

# *Free Lunch and 100 Bucks*

Workshops for K-12 science and math teachers  
and career counselors explaining the  
viability of health career occupations.

## Interim Report

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## **Background**

The Olympic Health Care Alliance (OHCA) was formed under the auspices of the Olympic Workforce Development Council (OWDC) in the spring of 2001 through a SKILLS grant. The OHCA has over 50 organization members in its service area of Clallam, Jefferson and Kitsap counties.

During the alliance's first retreat, the K-12 education system was identified as being one of the major barriers in recruiting individuals to enter health career occupations. As one alliance member put it "health care occupations have completely dropped off their radar screens as a viable career."

Reeducation of K-12 math/science teachers and career counselors become one of the OHCA's six major goals.

In the fall of 2002, the Alliance received a \$23,500 grant to produce K-12 workshops in Forks, Port Angeles, Port Townsend, and Bremerton, and to produce four health care career days<sup>1</sup> in the same locations for secondary students and their parents. The grant included \$100 stipend for each attendee and funding for a contractor to organize all the events.

## **Planning Process**

The alliance K-12 sub committee, which consisted of representatives from West Sound Skills Center, North Olympic Peninsula Skills Center, Bremerton School District and Central Kitsap School District, met twice and corresponded via email during the planning process.

At the same time, Forks Community Hospital, Olympic Medical Center in Port Angeles, Jefferson General Hospital, Port Townsend; and Harrison Hospital, Bremerton committed to serve as the host of a workshop.

However, the alliance could not find a contractor to handle the project.

Due to the end of the school year fast approaching, the K-12 sub committee decided that a Saturday workshop would be more successful than one during the school day, and to limit the workshop to four hours. The purpose of the workshop would be twofold: orient the target audience to health care occupations and provide teachers with Essential Academic Learning Requirements (EALRs) examples and other tools to use in the classroom.

The grant covered stipends for 100 attendees. A cap of 25 participants was set for each workshop.

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<sup>1</sup> Between the original inception two years ago and the actual implementation of the workshops, qualified applicants at local community colleges has reached capacity. The career days for student and parents has been tabled until capacity has been expanded.

Dates were set for four consecutive Saturdays, April 26 through May 17.

The K-12 committee created an overall agenda concept for the workshops:

- Introduction/welcome by hospital CEO.
- Dividing the attendees into three smaller groups. Each group would assume a role of a “patient” and tour a different part of the hospital. At each station, a hospital staff person would give a brief explanation of his or her occupation and how math and/or science played an important role in his or her performance. Following the tour, each of the small groups would brief the others on what they had seen or heard.
- During a working lunch, health care professionals from outside the hospital setting, such as long-term care, dental, as well as the local college would be invited to speak. The college representatives were asked to describe the type of students they were receiving from the school districts rather than overt recruitment for their health care occupation programs.
- Lunch, provided by each hospital, would be followed by a ninety-minute presentation by an expert relating health care professions to teaching requirements in the classroom.

Each hospital agreed to the agenda.

The alliance coordinator assumed the role of overall organizer and responsibility for marketing, registration and obtaining Clock Hour (Continuing Ed.) credit.

The alliance coordinator hired two event organizers. One would assist the hospital representatives in Forks and Port Angeles, the other with the hospitals in Bremerton and Port Townsend. The organizers’ role would be to work with each hospital, using the committee’s agenda outline, and create a customized, program that met local needs. They would also be the facilitator/moderator of each event.

The alliance coordinator contracted with Western Washington Area Health Education Center (WWAHEC) to provide the “expert” on health care occupations and education.

### **Marketing and Registration**

The K-12 sub committee recommended that the quickest, easiest, and least expensive way to reach the target audience would be to use email via the Olympic Educational Services District 114 which provides support to all school districts in the OWDC service area.

The OESD 114 superintendent, who is also a member of the OWDC, agreed to send an email to his district counterparts.

The alliance coordinator created a registration form and flyer – *A Free Lunch, \$100 and Clock Hours Too* – describing the event in Word format which could be used as an email

attachment. The registration form could be returned electronically or by fax to the alliance coordinator.

The alliance coordinator also created folders for each attendee. The folder included one page summary of the OWDC/OHCA and who funded the workshops along with the bio of the WWAHEC presenter. It also included a small note pad and a #2 pencil which is required for Clock Hour evaluations. Hospitals were encouraged to add pens and different types of promotional doo-dads.

Individual, personalized stipend invoices were created for each attendee. The attendee had to sign his or her invoice in order to receive the stipend.

