

2023 Annual Conference and Exhibition

CONNECT. INNOVATE. LEAD.

LeadingAge[®]
Colorado

MAY 15-17, 2023
GRAND HYATT - VAIL, CO



**METROPOLITAN
STATE UNIVERSITYSM**

OF DENVER

Health Professions

Growing the Workforce Pipeline Through Student Opportunities

Dr Amy Dore
Professor
MSU Denver

Kris Geerken
Adjunct Faculty
MSU Denver

Jackie Schwartz
Student
MSU Denver

Jessica Flores-Faisal
Student
MSU Denver

Nikia Tucker
Student
MSU Denver



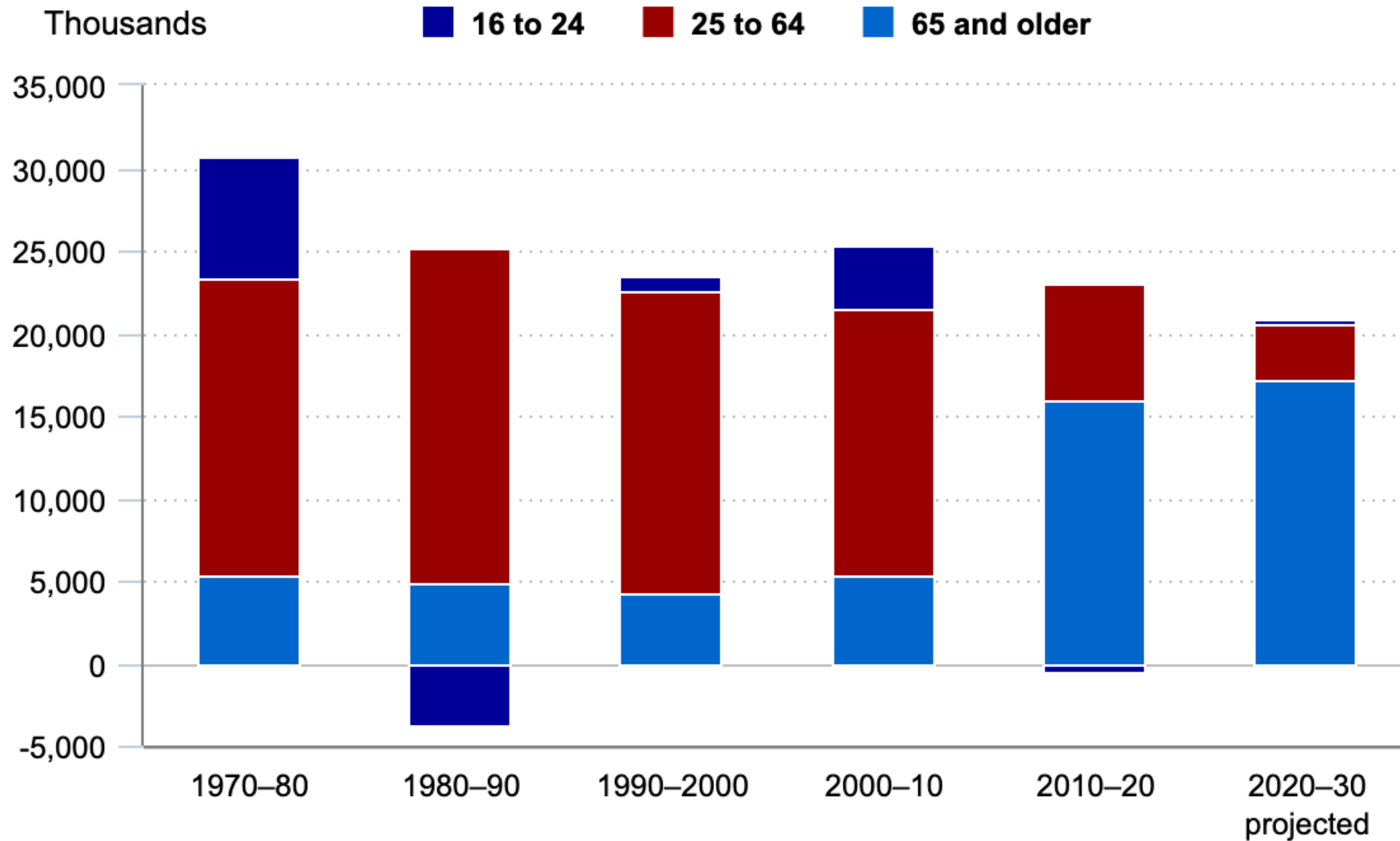
Nikia
Tucker

Hello LeadingAge community



**REALITY
CHECK
AHEAD**

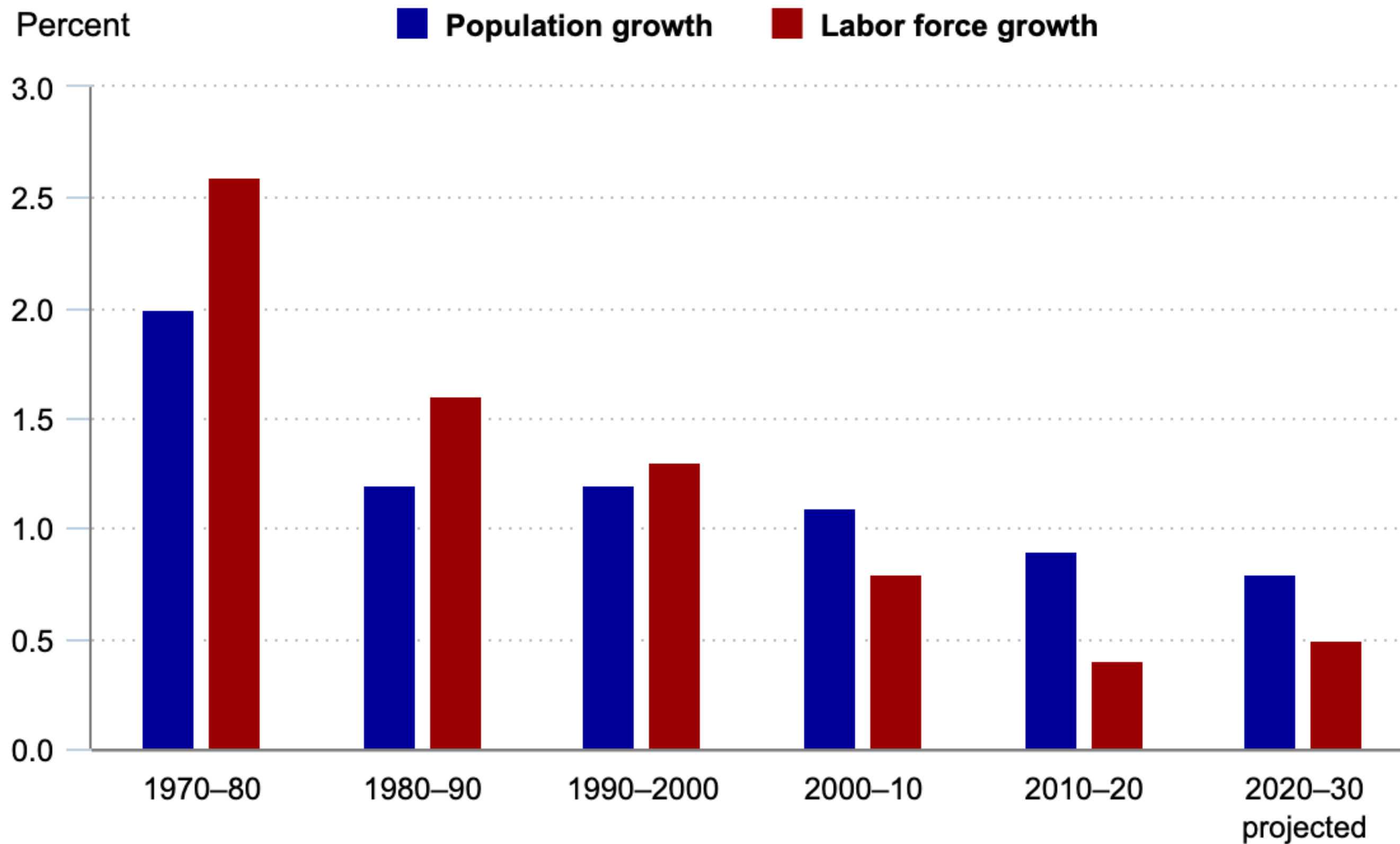
Chart 2. Population change, by age group, for selected periods and 2020–30 projected



Click legend items to change data display. Hover over chart to view data.
Source: U.S. Bureau of Labor Statistics.



