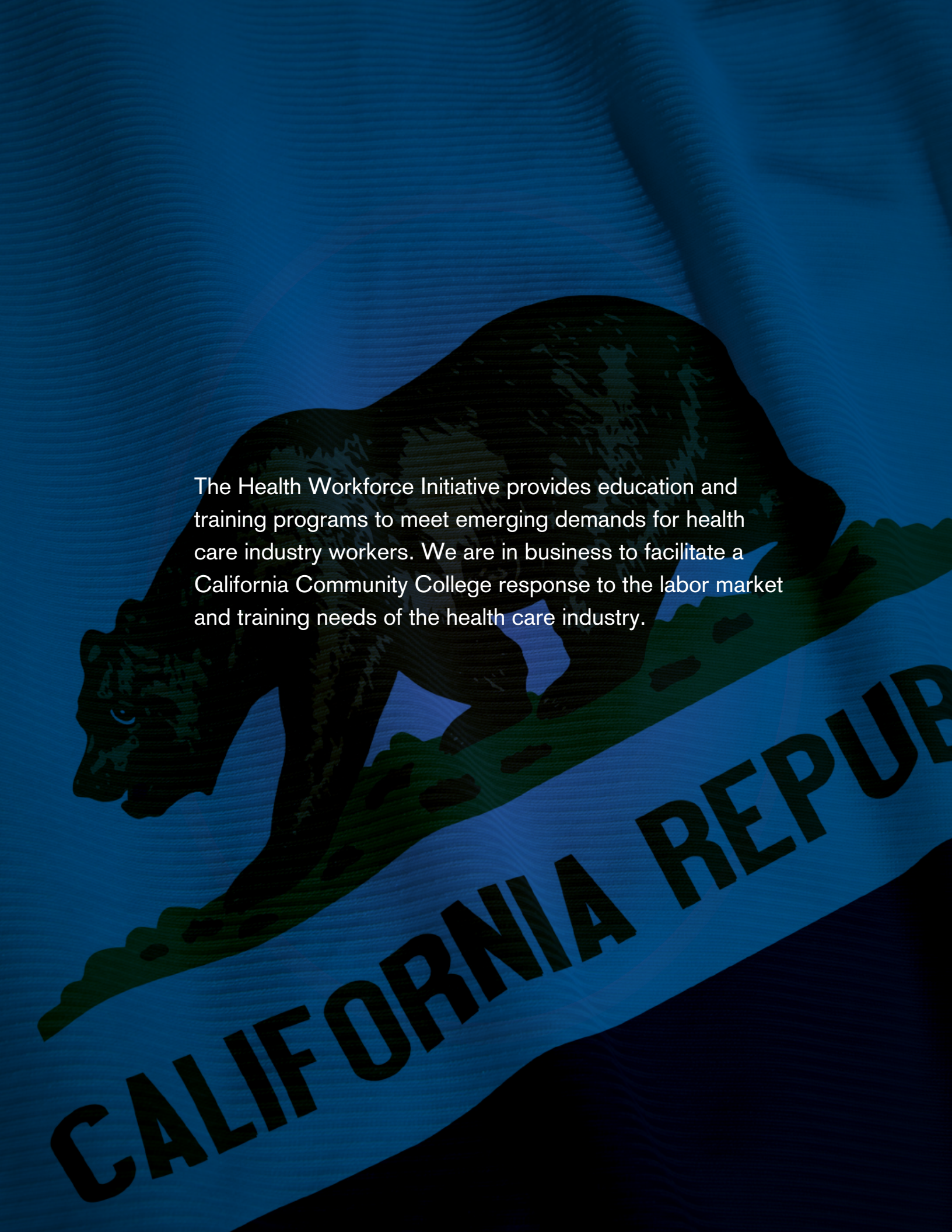




Health Workforce Initiative

Doing What Matters
for **Business & Industry**





The Health Workforce Initiative provides education and training programs to meet emerging demands for health care industry workers. We are in business to facilitate a California Community College response to the labor market and training needs of the health care industry.