Prior to each event, the workshop organizer was given a package that included the folders, individualized name badges, stipend invoices, Clock Hour sign-in sheets, registration forms, evaluation forms and evaluation scan sheets.

Following each event, the organizer returned the stipend invoices and Clock Hour paper work to the alliance coordinator.

WWAHEC provided detailed information on health care occupations, salaries, and post-secondary schools that provide health care occupation training programs in Washington.

#### **Did It All Work?**

Yes. We had 100 people register. Stipends were paid to 83. Two people audited the workshops and did not receive stipends. One was an educator from outside the service area, the second was a WorkSource employee. The overwhelmingly positive comments (see attachment) were taken verbatim from Clock Hour evaluation forms.

#### **Why Do You Think It Was Successful?**

The overwhelming cooperation of the hospitals and their staff. The alliance coordinator believes part of this cooperation is rooted in their participation in the original retreat where the K-12 goal surfaced. They have understood the issue from the beginning.

The hiring of two very capable workshop organizers. Although from different backgrounds, one educational, one health care, both had prior experience of working independently and tremendous organizing skills.

Workshop format worked extremely well. The hospital tour in the morning, followed by the other professionals during the working lunch were a perfect lead-in for the WAAHEC presenter in the afternoon. It created a foundation that enhanced understanding during the latter presentation. It would not have worked as well in reverse order.

Registration was open. Teachers in any district could attend any of the workshops. Many chose to attend a workshop based on their schedule rather than what was geographically closer.

Registrations were received and recorded by one person. Acknowledgement of receiving the registration was done in the same day.

Registrants were asked to prioritize which workshop they would like to attend. Registration was based on a first come – first serve.

The first workshop, in Forks, was under booked, which was expected due to its remote location. The rest of the workshops were over booked by three or four depending on the individual physical space. The over booking covered those who dropped out at the last minute.

Although registration was received by fax or electronically, each registrant was mailed a confirmation letter with map/directions. The Bremerton workshop reached capacity (including over booking) first. For those who sent in registrations too late and with only one preference, we mailed “sorry, but it’s full” letters with encouragement to register in one of the remaining workshops.

### **What kind of problems did you have?**

Getting the word out. We received very few responses once the OESD superintendent’s email was sent to the other superintendents. There was a significant time lag in the email getting down the hierarchy, compounded by some superintendents being away from their offices.

The alliance coordinator did two things, used personal contacts or had the local hospital use their contacts, in respective school districts and resent the information. Second, asked the OESD clock hour department to email the information to their list, which is a lower echelon, directly to principals and district personnel involved in clock hour programming. Registrations then began to pick-up.

Because each hospital’s staff presentation was slightly different, and that the staff was not aware of what the WWAHEC representative would be presenting, there was some minor redundancy in subject matter. The WWAHEC representative did a remarkable job of readjusting her presentation based on what happened earlier in the day.

Four hours was not enough time to cover all the material. Some of the attendees commented that they would have liked more breaks. This was the trade-off that the planning committee understood would happen, the trade being, if we are going to do this on Saturday, it better not exceed four hours.

### **Recommendations? How Would You Do It Differently?**

Plan further in advance.

Do it during a school day. If you choose to do hold a workshop during a school day, you need to determine the day rate fee and find funding for substitute teachers.

If your local college health care occupation programs are currently at capacity, limit the workshop to K- 9. If your local college is not at capacity, expand it to K-12.

Focus more on providing information that teachers can use in the classroom. Our workshops seemed to lean slightly more towards career counselors than math and science teachers.

Keep in mind that your workshop will not meet all the needs of your attendees.

Work closely with your local Educational Service District. They are a valuable resource.

If you do more than one workshop, schedule the one that has the highest probability of selling-out first. Schedule the second one at least two weeks later. That will give ample time for word-of-mouth to develop, which hopefully will spur interest in attending the remaining workshops.

**Special Acknowledgements:**

The success of these workshops would not have been possible without the help of the following individuals:

*K-12 sub committee:* Mo Anduiza, West Sound Skills Center; Susan Longstreth, Bremerton School District; Donna Moreau and Clyde Rasmussen, North Olympic Peninsula Skills Center; Bruce McBurney, Central Kitsap School District.

*Hospitals:* Barbara Christiansen, HR director, Forks Community Hospital; Beki Lischalk, HR director, Jefferson General Hospital; Nancy Buckner, recruiter and Richard Newman, HR director, Olympic Medical Center; Vicki Enslow, educational services director, Harrison Hospital

*Event organizers:* Jody Moss, Port Angeles; Jo Jacobson, Gig Harbor

*Presenter:* Terry Tatko, WWAHEC, who gave up four Saturdays to attend the workshops.