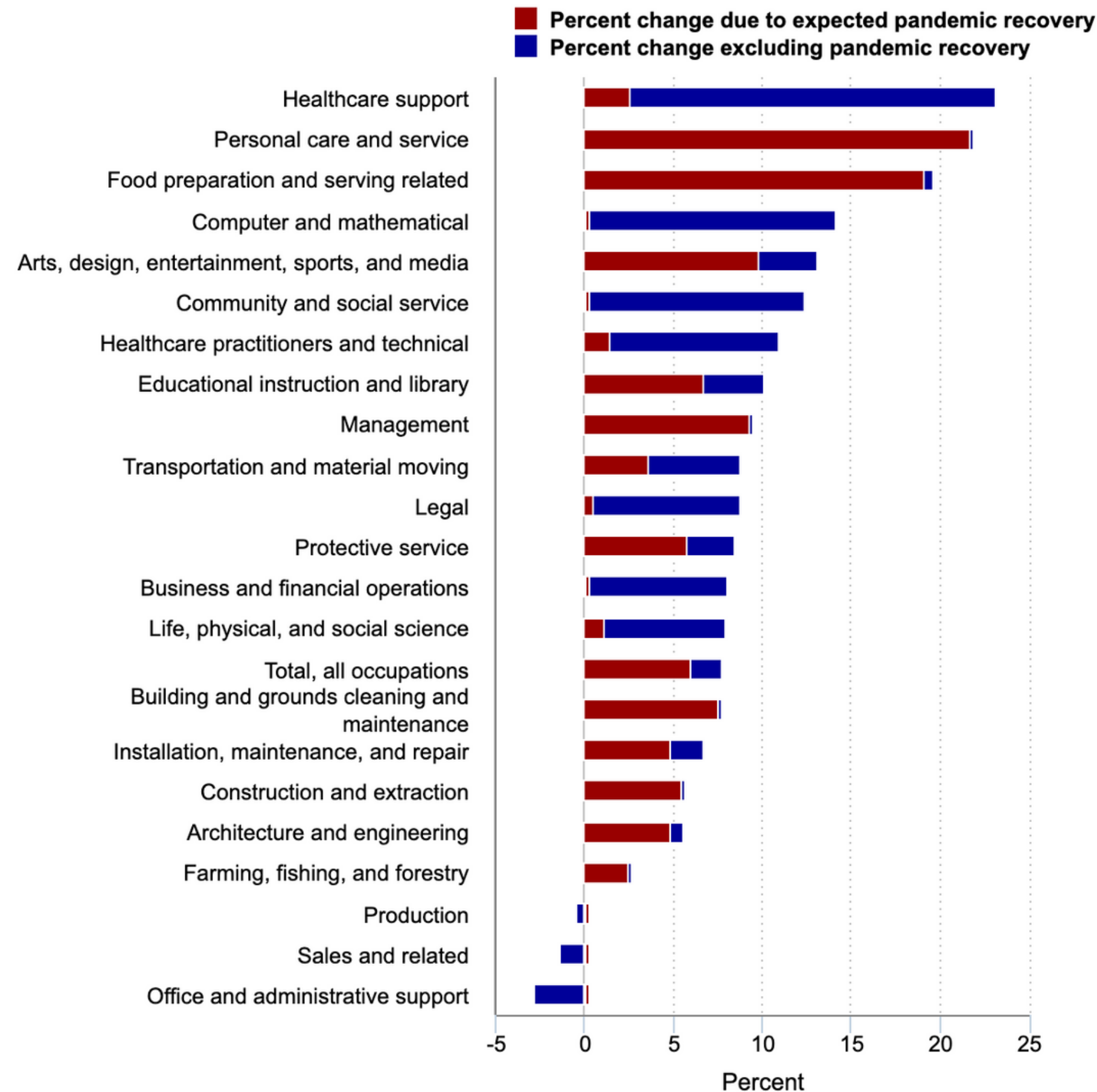
Chart 4. Population and labor force growth, 10-year compound annual average rates, for selected periods and 2020–30 projected



Click legend items to change data display. Hover over chart to view data.
Source: U.S. Bureau of Labor Statistics.



