



NEWS RELEASE

Workforce Development Board

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Dignity Health Incumbent Worker Training Program



The San Bernardino County Workforce Development Board has announced a partnership with Dignity Health Foundation Inland Empire to implement an Incumbent Worker Training Program at Community Hospital of San Bernardino and St. Bernardine Medical Center.

One of the nation's largest health care systems and one of the county's largest employers, Dignity Health reached out to the WDB to assist with addressing the critical training need for its specialized nurses, cardio-pulmonary, radiology, lab technicians and cardiac sonographers. For Dignity Health, the cost to train these positions put greater limitations upon department budgets and personnel and created a significant strain on the hospital.

"By working with county government, we can redirect our financial and human resources to other needs that ultimately improve the patient care experience and support our community," states Dan Murphy, vice president and chief philanthropy officer, Dignity Health Foundation – Inland Empire. "We will also be able to further build a much-needed skilled healthcare workforce."

In the upcoming year, Dignity Health plans to train close to 100 current staff members to promote into higher skilled jobs, creating positions which will then be filled by newly-hired individuals.

The contract will be funded in part by the Workforce Innovation and Opportunity Act which allows for the WDB to partner with employers in order to train incumbent workers, wherein both partners contribute to the cost of training, ensuring a solid pipeline for promotion and new employment for the company.

For more than a decade, the Inland Empire has grappled with a shortage of health care workers and a lack of primary care capacity. "We have been partnering with county health care providers and county education systems to develop ways to support growing workforce demands, improve training, achieve better employment outcomes, and create opportunities for upward income mobility," says Tony Myrell, WDB Chair. "The incumbent worker program is an effective way to benefit both the employer and employee in a meaningful way with long-term positive impacts."

According to a recently-published Inland Empire Regional Collaborative - Health Industry Workforce Report, the Inland Empire's rapidly growing and diverse population, the anticipated retirement of experienced health care professionals, and new demands created by health care reform, all contribute to a growing need for regional planning for the future health care workforce.

"This partnership is a progressive way to create a solution," Murphy adds. "And it puts workforce dollars where they are needed – developing jobs for the future."

The Workforce Innovation and Opportunity Act tasks WDB with building linkages with employers in the region to support employer utilization of the local workforce development system and to support workforce development activities. The WDB ensures these activities meet the needs of employers and support economic growth in the region.

The Incumbent Worker Training Program, among others, is available to businesses throughout the county and further aids in the creation of high-demand new jobs and the retention of such jobs that otherwise may be eliminated.

About Dignity Health

Dignity Health is one of the nation's largest health care systems. As of June 30, 2017, Dignity Health operated more than 400 care centers, including hospitals, urgent and occupational care, imaging and surgery centers, home health, and primary care clinics in 22 states, through its network of more than 9,000 physicians and more than 60,000 employees. Headquartered in San Francisco, CA, Dignity Health is dedicated to providing compassionate, high-quality, and affordable patient-centered care with special attention to the poor and underserved. In its fiscal year ended June 30, 2017, Dignity Health provided \$2.6 billion in charitable care and services. More information on Dignity Health is available at www.dignityhealth.org.

About the San Bernardino County Workforce Development Board

The San Bernardino County Workforce Development Board (WDB) is comprised of private business representatives and public partners appointed by the San Bernardino County Board of Supervisors. The WDB strives to strengthen the skills of the County's workforce through partnerships with business, education and community-based organizations. The San Bernardino County Board of Supervisors is committed to providing county resources, which generate jobs and investment in line with the [Countywide Vision](#).

The Workforce Development Board, through the San Bernardino County Economic Development Agency and Workforce Development Department, offers a variety of programs designed to help youth and adults identify career pathways and get the appropriate training and skills. Programs funded through the Workforce Innovation and Opportunity Act (WIOA) provide eligible youth, ages 16 to 24, access to a variety of career and educational services designed to help enhance job skills, develop leadership qualities, explore career options, participate in adult and peer mentoring opportunities, and take advantage of work experiences. In addition, the WDB operates San Bernardino County's three America's Job Centers of California (AJCC). The AJCCs provide individuals with job training, placement and the tools to strengthen their skills to achieve

a higher quality of life. The AJCCs also support and provide services to the County's businesses, including employee recruitment and business retention programs.

Employers and job seekers who are interested in the Workforce Development Board programs may call: (800) 451-JOBS or visit www.sbcounty.gov/workforce. Also follow us on: Facebook www.facebook.com/SBCountyWDB; Twitter @InlandEmpireJob; LinkedIn <https://www.linkedin.com/company/sanbernardinocountywdb>; and YouTube <https://www.youtube.com/SBCountyWIB>.

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