And many thanks to Martin McCallam, WTECB, for always being available to answer questions.

## **K-12 WORKSHOP COMMENTS.**

These comments were taken verbatim from the responses to the open-ended questions 14 and 15 on the Clock Hour Evaluation form. Questions 1 –13 were multiple-choice and answered on a scan sheet.

## **FORKS EVALUATION.**

Great information - this is so essential to the motivation of student who are living for today - not for future.

Very well organized, efficient use of time, great guest speakers, variety and knowledge.

The wealth of information presented. All presenters were informative and congenial.

Good pace, adequate opportunity for Q&A.

Well organized; exceeded my expectations, very interesting and informative.

Tour was very helpful as there is nothing like seeing it first hand. I'd really like to do this with students.

Interesting, kept us moving, the morning flew by.

Showing the need of science & math in the health care profession - along with the variety of positions available.

All the practical information that was given.

I will recommend to colleagues

No complaints, the workshop was very beneficial

Suggest that this workshop be required of all ..... High School teachers to use with their advisor/advisee program.

Be sure patient confidentiality guidelines are observed

Do you give this workshop to people coming off assistance who need to learn a career?

Thanks for the great info, food & water. Would like more time to see

## **BREMERTON EVALUATIONS**

Well prepared, interesting; I'm having a hard time with the idea of telling my high school students to gravitate this direction when the majority of them will be turned away or have

to wait 2 years to even begin schooling. It seems there are plenty willing and able. It doesn't seem recruiting is the problem as much as training opportunities. Is there an alliance with the military? Do they have and share their facilities? It's all the same government...(I know this is naïve).

Tour, interaction with professionals, websites, reference materials, panel presentation; structured workshop for high school students; possible to do job shadows for high school students?

The guided tours; this would be great for kids!

Very organized, I liked the tour and speaking with healthcare professionals; the last presentation was a bit too long.

Realizing how competitive the schools/training programs are just to be accepted for students who want to join the health field; have longer workshop with time for breaks and lunch that is not a working lunch so participants can talk with each other.

Reinforces students needs for math and science and career exploration.

Fast paced yet informative; possibly have information for student excursions to the hospital by students.

Lots of sharing of possible career avenues in the health field; more application to educators of elementary age students is needed.

Well organized, interesting, informative

Involve students in a similar program—perhaps make this available to high school science teachers. It would be nice if this could be delivered both at schools and health care facilities.

Variety, tour, healthcare professionals, outside agencies; perhaps a health care program such as this directed toward secondary school students.

Make available to high school students—needs funding support. Get academic folks in here too—English, Social Studies.

Diversity of content, contact with professionals in the field; before lunch—sedentary (panel, presentations, etc.) and after lunch—mobile (tour, etc.)

Talking to individuals in the field

I appreciate being made aware of all of the aspects of the health industry; show more ideas for low achieving students who would be frightened by the prospect of entering into careers with challenging educational training.

Very well organized, very informative; I would love to see a follow-up maybe content specific (e.g.—secondary math) and direct application. This was great! Thank you!

Application of academics to real world; list of skills required/helpful/missing

Good speakers/communicators; provide PowerPoint for teachers to take home/with states/\$/etc.

Variety of information, competent speakers, great facility; students should be allowed to attend one of these workshops.

Clear explanation of entry-level positions in all healthcare fields; include presentation or tour of statistical process.

Not follow-up for me, but opportunities for similar workshops for students, emphasize bottom of the career ladder for those not ready for 4-year college.

Tour with knowledgeable nurse was fantastic! You should hit “math wights” at the junior highs/elementary level to influence parental attitudes.

## **PORT ANGELES**

Hands on some what, visible, fast, pay, and food; More business/admin area

Enthusiastic presenters, great facility; A little more time for the tour (each group today missed out on one part), it would also be interesting & helpful for us to have some “real life” “everyday” examples of math used by the various health professionals

I though the tour was great. I had no idea there were so many specialized jobs in hospitals that did not require an MD or even a BA/BS; I would have liked to have a bit more time for the tour/we ran short. Also much of the salary and demand information was repeated and I think we could have used this time to discuss more activities we could do with our students

Showed variety of careers—linked math/science very well; More lessons, detailed w/procedures, for linking health to science/math

Excellent pace! This presentation will help me advise HS students on the many medical professions; I liked the lesson plan examples, but the focus on EALR’s didn’t seem to apply

Being able to talk to real med. Personnel; Vegetarian sandwich, egg salad, veggie w/avocado

Organized, friendly, knowledgeable, food, professional staff, also!; Very much enjoyed this workshop—sorry no suggestions

Let's you get a realistic idea about the actual careers

Enthusiastic staff, great food. I'll be able to use this in my 4<sup>th</sup> grade class

Nice variety—tours, lecture, presentation, Q&A, lunch—very well done!; I liked the length esp. for a Saturday—4 hours just right amount. As an educator, I appreciate not having to spend an 8-5 day inside, when “less is more” should be the goal!

