

STATEMENT OF STEPHEN SKORCZ, MPH, FACHE

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provided to the

**COMMITTEE ON EDUCATION AND LABOR
United States House of Representatives**

**Subcommittee on Early Childhood, Elementary and Secondary
Education**

at the

**Congressional Field Hearing:
"High School/College Dual Enrollment Programs"**

Friday, September 18, 2009
Northbank Center
University of Michigan – Flint
Flint, Michigan

Congressman Kildee, and distinguished panelists, it is my pleasure to speak to you today.

I am Stephen Skorcz, the President & CEO of the Greater Flint Health Coalition here in Flint, Michigan. I am happy to be here today to provide you with comments on the healthcare industry's perspective on the efforts that have been highlighted by the other panelists today. More specifically, I will tell you about the Greater Flint Health Coalition's efforts related to the Genesee Early College and also some about our work to further develop a concept known as Sector Workforce Development (which puts healthcare employers in the driver's seat for developing their future workforce). What you will learn today is that your support to reauthorize the Elementary and Secondary Education Act and advance

Congressman Kildee's Fast Track to College Act can help communities like Genesee County continue activities like the Genesee Early College and achieve even greater success with our Sector Workforce Development efforts. The success of these Sector Workforce Development efforts will satisfy the growing demand for skilled healthcare workers.

To start, please allow me to provide you with some general background on the Greater Flint Health Coalition. The Greater Flint Health Coalition is a 501(c) 3 organization. It is a highly successful regional collaborative that serves as a successful community and institutional partnership. Our Board of Directors broadly reflects the community of Genesee County and we have had significant success in pursuit of our mission (which is twofold): to improve the health status of the citizens of Genesee County and to improve the quality and cost effectiveness of the health care system in our community. We became involved with the Genesee Early College during the proposal development process because it aligned with the work being done in our Flint Healthcare Employment Opportunities Program (or F-H-E-O as we call it) which provides training and educational opportunities for individuals who are seeking a career in the healthcare field. The FHEO Program serves low-income individuals, the unemployed, dislocated workers, incumbent workers and youth. We've worked hard to make the FHEO Program a success and believe that it has set the stage for programs like the Genesee Early College to be a success. For more background on the FHEO Program and the Greater Flint Health Coalition, please see attachments to this testimony.

Looking more closely at where we stand today with the Genesee Early College, I serve on the Genesee Early College Advisory Committee which advises the Early College staff on various issues. There are other FHEO Program partners who are also involved in this Advisory Group including representatives from Genesys

Health System, Hurley Medical Center, and McLaren Regional Medical Center. Having these employers at the table is very important.

When I describe the FHEO Program or Genesee Early College as a *sector* workforce development program this means that we are turning traditional workforce development on its head. What once was a system that trained people first and then sent them out to find jobs is now (under Sector Workforce Development) one which targets employers in a specific industry first to define their employment needs and then train people to meet those needs. The industry we target is health care and its employers fill leadership roles and set the agenda to help us develop the healthcare labor force. This is more than just simple consultation. Employers provide direct leadership and drive how we serve participants.

A specific example of this necessary type of employer leadership is seen in the group of employers who were convened by the Coalition to serve as a Genesee Early College Subcommittee. When the staff needed advice on student internships, an employer Subcommittee came together to better frame the student internships and provided information on which clinical experiences would be most beneficial for up-and-coming students seeking healthcare careers.

More recently, the Coalition has been working to bring interested Genesee Early College Students in to observe the activities of one of our 20+ Committees and Task Forces. As students do research on the field, our committee activities can expose them to real world practitioners dealing with specific and pressing issues all in a consensus-based environment. What an opportunity for young people to learn! To get involved, students must do a write-up on why they want to observe a Committee, interview with staff, debrief with staff after all meetings, and do a write-up on the experience.

The concept of Sector Workforce Development is taking hold around the nation because it works. Recently proposed legislation called The Strengthening Employment Clusters to Organize Regional Success (or SECTORS) Act has given the concept further credibility as a national model. Whether the work is done through an activity like the FHEO Program or the Genesee Early College, there is a high level of employer commitment for Sector Workforce Development in Genesee County and we want to see continued growth. I urge you to reauthorize the Elementary and Secondary Education Act and support Congressman Kildee's Fast Track to College Act. These will help the residents of Genesee County by building the skills of young people to meet employer needs over all industries but, most importantly, the skills needed to address the shortages of healthcare workers throughout Michigan and the U.S.