CALIFORNIA COMMUNITY COLLEGES

Doing What MATTERS™

FOR BUSINESS & INDUSTRY

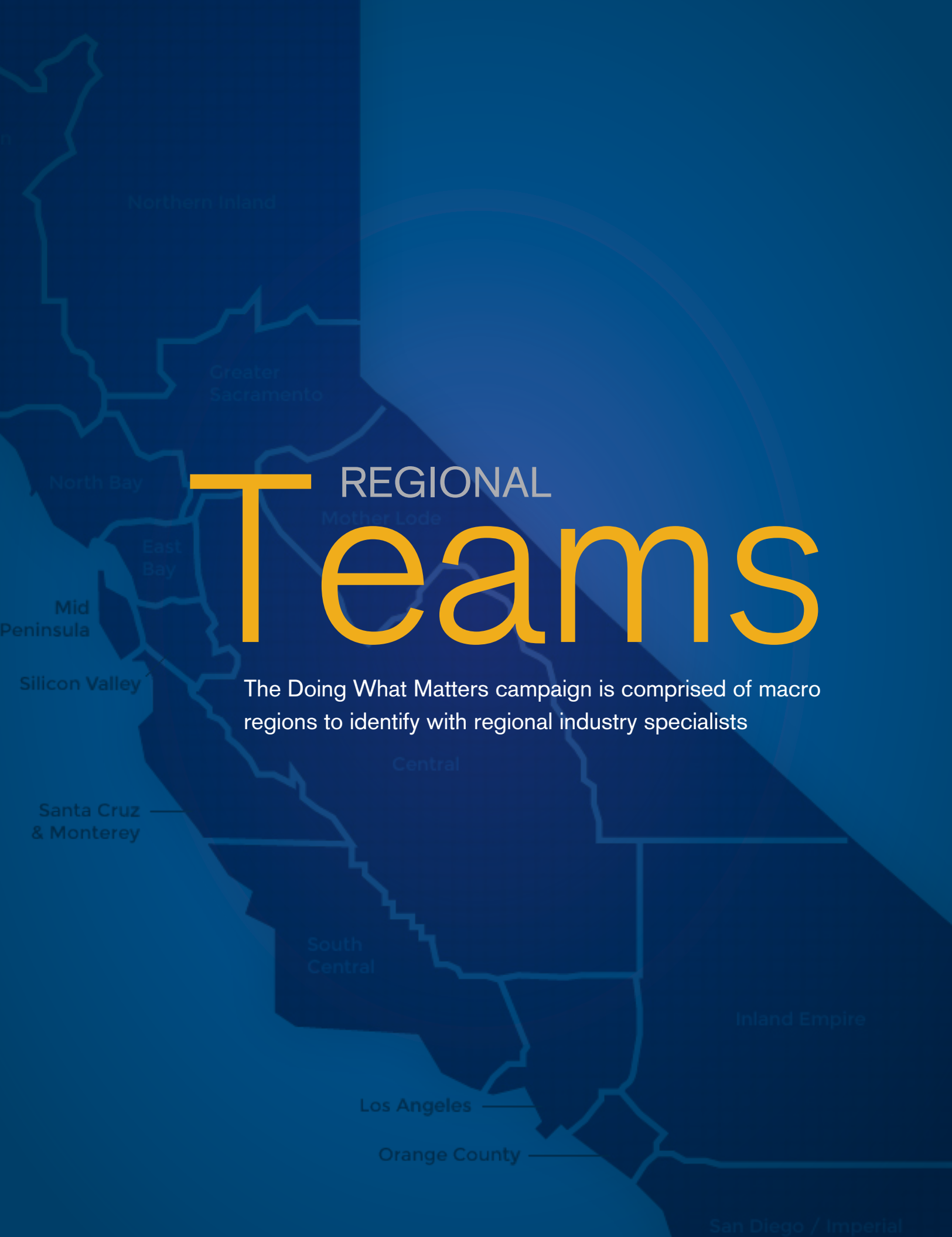
Our partnerships and systems working for you

Among the activities of the California Community Colleges Chancellor's Office, the programs of the Division of Workforce and Economic Development bridge the skills and jobs mismatch and prepare California's workforce for 21st century careers. The Division collaborates with employers, organized labor, local communities, and their community colleges to close the skills gap and to foster successful student completion.

The Health Workforce Initiative is an integral part of this Division and its Doing What Matters campaign, investing funding and resources in industry sectors that are key to California's economic growth. Doing What Matters is a concerted effort among California Community Colleges to partner with California business and industry and work together to find solutions to regional workforce issues pertaining to California's high growth sectors. The goals of Doing What Matters are to supply in-demand skills for employers, create relevant career pathways and stackable credentials, promote student success and get Californians into open jobs.

