

Our Future in UNiSON



Healthcare Roundtable

February 21, 2025



Our Future in UNiSON

MISSION

UNiSON improves lives by supporting community, education, and economic mobility in Anson and Union Counties.

VISION

UNiSON's vision is to create a prosperous future for all individuals and communities in Anson and Union counties.

Labor Market Alignment Project Goals

- Identify in-demand occupations and jobs in Union and Anson counties.
- Review skill requirements, education levels, and salaries for these jobs.
- Prioritize jobs to develop career pathways.

Today's Goals

- Evaluate alignment of healthcare pathways with industry demands
- Identify underserved healthcare roles and address local labor market needs
- Assess skill gaps in healthcare pathway
- Enhance integration of real-world experiences in healthcare training
- Promote partnerships and initiatives for improved alignment

Facilitator



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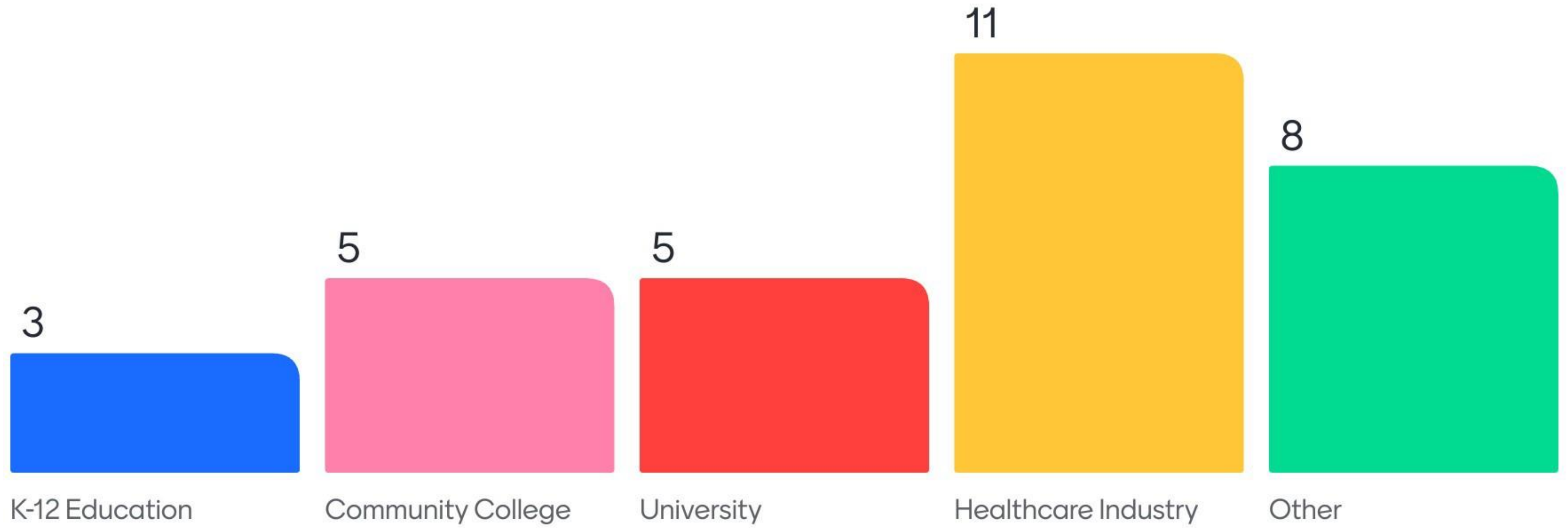
**Senior State Director of Health Science
Programs**