Thank you for your time.

Flint Healthcare Employment Opportunities (FHEO) Program
A Program of the Greater Flint Health Coalition

Fact Sheet

BACKGROUND: GFHC’s Flint Healthcare Employment Opportunities (FHEO) Program

- FHEO Program = a “SECTOR” workforce development program = Employer Led

“Employer Led” means that healthcare employers do not simply advise the FHEO Program. Our employer partners lead the FHEO Program and drive the agenda based on their employment trends/projections, organizational needs, and industry expertise.
- 2001 – A study regarding the feasibility of sector workforce development projects in the Flint area was conducted for the Charles Stewart Mott Foundation. The GFHC was asked to lead the healthcare sector workforce development program due to its existing strong ties to healthcare employers in the Flint area.
- The FHEO Program has built a collaborative partnership as it was determined that no one organization in Flint had all of the required skills to facilitate effective health “sector” workforce development
- FHEO Program Partners:
 - Major Employers & Labor Unions: Genesys Health System, Hurley Medical Center, McLaren Regional Medical Center, UAW, AFL-CIO
 - Local Colleges: Baker College of Flint, Mott Community College, University of Michigan Flint
 - Local Workforce Investment Board: Career Alliance, Inc.
 - Misc. community-based organizations and local training entities: Flint STRIVE, Genesee Area Skill Center, FACED, etc.
- 2002 – GFHC launched the FHEO Program offering job training and education to area residents interested in obtaining a career in the healthcare field.
 - Initial focus: training for entry-level healthcare jobs tailored to low-skill / unemployed City of Flint residents.
 - To date, **213** entry-level life skills training graduates (65% placed into healthcare jobs)
- 2004 – MI Governor Jennifer Granholm’s State of the State Address: the Governor called for the creation of 12 regional skills alliances in Michigan (i.e. MiRSAs), based on the model of the FHEO Program.
 - 2004 – In Genesee County, the FHEO Program partnered with Career Alliance, Inc. to form a local MiRSA – Health Professionals for Michigan’s Future (HPMF)

- 2008 – In Shiawassee County, the FHEO Program again partnered with Career Alliance, Inc. to form a Shiawassee County health care MiRSA
- 2004 – FHEO Program expands to offer incumbent worker training to move those currently working in the healthcare field up the “career ladder” to positions of higher wage/responsibility
 - 2004 – Present: FHEO Career Exploration project (**110** incumbent workers to date)
 - 2004 – Present: FHEO Scholarship project (**31** scholarships to date)
 - 2008 – 2009: FHEO Courses to Employment project (**106** career ladder candidates enrolled at Mott Community College in Flint; ongoing via MCC)
- 2006–2010: (**FEDERAL FUNDING #1 - \$1,014,282**) FHEO Program funded by USDOL as part of the Workforce Innovation in Regional Economic Development (WIRED) grant to offer the FHEO Entry-Level Training Project to **125** Genesee County residents
- 2008 – 2011: (**FEDERAL FUNDING #2 - \$1,250,000**) FHEO Program funded by USDOL as part of the Mid-Michigan Partnership for Training in Healthcare (M-PaTH) project
 - FHEO Program expands and is re-tooled to provide healthcare career training and credentialing to **250** dislocated workers in Genesee County
 - FHEO Program becomes a WIA Dislocated Worker Service Provider for Career Alliance, Inc. for the 2008/2009 year, and is renewed for 2009/2010
 - The GFHC has had preliminary discussions with Career Alliance President & CEO Alicia Booker regarding the FHEO Program being the model for the healthcare portion of a series of “sector academies” that CAI would like to establish
 - The FHEO Programs dislocated worker training model will then be “regionalized” once again by the Prima Civitas Foundation to train an additional **150** dislocated workers in mid-Michigan during 2010 – 2011
- 2009 – (**FEDERAL FUNDING #3 - \$130,000**) FHEO Program funded by ARRA 2009 to offer the FHEO Summer Youth Employment Program, providing **40** low-income, Genesee County-based youth (ages 18-24) with paid summer employment at one of two local hospitals (Hurley Medical Center & McLaren Regional Medical Center)
- In total, the FHEO Program has secured \$5,239,816 in foundation, state, and federal grants to support health sector workforce development in Genesee County and its City of Flint.
 - United States Department of Labor: \$2,264,282
 - Charles Stewart Mott Foundation: \$1,969,700
 - Career Alliance, Inc.: \$705,834
 - Community Foundation of Greater Flint: \$200,000
 - Aspen Institute: \$100,000

