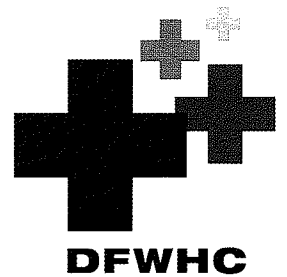


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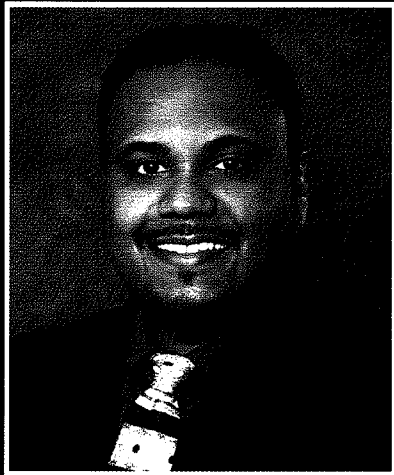
A magazine for friends of the
Dallas-Fort Worth Hospital Council



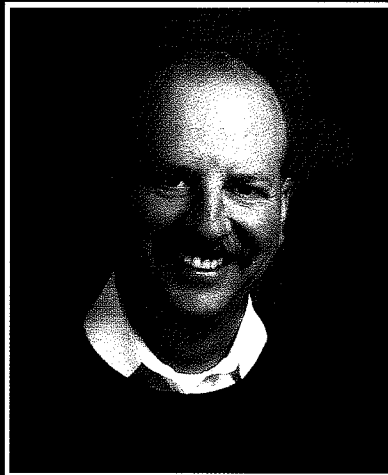
Joe Clark
Keynote Speaker

EMPLOYEE of the YEAR LUNCHEON May 17, 2006

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Robert Christy
Lake Pointe Medical Center



Jim McClanahan
Harris Methodist HEB Hospital



Glenda Gooldy
Baylor All Saints Medical Center



**Special DFWHC
Workforce Center issue!**

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DFWHC

Healthcare Workforce Center

THE DALLAS-FORT WORTH Hospital Council (DFWHC) Healthcare Workforce Center was created with approval of the DFWHC Board of Trustees

History

in January, 2005. The human resource and workforce functions of DFWHC were brought together into one department.

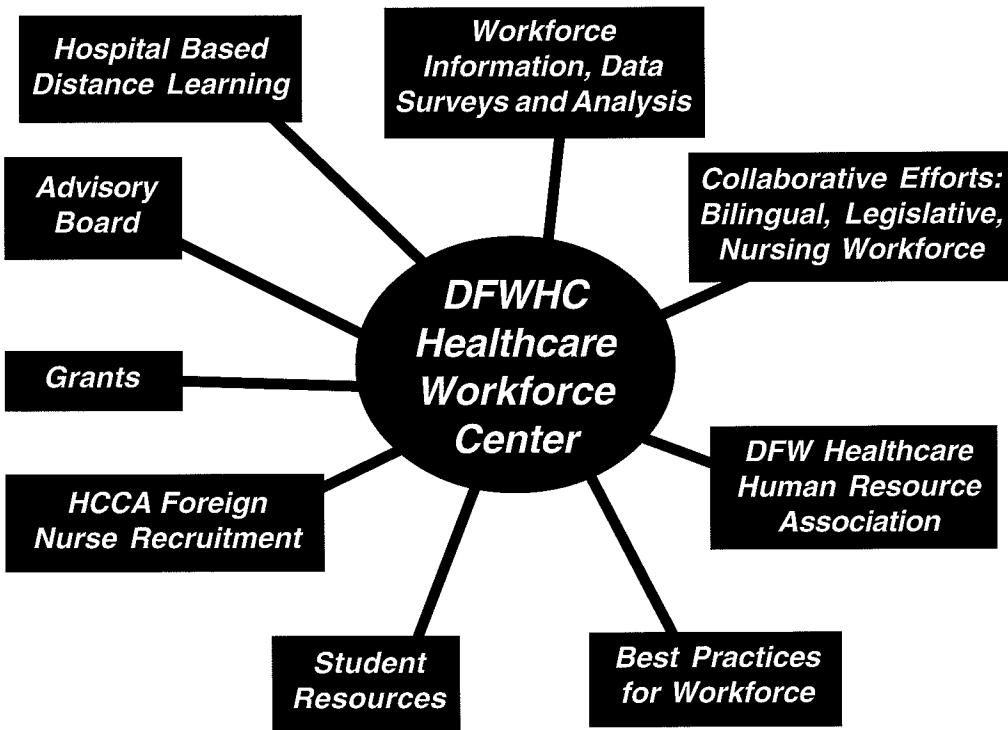
The first task was to create a mission statement. The goal was to be "the resource for healthcare workforce development for member hospitals and partners."

This is achieved by:

- ▶ Improving the quality and number of healthcare workforce in the region.
- ▶ Providing innovative solutions to shared challenges of constituents through collaboration and coordination of efforts.
- ▶ Serving as advocates for day-to-day and broader issues that affect hospitals while balancing demands of the region, state and nation.
- ▶ Providing the most accurate and comprehensive information to our members and constituents.