NC Community College System Office

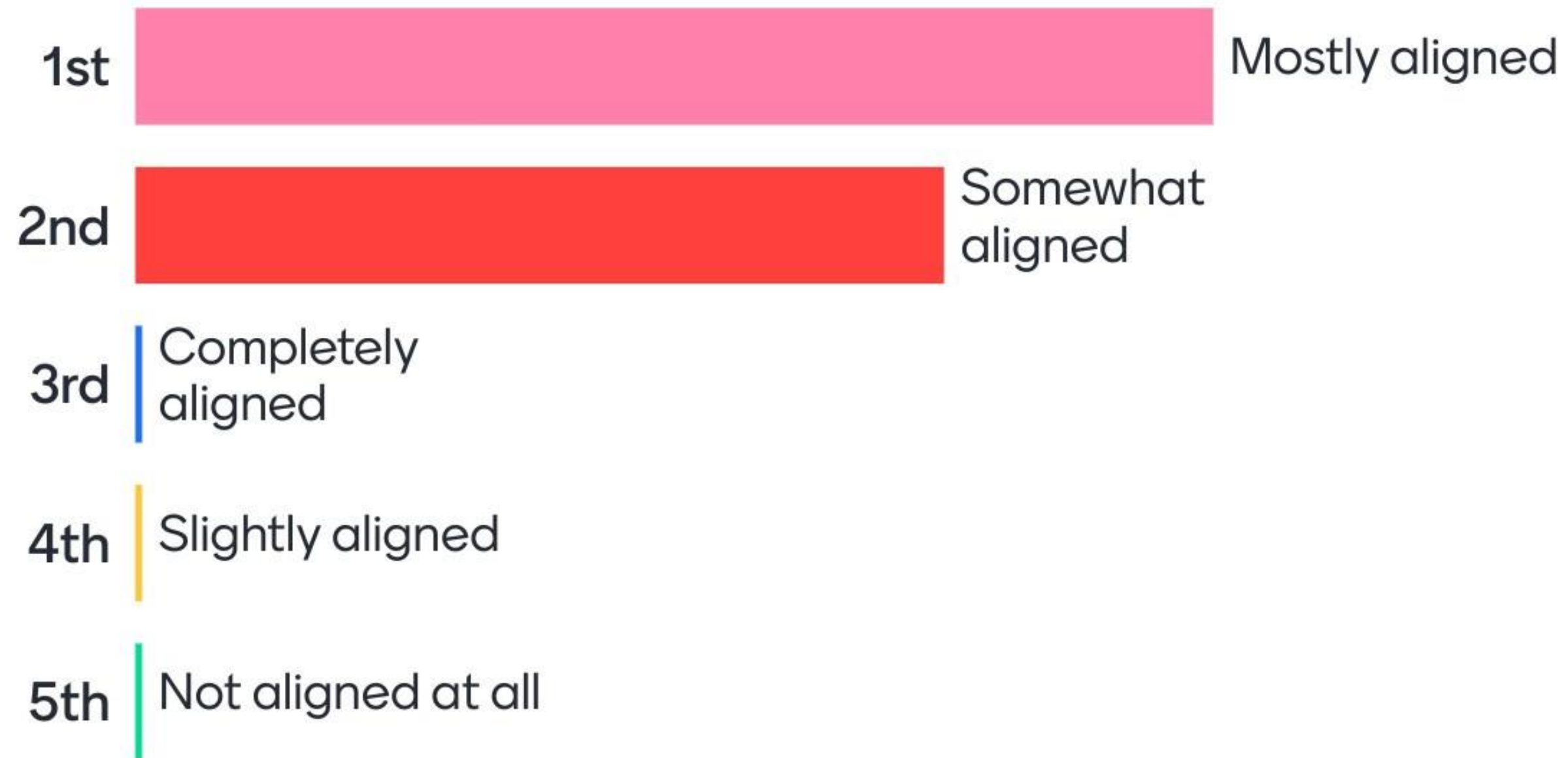


Participant Feedback

What sector do you represent today?



How well do the current healthcare pathways align with industry demands?



What specific improvements are needed?

need more RN's,
Imaging, Surge Techs.

really struggling to fill
med surge RN's

UC has done a wonderful job
partnering with K-12, Wingate,
and SPCC. Students have had
the opportunity to learn about
healthcare pathways from
elementary school.

Learner perspective:
awareness of pathways and
options. Student placement;
alignment of mid level
management; Career services:
healthcare is not just giving
care, education on all aspects
of the work

need pathways for
dietitians, rehab, OT, PT

Start earlier with initial entry
points (e.g., work more
closely with k-12 and help
adults see options earlier)

More guidance for
adults along way

Lack of alignment between the
short and long term visions;
Difficulty placing students if
there is not enough open
positions- better forecasting;
silos in the work hinder
communication

What specific improvements are needed?

Supply doesn't meet the demand of the market - Nursing, Imaging, Imaging More defined pathways to various degree levels. Creating articulations to shorten the process.

Older adults- population is aging and may not be prepared for the demands of having adequate resources and staffing to meet these needs

tier 1 counties struggle to attract and retain talent. more recruitment based on existing pathways would be helpful.

specialized pathways for specialty positions

There should be a pathway or a journey in industry to help workers achieve their career goals. CNA is a good place to start. The conversation should start in elementary.

In high school, there are so many initiatives, it's hard to focus on any one. Need to focus more on industry needs.

Start the pipeline earlier, with what students in high school should be focused on.

Some improvement in k-12 literacy, awareness of what's available in future openings, literacy is reading, vocab, math, science, they're now getting more application experience: connecting content with

What specific improvements are needed?

Some are only thinking along the lines of entry level positions because they are limited in literacy and critical thinking.