Chart 15. Projected percent change in employment, by major occupational group, 2020–30



Click legend items to change data display. Hover over chart to view data.

Note: Pandemic recovery is defined as a reversal of declines in employment between 2019 and 2020 for occupational groups that experienced declines during that period.

Source: U.S. Bureau of Labor Statistics.





SENATE BILL

23-261

indeed®

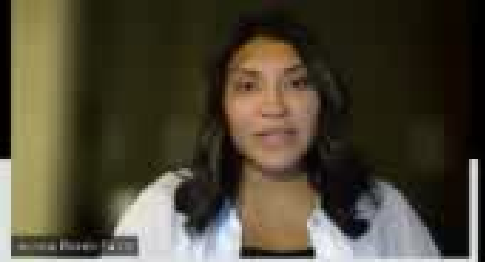
we're
HIRING



7.9M



The Student Perception



The Student Perception



A piece of orange paper is torn, revealing a light blue background. The word "Collaboration" is written in black, sans-serif font across the center of the blue area. The torn edges of the orange paper are visible, and a small, rectangular piece of the orange paper is detached and floating to the left of the main opening.

Collaboration



METROPOLITAN
STATE UNIVERSITYSM
OF DENVER

Classroom to Career Hub

Classroom to Career Hub

Administration
Building

270 Career Engagement

- Career Assessments
- Career Counseling
- Career Testing
- Job Search
- On-Campus Employment
- Resumes and Interviews

Internships

It's all in the details...

- Required of every MSU Denver student
- 150 field hours
- Preceptor (supervisor) needed
- Offered every fall, spring & summer semester
- How can you attract a student?
 - Hint.... \$\$\$\$



Internship Considerations

- **Non-traditional students**
 - Demographics
 - Work-life balance
- **Flexibility**
 - Timeline
 - Format
- How can a **student help** your community?
- Do you have the **bandwidth** to help a student?
- Can your community **fully integrate** a student?