Excellent overview of medical field. Well organized and no wasted time; Have a single handout with all the reference web sites listed

Tour of facility—openness of presenters, lunch was also nice  
“Department hosts” on our tour (the personal and 1<sup>st</sup> person experiences)

Very informative to hear info from employees currently in the field; Very happy with presentation

Relevant to my teaching position, knowledge, experience & articulation of speakers;  
Offer this type of training for teachers for other major career fields such as business, military, etc.

The tour of the facility and the workers who spoke to us. Having handouts of the PowerPoint presentation

Well organized, very informative—good opportunity for educators to get a better sense of “real world” opportunities for students

The timing—they kept it moving! I liked hearing from the professionals themselves during the tour; Tour the OB section

Informative & inviting; Water!

All good; All good!

Excellent overview of healthcare careers at entry level through advanced with emphasis on (less than) 4 yr prep.; More dialogue w/professionals in careers w/(less than) 4 yr prep.

It was wonderful...!; More time to visit more departments

Real-world math, science & technology authentically! Seeing what I teach really is used in health careers, getting me to think about health careers differently; More time at stations (15-20 min), offer these trainings for other “pathways” as well.

Staff in hospital made a lot of math connections for us. Told us specific math skills, Also, I can use these career schooling requirements and salary; A little bit more room, some of us were left handed and bumped into right handed....

## **PORT TOWNSEND**

Good overview of interrelationship of Health Med Careers – Great way to make the connection between educ. & careers

Do more of these; it's great for teachers to see how their programs prepare students for a variety of careers.

Good emphasis on careers requiring differing areas of education.

It's nice to get paid for this workshop

The setting & interactions with hospital staff was definitely a strength.

Many of these people learned so much on-the-job

Quick pace; great lunch; very knowledgeable people

Appreciated the organization and pacing

The lunch was excellent

The curriculum materials were very valuable

Outstanding facility!

Super support by all of the staff

Would be great to have a follow-up workshop in specific areas of interest

On site tours were great; heard people actually working in the field

Excellent workshop

Giving us an awareness and tools to be able to communicate it to our students definitely a strength

Enthusiastic & knowledgeable presenters; information very interesting; learned a lot!

Would like to have a workshop with suggestions; ideas; materials geared for grades 4-6

Would like to have some outreach presentations in junior high and high school classes would be GREAT!

You all did a great job putting on this workshop; It is obvious you put a lot of time, thought & effort into this; The visual displays were great; Thanks; I had a great time.

Well organized and no wasted time

Should have had a petition to sign for health to be taught at all grade levels!

Program was outstanding-walkabouts, speakers, written info—  
Would like opportunities for student field trips; to have first hand look at health occupations, careers

Inspiring testimonials

The workshop was well done; the tours and opportunity to chat with workers was strong

Would like another workshop for emphasis in K-6 programming

This workshop afforded me the opportunity to relate information to the students; enthusiastic speakers

Would have liked to have gone on all scenario tours

Health Education is often neglected due to packed curriculum; this showed me what an impact health, math, science ed has on career choice.

Would like health care workers speak to students at the schools K-12. They would make much more impact than regular teachers!

Super job!!!! I'm impressed!

Excellent tout of careers in the hospital scene.

Overhead projections were difficult to read

Information: Impressive amount; longer time for Q&A with hospital employees; excellent veggie sandwich

Lots of new & useful information; our tour spent so much time in a few labs that we were unable to get to all parts planned for us; should have ended with paperwork & everything @ 2:00; stay on schedule.

Would like time to tour all of the hospital-all of the stations

Opportunity to listen to Health care providers to better understand training/job responsibilities

Would like extension opportunities for teachers to “share” in local hospitals to be able to more accurately promote jobs in these fields; list/emails for those interested in having speakers from the hospital in classrooms for speakers

On site exposure to the health care occupations was great

Time of day made it easy to attend

Lunch was very nice

Small, unique on-site setting was super

Very informative

Great information to integrate with lesson plans and matched to ELARS

Variety of presenters/people from careers currently working in healthcare field