Health care is one of the designated high growth sectors in California. The Health Workforce Initiative identifies the workforce needs of California's health care delivery systems and develops solutions through a comprehensive problem-solving process that includes assessment and analysis, planning and development, and implementation and evaluation. We provide education and training programs to meet emerging demands for California's health care industry workers; to determine needs, facilitate development of innovative solutions and to locate resources to implement planned responses; and to evaluate and initialize health-related educational programs.

This edition is dedicated to helping health care business and organizations understand who to connect with in their region for partnership opportunities and services, and their roles in helping you succeed.



REGIONAL Teams

The Doing What Matters campaign is comprised of macro regions to identify with regional industry specialists



Deputy Sector Navigators

Local specialized industry expert

Deputy Sector Navigators serve as the in-region contact for a sector, working with the region's colleges and employers to create alignment around and deliver on workforce training and career pathways. There are seven macro-regions subdivided into 15 economic regions. Deputy Sector Navigators operate at the macro-region level. In certain geographies, there may be two Deputy Sector Navigators providing coverage to the macro-region.

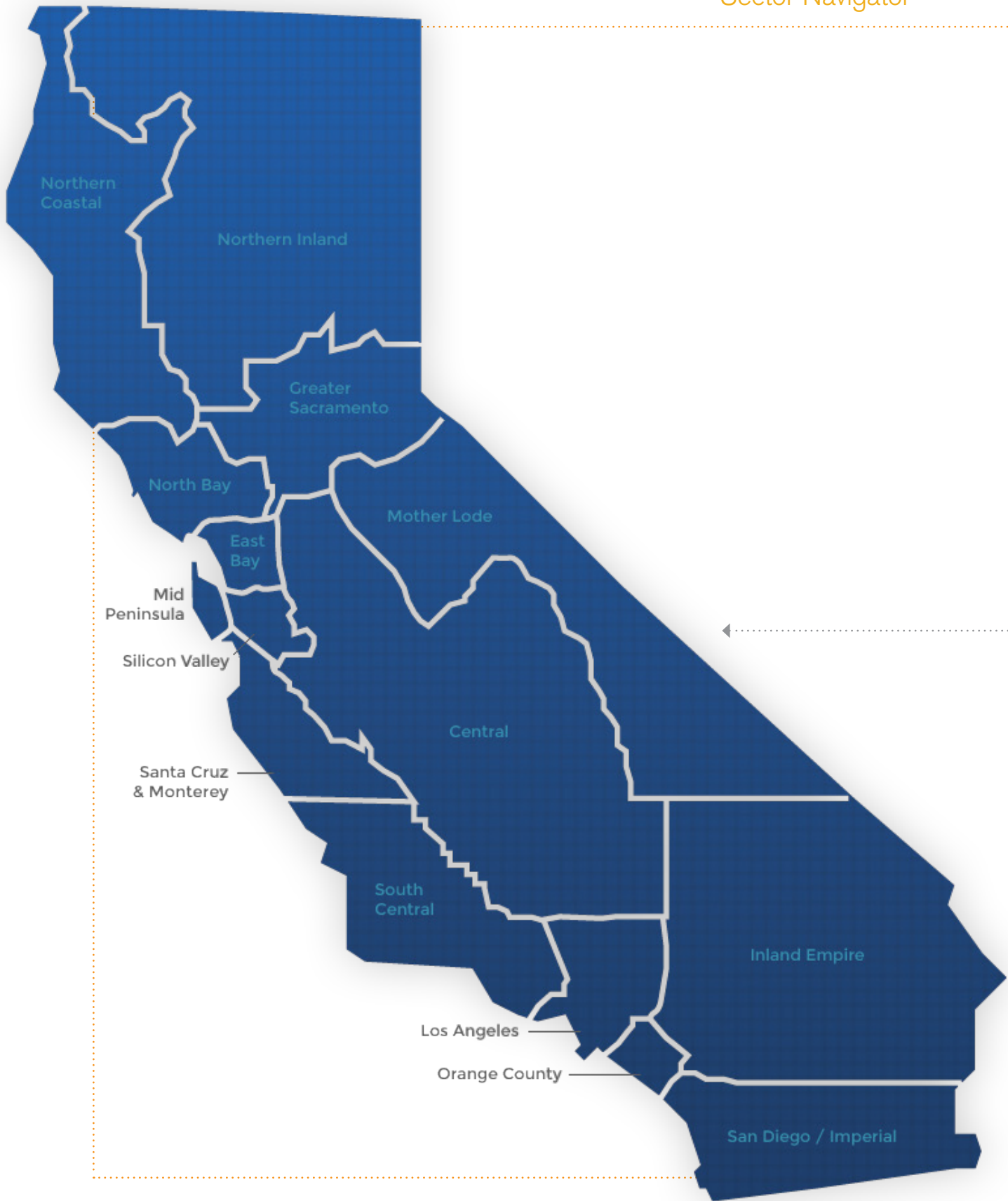


Sector Navigators

Statewide specialized industry expert

- Sector Navigators serve as first contacts in a sector for employers and for the community college system, fielding inquiries and determining how best to address the inquiry. They have in-depth subject matter expertise in a particular sector or occupational cluster as well as familiarity with the assets of the California's community college system. The Sector Navigators operate with a statewide focus and align community college and other workforce development resources with the needs of industry sectors and occupational clusters.
- Sector Navigators assist the community college system – its various advisories, consortia, and network -- in connecting with industry associations and major employers and tracking industry trends that have workforce development implications, and facilitate engagement between businesses and colleges.

Sector Navigator



Linda L. Zorn, RD, MA
Statewide

Deputy Sector Navigators

Trudy Old

Northern Inland Region
Northern Coastal Region

Sue Hussey, M.S., OT/L

Greater Sacramento Region

Cynthia Harrison, RN, MS

Mid-Peninsula Region: Cañada, San Mateo and Skyline
Community Colleges
Silicon Valley Region
Santa Cruz/Monterey Region

Barbara Gammon Brock, BS, MPA

North Bay Region
East Bay Region
Mid-Peninsula Region: San Francisco City College



Valerie Fisher, RN, MA

Mother Lode Region
Central Valley Region

John Cordova, RN

South Central Region