We're missing social workers in health care, need someone to focus on social factors, all health care students need to understand social factor, demand for social workers in the health care.

Apprenticeship might help with this. And pre-apprenticeships in K-12

Pharm techs

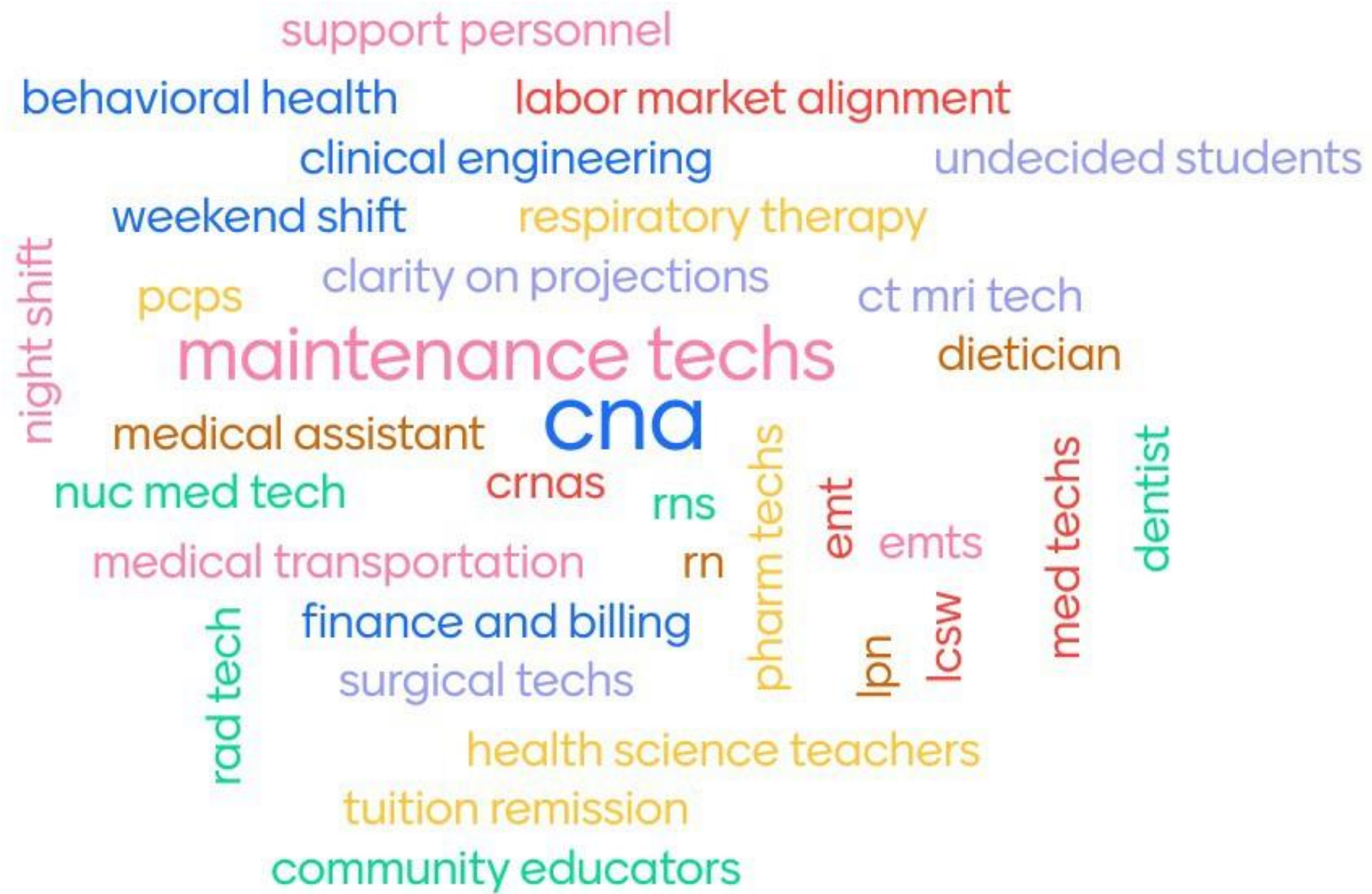
Surgical techs

Undecided students trying to determine which major / pathway to pursue.

CNA, surg tech, CMA, EMTs, paramedics, clinical engineering

What healthcare roles in your organization or community are underserved by current training programs?