Strategic Focuses include:

- ▶ Healthcare Human Resources



- ▶ Information/Data Management Needs for Healthcare Workforce
- ▶ "Hot Jobs" in Healthcare
- ▶ Development/Education of Healthcare Workers

Following this first step was the task of building a team. In addition to the internal staff team, an Advisory Board was put in place in April, 2005 to give guidance

and direction.

The Advisory Board includes nine members representing human resources, compensation, nursing, administration, education and the community at large. Several subcommittees were formed from this board including the Legislative Awareness Committee and Bilingual Committee. This Advisory Board has been valuable in setting the pace for DFWHC Workforce programs, products and initiatives.

Workforce Center Activities

If you are interested in more information on these activities, we encourage you to visit the Workforce pages at the DFWHC website www.dfwhc.org or contact the DFWHC office at 972-719-4900 and ask for a workforce staff member.

Collaborative Efforts

Workforce Legislative Awareness Committee addresses workforce legislative awareness for member hospitals. The purpose of the committee is to provide information, resources and contacts on healthcare workforce issues for our hospital community to proactively influence public policies and government entities where needed. The committee tracks legislative issues and informs hospitals of needs to respond as a unified voice. The primary focus is local and state levels. A share portal has been launched to hospital members as a vehicle to share information. Participation is welcomed.

Workforce Bilingual Committee addresses bilingual-focused issues with the hospital workforce. This committee includes representation from most of the large member hospitals as well as educational institutions. The committee promotes ideas that lend themselves to working together collaboratively.

Compensation Committee serves as an advisor to the human resource surveys of DFWHC and GroupOne. This committee has enhanced the surveys by adding jobs for the salary survey, creating online completion, adding market indexes and by adding data export capabilities.

Texas Hospital Nurse Staffing Survey has DFWHC member hospitals providing feedback to the Nursing Workforce Data Advisory Committee of the Texas Department of State Health Services on how to revise/improve the data collection for the 2006 Texas RN Hospital Staffing Survey. This annual survey is sent to hospitals to learn more about the shortage of nurses in Texas. The report is to assist hospitals, the legislature and interested stakeholders to understand the need to educate, recruit, and retain nurses.

DFWHC Nursing Workforce Collaborative was a forum for a community-wide collaboration of nursing schools and hospitals to impact the nursing workforce in the North Texas area. Fourteen area nursing schools, plus administrators and staff from 35 DFWHC member hospitals, participated in the effort. The idea for the Collaborative came from a 2003 retreat held by DFWHC for area nursing schools and hospitals. Best practices and strategies were shared and discussions began on how meaningful and measurable changes could be made in the nursing workforce. Significant outcomes from this effort included:

Hospital Based Distance Learning Program – THR/El Centro model for the El Centro ADN program and additional hospitals coming online to the program model through DFWHC.

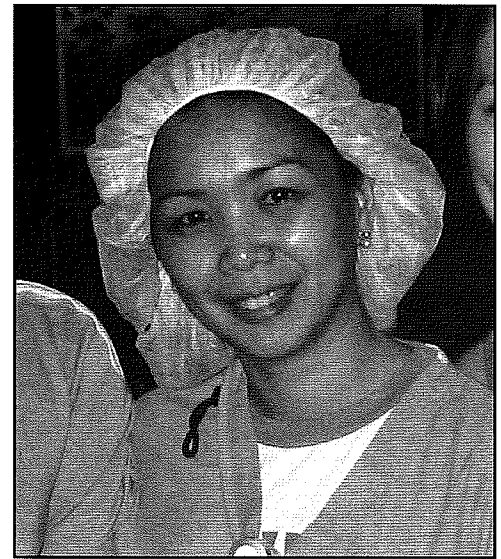
Standard Student Hospital Orientation – used for students doing clinical rotations at participating hospitals. Approximately 30 hospitals have approved the orientation and the majority of schools are using it.

Nursing Loan Faculty Program – matching hospital staff to schools as faculty.

Nurse Educator Courses – special courses for new faculty.

Website – for nurses and nursing faculty wanting to come to North Texas.

Community Background Screening Standards – guidelines used by schools/hospitals for students entering their sites for clinical rotations.



Foreign Nurse Recruiting

DFWHC PARTNERED with HCCA International in 2003 to bring foreign nurses to work in North Texas area hospitals.

The HCCA program brings experienced nurses from the Philippines and other foreign areas with their green cards in hand and a Texas nursing license. HCCA takes care of the typical hospital frustrations with foreign nurse recruitment with no upfront cost to the hospitals. The hospital, in turn, has a permanent FTE at the end of the 30-month contract period. The feedback for this program has been outstandingly positive.

Ten area hospitals have contracted with HCCA including Medical City Dallas, Wilson N. Jones Hospital, Las Colinas Medical Center, North Hills Hospital, Children's Medical Center, Denton Regional Medical Center, Plaza Medical Center, Medical Center of Plano, Methodist Charlton Medical Center and Good Shepherd Medical Center. A total of 114 nurses have been matched to these hospitals. HCCA has many nurses interested in coming to the North Texas area. The DFWHC Workforce Center is looking for additional hospital partners to match these nurses to. For more information, please contact Sally Williams at DFWHC at 972-719-4900.