Shari Herzfeld, RN, MN

Los Angeles Region

Mary O'Connor, RN, MSN

Orange County Region

Avante E. Simmons, RD

Inland Empire/Desert Region

Ann Durham, MSN, FNP, Esq.

San Diego/Imperial Region

Deputy Sector Navigators

MEET OUR Team



Linda L. Zorn, RD, MA

Statewide

- **Sector Navigator Health, Doing What Matters for Jobs and the Economy**
- **Hosted by Butte College**
- **Registered Dietitian**
- **Masters of Arts from Marquette University, Communications and Rhetorical Studies**
- **30+ years experience in health care, management, and education including:**
 - » Statewide Initiative Director – Health Workforce Initiative, California Community College Chancellor’s Office Economic and Workforce Development Program (EWD)
 - » Health Workforce Initiative Center Director – EWD
 - » Co-Chair North Far North Regional Consortium
 - » Director Pacific Wellness Institute, CSU Chico
 - » Registered Dietitian and Wellness Specialist, Mercy Preventive Cardiology and Diabetes Center
 - » Executive Director, National Wellness Institute, Stevens Point, WI
- **Statewide Priorities**
 - » Coordination of Statewide HWI Advisory Committee and 3CNAC.
 - » Represent the CCCCCO as the nursing and allied health statewide subject matter expert.
 - » Coordinate the California Community College implementation of the California Workforce Investment Board Health Workforce Development Council recommendations and findings (January 2013 Report on Health Workforce Development Needs; Findings and Recommendations, CWIB).
 - » Maintain <http://ca-hwi.org/> website.
 - » Support Statewide Medical Assistant faculty convenings to introduce the revised HWI Statewide Medical Assistant Curriculum Model based on the new expanded role of the MA and the new model of practice – Patient Centered Medical Home.
 - » Support the CCCCCO Baccalaureate Degree Task Force, focusing on the BSN.
 - » Provide Nursing faculty development training for implementation of the HWI Ambulatory Care RN curriculum.
 - » In partnership with COADN and statewide nursing faculty, provide nursing professional development.
 - » Provide Broadband continuing education for RN faculty and incumbent RNs for curriculum integration into ADN programs.
 - » Provide technical assistance to each Regional Consortia selecting health as a priority or emergent sector in the formation of workforce development networks to respond to the healthcare labor market needs of each individual region.
 - » Coordinate HWI Deputy Sector Navigator activities including data reporting, professional development, skills panels, connections with industry including advisory committees, curriculum and new program development, collaboration with Regional Consortia, and other essential tasks.
 - » Partner with the California Hospital Association, Centers of Excellence, and UCSF on a statewide project for data collection and labor market information.
 - » Assist each region in meeting workforce needs based on the identified regional priorities.