- In total, the FHEO Program provides 7 years of experience training residents for the following healthcare careers:
 - Nursing (e.g. CNA, LPN, RN)
 - Allied Health (e.g. Medical Assistant, Respiratory Therapist, Pharmacy Technician, Radiology Technician, Paramedic, Dental Assisting/Hygiene, Health Unit Coordinator, Histologic Technician, Medical Billing, Medical Transcription, Occupational Therapy Assistant, Patient Care Aide, Physical Therapy Assistant, Surgical Technician, etc.)
 - Long Term Care (e.g. CNA, RN, Home Health Aide, Direct Care Worker, etc.)
 - HIT (e.g. Medical Record Technician, Coding, etc.)

BACKGROUND: Greater Flint Health Coalition (GFHC)

- GFHC is a 501(c)3 based in the Flint, Michigan (Genesee County) with a mission to improve the health status of our residents and improve the quality and cost effectiveness of the healthcare system in our community. The Coalition has been in existence since 1992.
- The GFHC serves as a collaborative community / institutional partnership whose Board of Directors broadly reflects community leadership with members from government, hospitals, labor, business, physicians, education, consumers, and faith-based organizations. A listing of the Greater Flint Health Coalition’s Board of Directors is provided as an attachment to this Testimony.
- GFHC manages 20 committees and task forces addressing health care access, quality, cost, and health status.
- GFHC has operated the FHEO Program since 2002.
- Some of the GFHC’s accomplishments include:
 - **Genesee Health Plan**
 - Created the county tax supported program for the uninsured.
 - Now covers nearly 30,000 adults with incomes up to 200% of the federal poverty level.
 - **Cardiac Studies**
 - Improving the standards of care for cardiac catheterizations from 48% to 82%.
 - Improving the care for Acute Myocardial Infarction Patients through guidelines applied in practice for aspirin use, cholesterol screening, beta blocker use, and smoking cessation.
 - In heart failure, reducing 30-day hospital readmission rates and 30-day mortality rates.
 - **Infant Mortality Disparities**
 - Combating racial disparities in African American infant mortality in Flint where African American babies die 3 times more often than white babies.

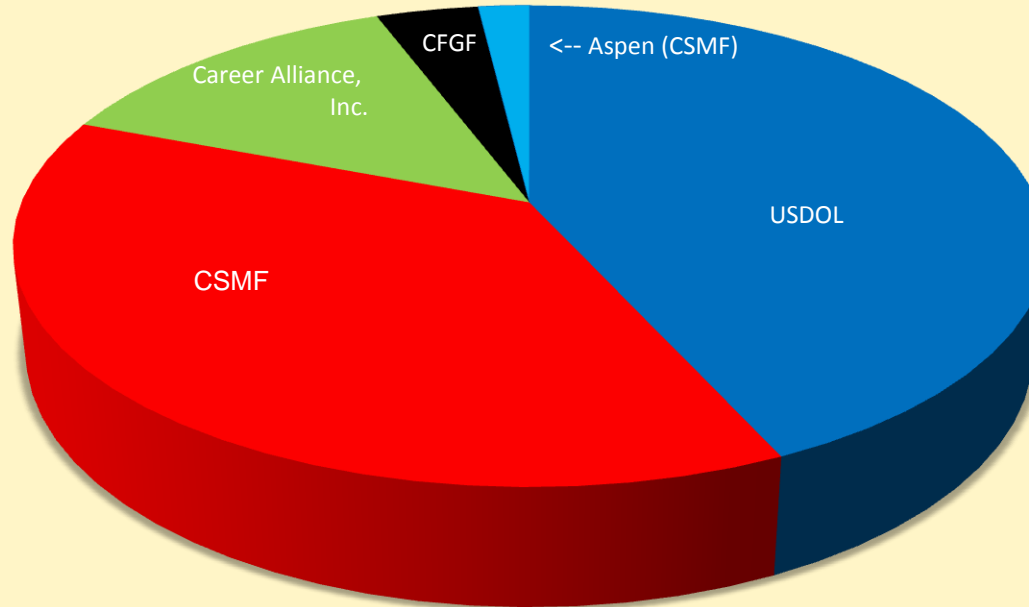
- REACH 2010 partner and creator of the African American Family Resource Information Center and Network (AFRICAN).
- REACH 2010 partner that hosted 24 Undoing Racism Workshops—a 2.5 day workshop facilitated by the New-Orleans-based People’s Institute for Survival and Beyond that looks at history, culture, and power relationships in an effort to provide a common definition of race and racism, and to facilitate discussion and address racial disparities in health care within our community.
- Infant mortality reduced to 11.9 in 2005 from 12.4 in 2004.
- **Depression in Primary Care Partnership**
 - Translational program of the University of Michigan Depression Center that supports primary care clinicians’ management of their depress patients.
 - National Institute of Mental Health funding planning of Depression Center in Flint.