36 responses



How can pathways better address regional labor market projections?

creating pathways for ancillary position that lead to clinical positions

start pathways in high school

more career exposure in middle and high school

Starting the pathways earlier in high school

create internships (career shadowing) for in K-12

Work with school partners, apprenticeships, then community college and Gateway scholarship program to Wingate, take local high school students up to a Physical Therapy degree and career and keep them

Clarity and agreement on regional projections among health institutions

career exploration is **CRITICAL!**

How can pathways better address regional labor market projections?

Illustration of the branches along the pathway... paths students could take if they find the exact career they want isn't for them

replicate Union County Chamber Speaker Bureau

Continuing education to help individuals get back into the workforce

Give students programming that is bite-sized and attainable in the short-term. They and their parents can't see long-term.

Early exposure to career choices and what career would look like

How do we reach parents and help them to understand the long-term potential of pathways, and how much it will cost vs. ROI

Exploration of careers that are universal across the region

Including experiential opportunities in the pathways

How can pathways better address regional labor market projections?

Refresher in clinical experiences

Take a longer pathway and divide into smaller, short-term goals and rewards.

Better education is needed in the community about the available professions in healthcare and pathways into those careers that are not necessary in the medical field.

More virtual educational options

All the financial aid, scholarship, etc... is complicated and time consuming. Need each objective and cost along the way.

Need an overall plan that they take with them to career offices, so everyone can see where they are on the journey.

integrate digital literacy into healthcare (and all educational) programs

More educators are needed.

How can pathways better address regional labor market projections?

integrate virtual telehealth into programs

Need guidance on timing college classes, when to take each and when they start

Second chance career options

What short-term credentials do folks need? How do we put that on a broader plan?

strengthen local partnerships to ensure communities are involved with implementation of new healthcare practices

ensure communities are aware of emerging trends/occupations within the healthcare industry

Bring Healthcare workers into schools with equipment where appropriate to introduce the careers

Industry partner, can help them pay for Bachelor's degree if they can get an AA degree and get their foot in the door.

How can pathways better address regional labor market projections?

ensure educational providers know what healthcare providers need.

How do we get students and parents to understand the options earlier and start on the path earlier?

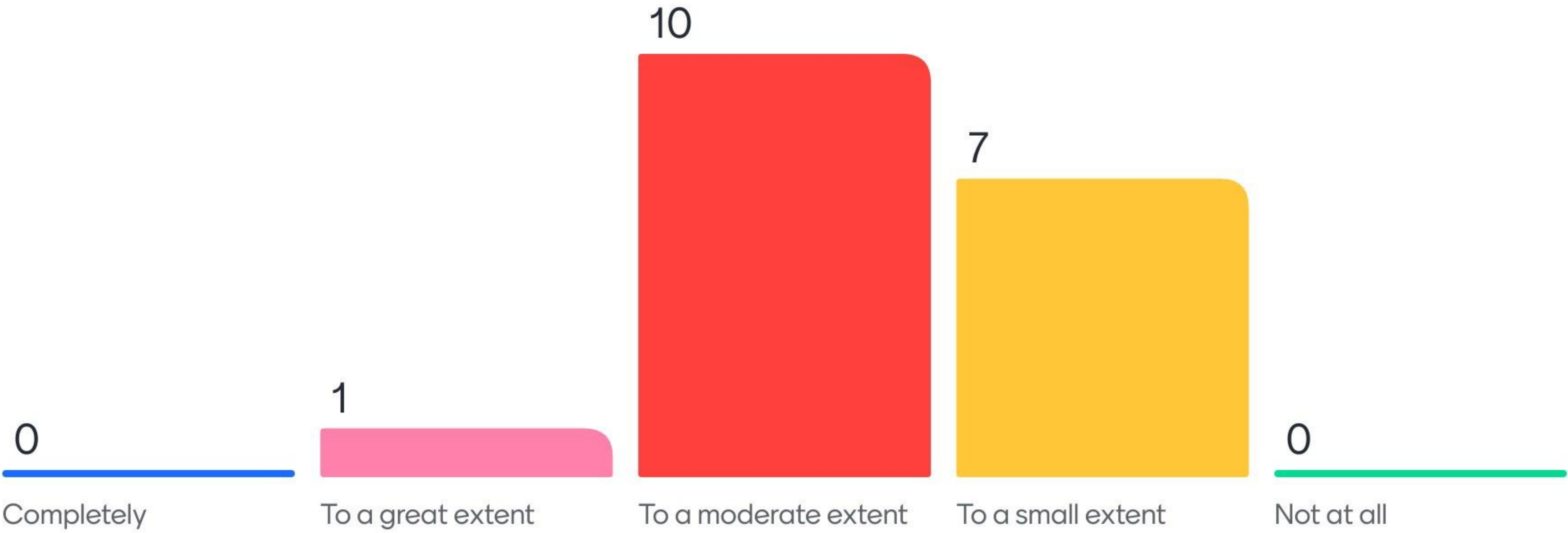
More Educators

Need pathways for non-traditional students as well

Real-life skills

preparing individuals for crisis management

To what extent do graduates from healthcare training pathways demonstrate the skills required to succeed?