Trudy Old

- **Deputy Sector Navigator, Far North Region**
- **Hosted at Butte College**
- **Business Administration Degree plus medical and management courses**
- **25 + years health care experience**
 - » Grant and Contract Manager for over \$2M annually: EWD, SB70, CDE, Private Industry Council and Workforce Investment Boards
 - » Coordinate SWAC, 3C-NAC, COADN and HWI meetings
 - » Coordinate educator and incumbent worker professional development
 - » Manager, home health agency for five northern counties
 - » Facilitator for HHA and CNA continuing education
 - » Hospice volunteer
 - » Medical transcription business
- **Regional priorities include:**
 - » Expand advisory board
 - » Continue existing industry, college and association partnerships and expand scope
 - » Collaborate with the North Region on Allied Health Learning Community Model
 - » Technical assistance for program start-ups: CNA, MA, HHA, ADN, LVN and Imaging
 - » CTE Pathways: ADN to BSN to MSN
 - » New Grad RN Transition Programs: Butte and Sierra Colleges
 - » Continue RN Specialty and incumbent worker training
 - » Faculty/staff development for MA and Ambulatory Care Curriculum
 - » Health Career Fair in Siskiyou County and CPR/First Aid training in Butte County for K-12
 - » Create the NorCal Science Teacher Collaborative, first meeting 9-30-13
 - » Partner with HASPI to provide teacher convening in Sacramento in spring 2014.

Northern Coastal
Northern Inland



Sue Hussey, M.S., OT/L

- **Deputy Sector Navigator, North Region**
- **Hosted by Sacramento City College**
- **30 years experience in health care as practitioner and educator including:**
 - » Grant project manager: California Community College Linked Learning Initiative grant, California Wellness Foundation grant, Health Occupations Preparation and Education grant, FIPSE Recruiting and Retention grant
 - » Professor and Program Coordinator of Occupational Therapy Assistant Program
 - » Occupational Therapy practitioner specializing in physical rehabilitation and assistive technology for people with disabilities
- **Regional priorities include:**
 - » Collaborating with the Deans and Directors of the health programs within the nine community colleges to identify and address program needs.
 - » Working with industry, Workforce Investment Boards and community colleges within the region to identify workforce gaps, integrate with community colleges, and strengthen health occupation programs.
 - » Establishing a faculty collaborative of secondary and post-secondary faculty to share, align and strengthen curriculum in health programs and to develop college readiness standards for health programs.
 - » Exploring the regionalization of a medical lab technology program and training for imaging professionals
 - » Developing credit and non-credit programs in identified areas of need, including stackable certificates.
 - » Collaborating with the Sector Navigator and Statewide Directors to continue ongoing programs.

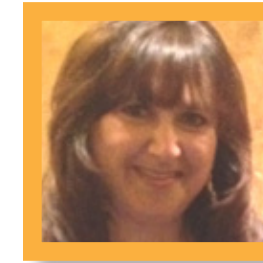
Greater Sacramento



Cynthia Harrison, RN, MS

- **Deputy Sector Navigator, Bay Region**
- **Hosted by Mission College**
- **Education:**
 - » Masters of Science in Nursing with Nurse Educator Emphasis
 - » Post-Masters Coursework in Simulation
 - » BS Nursing with Public Health Degree
- **Experience (35 years + in health care as practitioner and nurse educator):**
 - » Center Director, Health Workforce Initiative, Mission College
 - » Director Registered Nursing (LVN-RN) Program, Mission College
 - » Nursing Instructor, Mission College and San Jose State University
 - » Staff Nurse, Cardiovascular Surgical Intensive Care and Cardiac Catheterization Laboratory at Good Samaritan Hospital
 - » Staff Nurse, Asthma & Allergy Associates Outpatient Clinical and Medical Office
 - » OSHPD MHSA WET committee member
 - » CPR Instructor
- **Bay Area Region Healthcare Sector Priorities include:**
 - » Medical Assistant expanded practice, patient navigator role and/or modules for integration into allied health programs;
 - » Allied Health faculty development workshops;
 - » Men in Nursing workshop and assisting with chapter development;
 - » Mental health peer mentor/ and/or mental health/behavioral health worker programs;
 - » RN specialty training;
 - » Allied Health prerequisites;
 - » Soft skills, cultural competency, and linguistic competency training or programs;
 - » Career advancement/training for incumbent and dislocated workers; and
 - » Industry-recognized Nursing Assistant Certification testing

