ohio.” She said that the initial pilot event will be small – around 20 high school students from Woodward. A significant next step is a meeting with the Hamilton County Prosecutor’s office to outline the program and work out any issues. Mills reminded the group that long-term care facilities are bound by the state legislature to screen out hiring candidates who may present with one of 55 specific disqualifying events. Kress shared that a judge in Highland Co. has been active in expungement cases and Gebhardt also mentioned another judge he would contact on this initiative. Kues asked if the program would be tracking students after graduation who participated in the effort, to determine the program’s success.

Early RN -- Work is progressing on curriculum development for the early high school to college healthcare pathways program. Basic information on the partners, purpose and proposed outcome are in the slides. Seven workgroups (Nursing/Medical Assistant; Health Information Management; Respiratory Therapy; Medical Lab Tech; Health Sciences; Imaging Tech and Social Work) have been formed. Partners include UC’s Colleges of Nursing and Allied Health Sciences (Main, Clermont & Blue Ash), Cincinnati State, Southwest Ohio Tech Prep Consortium and The Health Collaborative. Mattingly shared that The Health Collaborative is concerned about the supply of nurses and working on pre-licensure and clinical placements. Newberry said that opportunities for shadowing and internships for Laurel Oaks students would help in getting them ‘work-ready.’

**SURVEY RESULTS**
Pickle shared results from the pre-meeting survey.
What innovative programs have your organizations developed to improve the recruitment and retention of your workforce?
- Pharmacy tech program with high school students
- Holistic admissions process for underrepresented in medicine (URM) students
• Temporary Nurse Aide waiver program
• Talent pipelines through apprenticeship and pre-apprenticeship models
• Writing more R-25 grants for pipeline development, especially in the cancer area
• None, changes to policies have caused healthcare staff to seek employment elsewhere

What are areas of need for workforce within your organization?
• Pharmacy techs
• Student retention to graduation
• Attracting and retaining hourly staff
• Direct care staff
• Openness to new or renewed models, like apprenticeships
• More underrepresented in medicine

The committee then broke into smaller discussion groups and shared additional thoughts and suggestions.

BREAKOUT ROOM DISCUSSION SUMMARY
1. Create visible opportunity pathways, e.g., STNA to LPN to RN.
2. Exploit apprenticeship/pre-apprenticeships.
3. The Health Collaborative has been talking with its membership about healthcare shortages, aging RN population; wage wars and workplace violence and morale.
4. Regulations are changing to help technical schools become an approved site for pharmacy tech training and lowering the age to 17 years.
5. Sign-on and retention bonuses for employees.
6. A number of grant opportunities and help for writing them is available from UC. Alison Weiss and Jen Veevers are contacts.
7. Harley shared that she received a $1.9M grant for recruiting underrepresented minorities from Wilberforce University for the Masters in Social Work degree.

Pickle reminded members to expect an update in November to inform the December 14th meeting for an agenda and discussion topics.

The meeting was adjourned.