

The UVM Health Network Center for Workforce Development

Jerry Baake

Network Director, Workforce Development

The University of Vermont Health Network

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Who We Are



Jerry Baake, MSOCL

Network Director, Workforce Development



Megan Foster, MS, SHRM-SCP

Program Manager (Allied Health Careers)



Rebecca Aldrich, SHRM-CP

Program Manager (Nursing Careers)

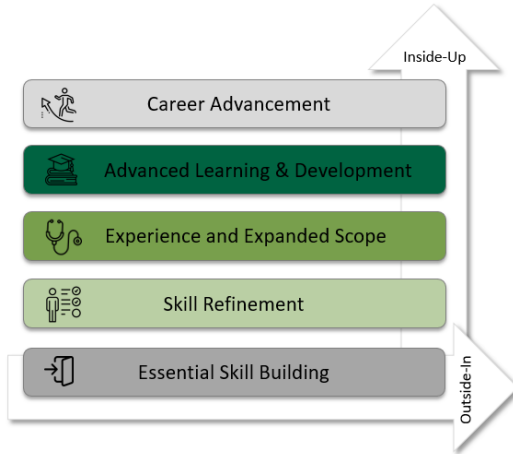
Center for Workforce Development

Our Identity

THE
University of Vermont
HEALTH NETWORK

CENTER FOR
WORKFORCE DEVELOPMENT

Our Approach



Our Strategy



Our Guiding Principles

Our Audience	Our Guiding Principles	Our Focus Areas
<ul style="list-style-type: none">• Our Frontline Employees• Local Community Members• Non-Traditional Students/Adult Learners• Opportunity Youth (18-24)• First Generation Students• On Their Second/Third Careers• Recently Unemployed/Laid-Off• Financial Limitations/Past Debt• Single Parents• Justice Involved/Returning Citizens• Individuals With Disabilities	<ul style="list-style-type: none">• Does it align with our strategic plan?• Does it increase access to patient care?• Does it contribute to cost reduction?• What is the urgency?• What is the level of effort required?• Are there funding opportunities?	<ul style="list-style-type: none">• Nursing/Nursing Support• Respiratory Therapy• Surgical/Peri-Operative• Radiology• Laboratory

Our Accomplishments

In The Past Year

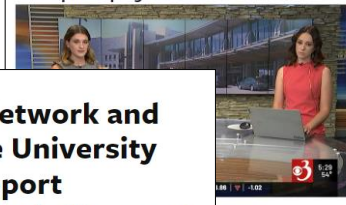
- 2024 CareerSTAT Frontline Healthcare Workforce Champions
- Rescued Vermont State University Respiratory Therapy Program
- Branded Efforts as the Center for Workforce Development
- Developed of a Networkwide “Paid Study Hour” Process
- Extended LPN Pathway Program to all Vermont Partners
- Grant Funding & Cost-Saving Measures
- Launched Multiple Pathway Programs
 - Respiratory Therapy (VTSU)
 - NY Surgical Technologist (Mohawk/Clinton Community Colleges)
 - MRI Tech Apprenticeship (Dallas College)
 - Med Lab Technician (SUNY Broome)
 - MSN Nurse Education (Norwich/VTSU)
 - Accelerated Bachelors of Nursing (Norwich)
- Addition of Two Program Managers
- Signed Jobs for the Future, DEI&A Apprenticeship Pledge

Two Community Colleges Partner with UVM for New Surgical Technology Program

This fall semester has brought a significant development in the field of healthcare education, with the launch of an exciting and transformative program. Clinton Community College, in collaboration with Mohawk Valley Community College and the University of Vermont Health Network, has been proud to introduce a pioneering initiative in Surgical Technology. This program presents a unique opportunity for individuals already working in the healthcare setting to pursue a rewarding career in Surgical Technology, further enhancing access and quality care in Northern New York.



UVM Health Network looks to tackle wait times, staffing shortages with expanded workforce development programs



UVM Health Network and Vermont State University partner to support respiratory care in Vermont

By Olivia Q. Pintair
May 11, 2023, 5:24 pm



Mike Smith, interim president of Vermont State University, speaks at a joint Vermont Health Network in Williston on Thursday, May 11, 2023. Photo by [unreadable]



UVM Health Network recognized a Frontline Healthcare Worker champion



Submitted by Jim on Wed, 12/13/2023 - 15:16
Related Company

The University of Vermont Medical Center

Peer recognition initiative of National Fund for Workforce Solutions highlights health care providers dedicated to building equitable, inclusive workplaces through worker-centered workforce development opportunities.