Mid-Peninsula Region:
 Cañada, San Mateo and
 Skyline Community Colleges
 Silicon Valley Region
 Santa Cruz/Monterey Region

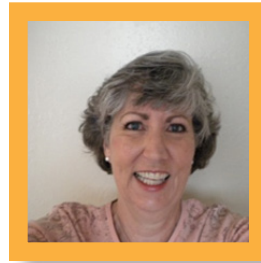


Barbara Gammon Brock,
BS, MPA

- **Deputy Sector Navigator, Interior Bay Area Region**
- **Hosted by Solano Community College, Fairfield, California**
- **Masters of Public Administration, Bachelors of Science**
- **12 + years experience in collaborative educational programming and grant management**
- **4 + years direct hospital and clinic workforce experience.**
 - » 7 + years as Napa Valley College Administrator, Health Occupations Division
 - » Grants: Center for Nursing Expansion & Innovation, Enrollment Growth, Capacity Building for Registered Nurse/LVN to RN, ADN-BSN-MSN, Paramedic to RN, Faculty Recruitment & Retention, Nursing and Allied Health, and EMT/Paramedic
 - » Leadership role in the launching of the Wine Country Regional Simulation Center, one of the largest human patient learning centers in California
 - » Leadership role in the launching of the Center for Healthcare Training, offering Basic and Advanced Life Support classes, as well as Trauma Life Support classes
 - » Leadership role in the Mass Casualty Incident Drill Training

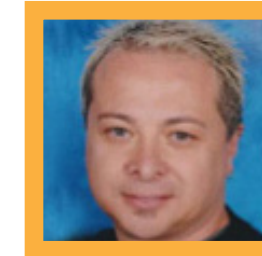
North Bay Region
 East Bay Region
 Mid-Peninsula Region:
 San Francisco City College

- **Regional priorities include:**
 - » Serve as the in-region contact for the Health Sector
 - » Work with the region's Community Colleges and Employers to create an alignment around and delivery on workforce training and career pathways for healthcare programming
 - » Operate at the macro-region level, serving the health industry or occupational cluster selected by the macro-region as its priority or emergent sector is targeted for investment
 - » Work closely with Bay Area Community College Consortium to align the needs of sector employers with the program and curriculum offered by colleges within the regional consortium
 - » Through the network of Deputy Sector Navigators and under the leadership of the Health Sector State Navigator, work to normalize workplans, learn of curriculum models and effective practices, and field "how to" questions
 - » Share responsibility of moving the needle on Common Metrics and Accountability Measures
 - » Work with employers, industry and labor organizations, along with Workforce Investment Boards (WIBs) to determine gaps in the workforce
 - » Strengthen programs within the Health Sector at regional colleges and high schools
 - » Explore and promote opportunities for faculty professional growth
 - » Collaborate with statewide directors
 - » Participate with Hospital Advisory Committees and link to High School Health Academies
 - » Participate in and expand Regional Advisory Committees
 - » Bring together CTE and SB70 Directors – explore and expand articulated career pathways or career lattices and a system of stackable credentials
 - » Explore and expand collaborative incumbent training through credit, non-credit, or contract education, depending upon the needs of employers