Troubles in Academia

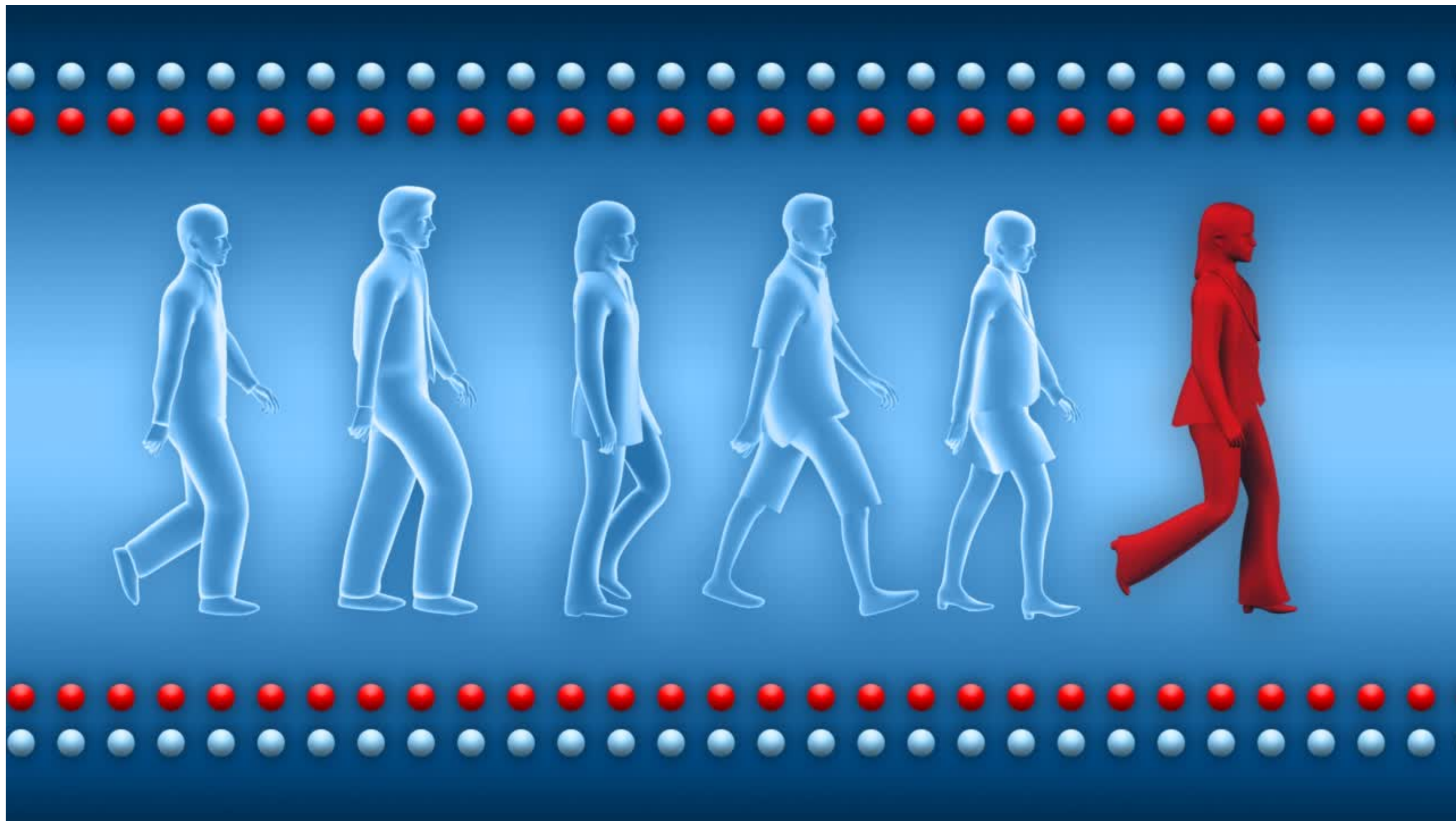
- Potential **students are working** - not going to school
- **Budgets** drastically slashed
- **Zero marketing** budget = Lack of awareness of programs
- **Overall perception** and understanding of aging services



NOW WHAT ?