Vermont Business Magazine The University of Vermont Health Network has been named a leader for wide-ranging workforce development initiatives by a nationwide organization, for an innovative assortment of career training and continuing education programs that benefit both employees and members of the community.



Vermont May Be the Face of Long-Term U.S. Labor Shortage

Employers are pulling out all the stops to attract workers as the state's population grows older, offering a likely glimpse of the country's future.

Questions?

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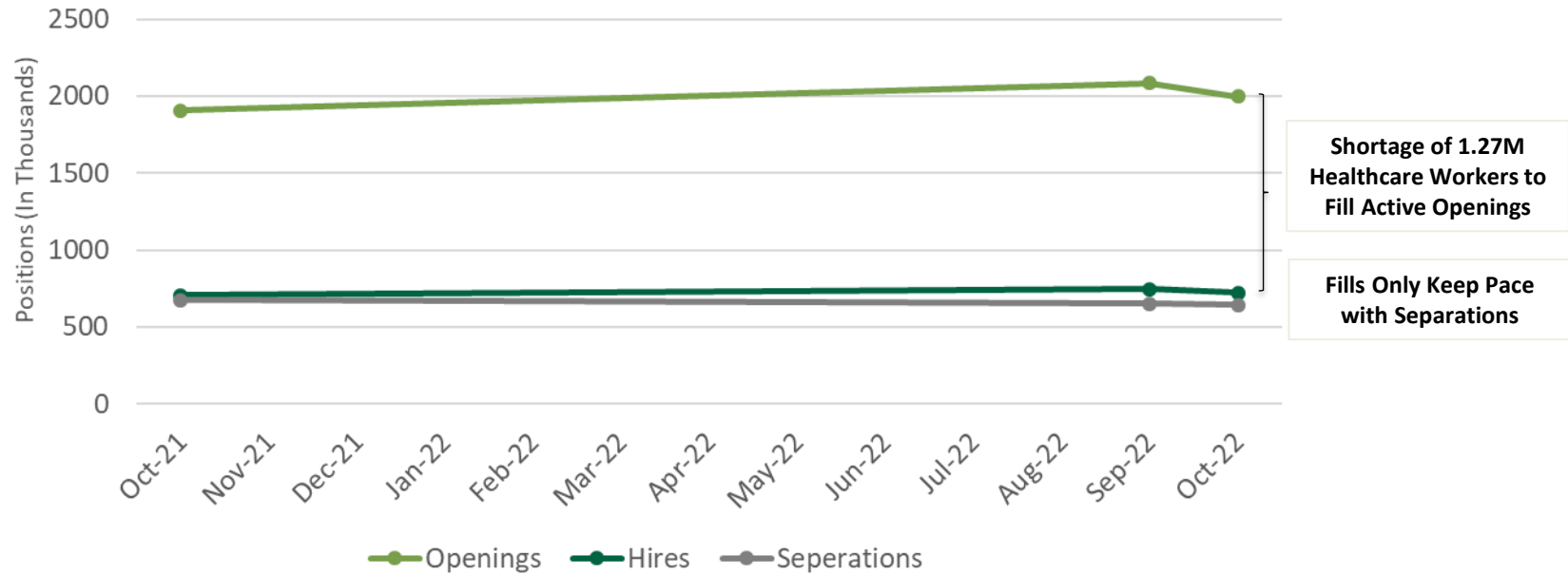
A green-tinted landscape photograph showing rolling hills and a wooden fence in the foreground. The hills are covered in dense vegetation, and the sky is overcast with some clouds. The overall scene is peaceful and rural.

Appendix

Nationwide Healthcare Talent Shortage

Healthcare Occupations Opening & Hire Gap

Source: Bureau of Labor Statistics (January 2023)



Return on Investment

- Decreasing Costs Associated To:
 - Turnover/Burnout
 - Agency Staffing
 - Shift Premiums/Overtime
 - Recruitment
 - Sign-On/Referral Bonuses
 - Training/Onboarding
- Harnessing Local, Regional, State, Federal and Private Funding
- Decreased Time-to-Fill
- Increased Patient Volumes and Decreased Wait Times
- Allowing Providers and Practitioners to Practice at Top-of-Licensure