Valerie Fisher, RN, MA

- **Deputy Sector Navigator, Central Valley**
- **Hosted by College of the Sequoias**
- **35 + years' experience in healthcare, workforce development & education**
 - » Registered Nurse – ER, Trauma, ICU/CCU, Flight Nursing & Transplantation
 - » Program Coordinator for Community Collaborative Grants (WIBs/K-12)
 - » Regional Director/Program Director for various EWD special projects
- **Regional Priorities include:**
 - » Collaboration with the Central Regional Consortium in moving the needle forward to improve student success and job readiness.
 - » Continue to serve regional colleges with technical assistance, program preservation and innovation for CC allied health/nursing programs.
 - » Continue to advance the work of regional community based organizations (NLC, WIBS, Economic Development groups, non-profit health organizations).
 - » Provide incumbent worker career advancement opportunities (RN specialty, CT Tech and Medical Assisting trainings).
 - » Support regional Health Academies/ROPs/ CTE Health Career Pathways with faculty trainings, curriculum updates and technical assistance.
 - » Monitor and support changes in the health care industry as the Affordable Care Act is implemented throughout California.
 - » Continue with ongoing professional development activities in CCCAOE, ACCCA and other professional organizations.



John Cordova, RN

- **Deputy Sector Navigator, South Central Region**
- **Hosted by College of the Canyons**
- **15 years of experience in the community college system**
 - » Served in various capacities from classified, faculty and management;
 - » Skills include policy and advocacy; assessment, workforce scans and evaluation; curriculum development, simulation program implementation; grant writing, management and coordination.
- **Regional priorities include:**
 - » Promote unified regional collaboration in allied health programs and link to high school health academies;
 - » Serve regional healthcare providers thru information dissemination, training in cutting-edge healthcare processes, consulting;
 - » Improve high skill labor pool and competencies identified by industry;
 - » Train incumbent healthcare employees;
 - » Outreach to high school students/ parents and faculty awareness of healthcare degrees and certificated programs;
 - » Foster and expand a Regional Advisory Committee;
 - » Revitalize South Central Regional Deans and Directors meeting from allied health programs;
 - » Identify regional champions in CTE articulated programs and share best practices within the region;
 - » Develop framework for regional fiscal support in development of CTE program articulation.
 - » Provide awareness to identify special population to increase diversity into allied health programs (Men in Nursing Conf., Careers in Health Care Conf.);
 - » Provide support in the development of regional testing center for Nursing Assistant Certification.



Shari Herzfeld, RN, MN

- **Deputy Sector Navigator, Los Angeles**
- **Hosted by Rio Hondo College**
- **Masters in Nursing UCLA – Medical Surgical Clinical Nurse Specialist with Concentration in Education**
- **Bachelors in Science, Nursing CSULB**
- **20 + years experience in health care as practitioner and educator including:**
 - » Professor of Nursing – Rio Hondo College, Los Angeles County College of Nursing, USC, CSULA
 - » Assistant Director of Vocational Nursing Program at Rio Hondo College
 - » Clinical Nurse Specialist in Plastic and Reconstructive Surgery at City of Hope
 - » Acute medical surgical, rehabilitation, and obstetric nurse – LACUSC, Rancho Los Amigos, Methodist Hospital
 - » Volunteer camp nurse: Girl Scouts, SGPV Jewish Federation, Big Brothers Big Sisters
- **Regional priorities include:**
 - » Meet with the 18 Community Colleges with health programs
 - » Continue to work with LA Area Chamber of Commerce Health Advisory and link to High School Health Academies
 - » Bring together CTE and SB70 Directors – assess articulation agreements
 - » Continue incumbent training
 - » Continue and expand Regional Advisory Committees
 - » Collaborate with statewide navigators to continue ongoing programs
 - » Promote the growth of a well educated health workforce in the Los Angeles region



Mary O'Connor, RN, MSN

- **Deputy Sector Navigator, Orange County**
- **Hosted by Golden West College**
- **40 + years' experience in health care as practitioner and educator**
 - » Nursing Education Consultant
 - » Expertise in critical care nursing, curriculum development, instruction, project coordination, job analyses and facilitation of partnerships
- **Regional priorities include:**
 - » Meet with the Industry partners and Community Colleges with health occupation programs
 - » Professional development programs for teaching strategies and implementation of new/ revised curriculum
 - » Work with high school and CTE/SB 1070 partners to assess articulation agreements and career pathways
 - » New Graduate RN Transition program
 - » Assist in development of Ambulatory Care RN and Personal Care Assistant programs
 - » Continue support for Certified Nurse Assistant testing
 - » Continue incumbent training for specialty nurse, RN certification, and Preceptor classes
 - » Continue and expand Regional Advisory Committees and Joint Allied Health Advisory meetings
 - » Collaborate with statewide Health DSNs