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How is the FHEO Program funded?

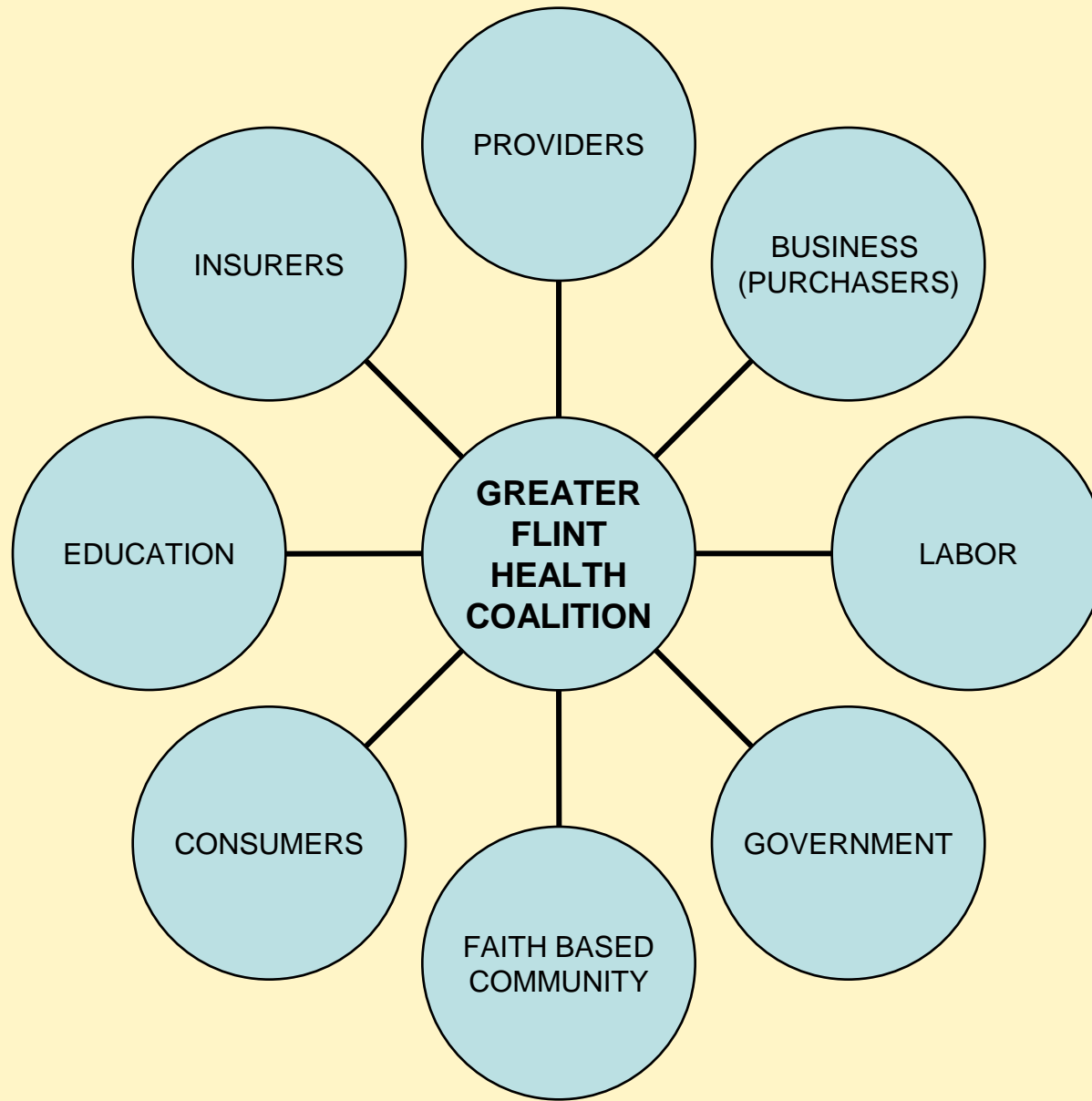
FHEO Program Funding by Source (2002 - 2011) Total: \$5,239,816