Where do you see the greatest gaps? (scroll for all results)

Need more real life application earlier on, instead of simulations, like more internships.

Soft skills

Durable skills

Time management

Emotional intelligence and self awareness

Need more understanding of this new insurance reimbursement environment

Communication skills

Lacking in essential soft skills: emotional intelligence, interacting with real people, communication skills, customer service skills, resilience

Where do you see the greatest gaps? (scroll for all results)

How do you teach self care and emotional wellness?

Balance of communication and training between novice and veteran professionals

Need more modelling exposure to how to act like a professional, shadow professionals

Students can sometimes have the necessary skills, but not the ability to articulate them.

ensuring that those entering industry fully understand the hazards of the work really is

Critical thinking skills, resilience, and setting expectations

mental health training

Problem solving

Where do you see the greatest gaps? (scroll for all results)

Emotional well-being

Resiliency

Logistics of travelling to internships and shadowing, HIPAA, safety, are complex and need support

Follow Up

Task-oriented vs seeing the big picture

patient engagement skills

onboarding training

customer service

Where do you see the greatest gaps? (scroll for all results)

patient registration

Essential skills

needs to be more work based learning in healthcare training programs

Could have job shadowing as a course requirement, and require reflection follow up on it linking to career awareness.

Narrative care

It's so hard to find placements for internships and apprenticeships. Needs a lot of coordination and incentive for students to do it.

generational gabs

Grow more leaders

Where do you see the greatest gaps? (scroll for all results)

Students have to work to support family and have to turn down high impact experiences like internships

Critical thinking skills

How do we educate professionals on the impact of politics on policy and regulations in health care?

Lack of innovation

Need strong partnerships between employers and educators to support apprenticeships, shadowing, etc.

emphasis on self awareness

How well do current programs integrate real-world experiences, such as clinical placements or internships?



What improvements would enhance career readiness?

Prepare workers for new healthcare environment (it's more of a data come now)

Better vetted internship placements

Assessed at the beginning to ensure success

Can AI help with essential skills?

expanding internships

How to ethically use AI in their jobs and classes?

Interdisciplinary learning

Engagement opportunities with stakeholders

What improvements would enhance career readiness?

"Phone school"

Giving people outside the healthcare field the opportunity to be exposed to careers in healthcare. Regulatory restrictions. Liability concerns.

Need in person communication skills, and less on paper (since AI does that for them)

create internship-like experiences beyond traditional roles and opportunities in healthcare environments

Data literacy

For internships and clinicals, they need to see it as their job interview.

Need to set the bar high to challenge students to grow.

Give students real consequences when they fail to meet standards/ accountability

What improvements would enhance career readiness?

Students need to think about what value are they bringing to the employer, what makes them different from other candidates

Virtual nursing program

Students need to have an answer to: what makes you stand out?

Interdisciplinary Training... Integrate courses that blend healthcare, technology, and business for well-rounded professionals.

Emphasize patient communication, empathy, and teamwork in curricula.

Connect students with experienced healthcare professionals for guidance.

More templated notes

Prepare students to work effectively with diverse patient populations. (cultural competency)

What improvements would enhance career readiness?

Provide career coaching for job applications and interviews.

Connect students to industry groups for career growth.

Mentoring

Mentors

Wrap Up/Call to Action: What is the most important takeaway from today's discussion?

The Power of Partnerships

need more specialty pathways

Partnerships/networking

Define pathways

Value of WBL

Mentorships between industry and students; but how do you build in capacity on the part of all involved

It is all about partnerships. There has to be trust between the partners. Knowing that one entity is not more important than another.

The gap in employability skills is a complicated problem to solve.

What partnerships or initiatives should we prioritize to enhance alignment?

The Sheps Center for Health Services Research - they are good at designing tools to collect and distribute data

Apprenticeship

On-job mentorship

Continue working through advisory councils.

more mentorship programs; more speaker bureau (employer engagement) in elementary/middle/high school; community pathway development; expand opportunities in apprenticeship

TPM

more employer engagement

Employers need to commit personnel to developing pipeline through mentorships, apprenticeships, etc...

What partnerships or initiatives should we prioritize to enhance alignment?

Have councils that include high school, SPCC, and Wingate.

Ability to get credentials (take barriers away)

HOSA!

Looking at national trends and adding programs to satisfy this needs.

Thank you!