Avante E. Simmons,
Regional Director

- **Deputy Sector Navigator, Desert Inland Empire**
- **Hosted by College of the Desert**
- **Masters Degree in Organizational Leadership, Minor Business Ethics, APU**
- **15 yrs experience in (10) Career Technical Education and (5) Education Management**
 - » Job Placement Specialist, Regional Occupational Programs
 - » Business Liaison, Regional Occupational Programs (ROP)
 - » Advisory Committee Coordinator, ROP Programs
 - » Advisory Committee Coordinator, Community College CTE
 - » Articulation Officer High School-Community College agreements
 - » Grant Manager, CTE Transitions and sb70

Inland
Empire
Desert
Region

• **Regional Priorities include:**

- » To assist in ensuring better preparation of students for entry level Allied Health occupations.
- » To provide technical assistance to the IE/D colleges to develop a minimum of 2 Regional Faculty Collaborative Councils utilizing IEBC model (Faculty Learning Councils) with Allied Health focus
- » To provide assistance to the IE/D colleges to pilot Regional Faculty Externship Programs for secondary and post-secondary education.
- » To compile inventory of Nursing and Allied Health programs from CC, ROP, SCE in the IE/C region.
- » To collaborate with Allied Health program Deans/Directors to provide a minimum of one Clinical Faculty/ Preceptor workshop in Teaching Strategies, for Nursing, and/or Allied Health.
- » Incumbent Worker training
- » To collaborate with CC and ROP program Deans and Directors to access the Saddleback College Allied Health Readiness Program for creativeness in Region F.
- » To provide technical assistance to colleges, CC Nursing programs Deans/Directors, and Faculty to create a fee-based Ambulatory Care RN program at least one CC.
- » To provide technical assistance to Deans/ Directors, Faculty and Community Education staff to increase a Personal Care Aide fee-based program at least one CC.
- » To develop a "train-the-trainer" session to provide potential instructors with Standard Learning Theory Principles, to meet regional Healthcare Education needs.
- » To provide at least one New Grad Transition to Practice (T2P) program as unpaid internships in collaboration with IE/D Nursing programs and industry partners
- » To provide Nursing Certification review courses in collaboration with local professional organizations for incumbent workers as needed



Ann Durham, MSN, FNP, Esq.

- **Deputy Sector Navigator, San Diego/Imperial Region**
- **Hosted by Grossmont College**
- **30+ years experience as a Registered Nurse**
 - » RN in Telemetry, ICU/CCU, Oncology, ER, Pre-Op, PACU
 - » Family Nurse Practitioner in College Student Health Centers
 - » Taught in Advanced Practice Nursing Programs at George Mason University, University of Kansas, University of Hawaii
- **10+ years experience as an attorney**
 - » Specialized in Social Security Disability Appeals for people with HIV/AIDS
- **Regional priorities include:**
 - » Work closely with all Nursing and Allied Health programs in the 9 Community Colleges in the region
 - » Meet with healthcare industry professionals in a variety of venues [advisory committees, professional organizations, focus groups, etc.] so HWI can help to ensure that the community colleges are meeting the workforce training needs of the healthcare industry
 - » Support the San Diego Welcome Back Center, which helps internationally trained health professionals get licensed to work in California, thereby increasing cultural and linguistic competency of healthcare providers, leading to improved compliance, satisfaction, and outcomes for our diverse patient population
 - » Collaborate with the Health and Science Pipeline Initiative [HASPI] to:
 - Increase healthcare career awareness
 - Improve performance in high school and college science courses
 - Strengthen transition and retention rates in college programs
 - » Provide incumbent worker training/professional development to:
 - Healthcare professionals
 - Nursing and Allied Health faculty members
 - Facilitate DACUM job analyses and curriculum development, as needed
 - » Work with Regional Consortium and with Regional and Statewide Health Advisory Committees to meet identified Health Sector needs
 - » Collaborate with Health Sector Navigator and Deputy Sector Navigators to continue successful work throughout the State

San Diego/
Imperial Region



Health Workforce Initiative



CALIFORNIA COMMUNITY COLLEGES

Doing What MATTERS™

FOR BUSINESS & INDUSTRY

Linda L. Zorn, RD, MA

Statewide

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Visit Our Website:

www.DoingWhatMatters.cccco.edu

Health Workforce Initiative