★ ★ ★ WE NEED ★ ★ ★

YOU, YOU & YOU



Bridging Students To Future Leaders

By Jackie Schwartz , Nikia Tucker

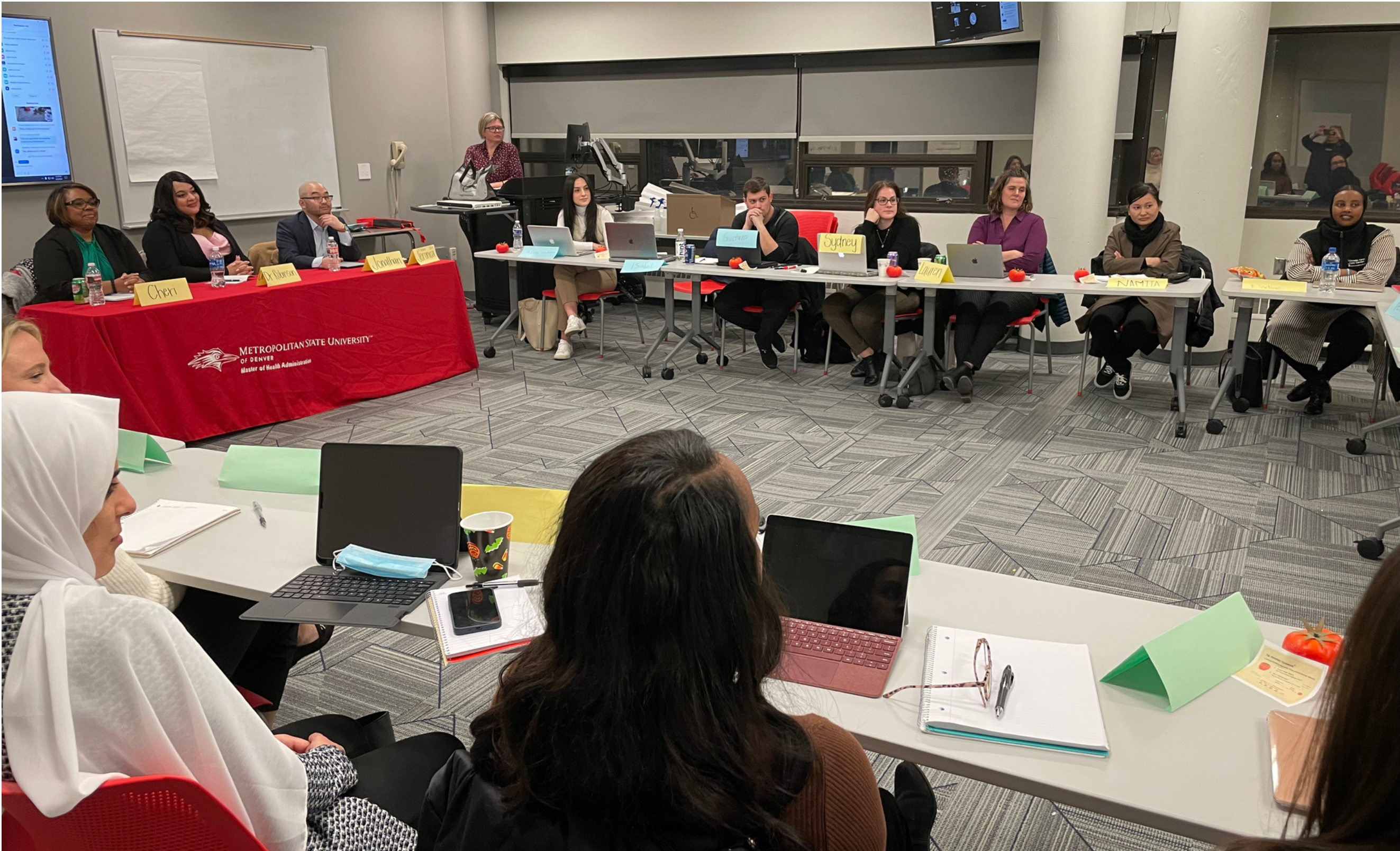
Current Barriers

- **Lack of internship advertising** - Students are having a hard time finding internships because a lot of communities are still working under COVID restrictions.
- Without proper internship advertising **students are unaware of potential opportunities** to gain vital experience in aging services
- Aging Service providers are finding that they are **limited in how much funding they can provide for internships** or the ability to **provide competitive pay** for entry-level positions.
- **Average pay for a cook** in an assisted living community is **\$18.50/ hour**.
 - **Amazon warehouse workers** makes **\$22/hour**.
- **Lack of opportunities** for students to enter communities
 - Students are also finding that communities are only offering virtual options for informational interviews

SOLUTION



Bringing Your Community into the Classroom



Inviting Students into Your Community....

Most students and recent graduates have very little knowledge about long-term care, senior living setting, and aging services.



Inviting students into communities to see all the different roles within a senior living setting

- Dining
- Nursing
- Life Enrichment
- IT
- Enviromental Services
- Social Work

Recruiting Directly from Educational Institutions

- **School's career websites**
 - MSU Denver Career Link
 - University of Denver Career and Professional Services Center
 - CU Boulder/ Denver Career Services
- **Job fairs**
- **Partnering with CNA programs**
 - Community Colleges
 - High Schools
- **Creating job shadowing opportunities**
- **Reaching out to healthcare professions faculty**
 - Professors often email their students when they know of entry level jobs available



Promote Internal Referrals



- 88 % of employers rated employee referrals above all other sources for generated quality of new hires. (Career Builder, 2010)
- Students need referrals to be considered for jobs when looking at entry level roles or internships.

Let's Brainstorm!!!





Dr Amy Dore: dorea@msudenver.edu

Kris Geerken: kgeerken@msudenver.edu

Jackie Schwartz: jschwa30@msudenver.edu

Nikia Tucker: ntucker9@msudenver.edu

Jessica Flores-Faisal: jfloresf@msudenver.edu



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