Align4NCWorks

Workforce Learning Summit

Navigate Forward: Talent Management System

Featuring

The Novant Health Rowan Medical Partnership with Rowan-Cabarrus Community College

Dr. Carol Spalding, President
Rowan-Cabarrus Community College
Jessica Ijames, Community Engagement Manager
Novant Health Rowan Medical Center

September 25, 2014
2013-2014 Enrollment

Unduplicated Headcount – 21,618

FTE – 6,446

Ranks 9th out of 58 NC Community Colleges
Rowan-Cabarrus Campuses
Other Rowan-Cabarrus Locations
Mission

RCCC improves lives and builds community through public higher education and workforce development.
Strategic Plan

• Prepare students for 21st Century careers and opportunities that stimulate sustainable economic and workforce development.
  • Produce exceptional learning that demonstrates academic excellence and student success.
  • Provide excellent service delivery for current and prospective students to advance achievement.
  • Acquire, develop, and manage human, fiscal, and infrastructure resources essential to the development and delivery of high-quality education and service.

• Serve as a catalyst for advancing the community.
Talent Management

Refocus
Career Development
Individual Assessments
Career Counseling

Retrain
Skills Training
Interview Techniques
Education for Success

Re-employ
Employment Resources
Job Seeking Skills
Connecting Workers with Training and Jobs
Talent Management Business Services

• Rapid Response
• Employer Spotlights & Industry Awareness
• Advising on career assessment tools for hiring
• Pre-hire applicant screening/skill assessment
• Alignment of specific training for potential hires
• Professional development workshops
Services for Job Seekers

- Individualized Career Coaching
- Work Search Assistance
- Skill Assessments
- Workshops (Core & Specialty)
- Referrals to partnering agencies
- Rapid Response Services
Dr. Darise Caldwell, President
Novant Health Rowan Medical Center
Merger and Consolidation

• Rowan Regional Medical Center joined Novant Health in 2008

• Obsolete finance software system led to consolidation of Rowan Business office in 2011 into the business office of Novant Health

• 52 billing office employees in Salisbury, NC were impacted
Partnership Solves Multiple Problems

• Hospital administrators identified that there would be excess staff in one area, but had shortages in others

• Some of the 52 employees impacted were offered opportunity to work in billing office in Winston-Salem

• Rowan-Cabarrus was asked to participate in the announcement to staff, and to offer alternative re-training programs – tailored to this population

• Programs offered were medical terminology classes to qualify as Medical Unit Secretaries, and Certified Nursing Assistant program – both shortage areas
Win-Win Outcome

Of 52 employees impacted:
• 26 chose positions in Winston-Salem
• 4 chose retirement
• 11 found other positions within Novant Health in the Charlotte market
• 11 retrained with the Rowan-Cabarrus offerings
• 9 of those remain employed at Novant Health Rowan Medical Center
• ZERO resulted in unemployment!!!