- U.S. Department of Labor: \$2,264,282 (43%)
- Charles Stewart Mott Foundation: \$1,969,700 (38%)
- Career Alliance, Inc.: \$705,834 (13%)
- Community Foundation of Greater Flint: \$200,000 (4%)
- The Aspen Institute (CSMF): \$100,000 (2%)



Greater Flint Health Coalition: A broad-based Coalition

“The Public’s Health System”



GFHC Board of Directors:

4 Hospital/ Health Provider Representatives:	1) Donald Kooy	President & CEO	McLaren Regional Medical Center
	2) Mark Taylor	President & CEO	Genesys Health System
	3) Patrick Wardell	President & CEO	Hurley Medical Center
	4) Lawrence Reynolds, M.D.	President & CEO	Mott Children's Health Center
3 Medical Society/ Osteopathic Association Members:	1) Michael Boucree, M.D.	Representative	Genesee County Medical Society
	2) Pete Levine	Executive Director	Genesee County Medical Society
	3) Steven Shapiro, D.O.	Representative	Genesee County Osteopathic Association
Federally Qualified Health Center:	Clarence Pierce	Chief Executive Officer	Hamilton Community Health Network



GFHC Board of Directors:

5 Labor Representatives:	1) Michele Stinson	Acting President	United Teachers of Flint
	2) Scott Kincaid	Regional Coordinator	Community Health Care Initiatives UAW/GM
	3) Alan Napier	Representative	AFL-CIO
	4) Miles Owens	Representative	UAW Retirees
	5) Scott Henry	Representative	UAW Region 1-C
2 Insurance Sector Representatives:	1) Mary Smith	Vice President of Healthcare Delivery Strategy	Blue Cross Blue Shield of Michigan
	2) Bruce Hill	President & CEO	HealthPlus of Michigan
4 Business Sector Representatives:	1) Tim Herman	CEO	Genesee Regional Chamber of Commerce
	2) <i>To be named (Designated slot)</i>		General Motors Corporation
	3) Stuart Forsyth	Community President - Flint	Citizens Banking Corporation
	4) <i>To be named (Designated slot)</i>	Regional Manager	Community Health Care Initiatives UAW/GM



GFHC Board of Directors:

5 Government Representatives:	1) Sheryl Thompson	Acting Director, Assistance Payments Program	Genesee County Department of Human Services
	2) Deborah Cherry	Senator	Michigan State Senate
	3) John McKellar	Interim Health Officer	Genesee County Health Department
	4) Duane Miller	Representative of Mayor's Office	City of Flint
	5) John Northrup	Representative of Chair, Genesee County Board of Commissioners	Genesee County Board of Commissioners
4 Educational Institutions :	1) Tom Svitkovich, Ed.D.	Superintendent	Genesee Intermediate School District
	2) Barbara Kornblau, J.D.	Dean, School of Health and Professional Studies	University of Michigan-Flint
	3) Julianne Princinsky, Ed.D.	President	Baker College
	4) Richard Shaink, Ph.D.	President	Mott Community College
Faith-Based Organization :	<i>To Be Named</i>	Executive Director	Faith Access to Community Economic Development
Community Representative:	Carlos Cisneros	Representative	Hispanic/Latino Community

