

## **Healthcare RSP Shares Best Practices to Inspire a New Sector Partnership**

Our Healthcare Regional Sector Partnership (RSP) is honored to have been invited to share our journey, experiences, and best practices with a newly formed RSP, helping to shape the future of healthcare collaboration. This moment is a testament to the power of partnership, resilience, and innovation in addressing the ongoing workforce challenges facing the healthcare industry today.

### **A Commitment to Collaboration**

At the recent session, healthcare leaders from across North Texas convened to explore strategies for strengthening the workforce through the Next Gen Sector Partnerships initiative. The discussion underscored the importance of collaboration among health systems and hospitals, especially in the wake of challenges exacerbated by the COVID-19 pandemic. Our RSP's involvement in this initiative reflects our dedication to fostering meaningful connections and sharing knowledge to drive impactful changes.

Sally Williams opened the session by highlighting the merger between Cleveland Clinic and University Health Systems, setting the stage for discussions on growth and opportunity. The vibrant expansion of Prosper, Texas, was a key focal point, illustrating the need for healthcare systems to anticipate and adapt to regional development.

### **Breaking Down Barriers**

Kimberly Mitola emphasized a crucial theme: overcoming competition to build trust among healthcare leaders. The ability to move beyond traditional competitive barriers has allowed our RSP to cultivate a spirit of unity, where organizations share resources and insights for the greater good of the workforce and patient care. This perspective resonated deeply with attendees, reinforcing the importance of partnership-driven solutions.

Jennifer Murphy-Pitcher further championed the role of educational institutions in this collaborative ecosystem. By connecting schools with industry leaders, we can inspire and prepare the next generation of healthcare professionals. These partnerships have been instrumental in offering mentorship, internships, and hands-on learning experiences to students, reigniting their interest in pursuing healthcare careers.

### **Empowering the Workforce of Tomorrow**

The session also highlighted key workforce development strategies, including structured engagement with local schools. John Capobianco spoke passionately about rekindling youth interest in healthcare careers through educational outreach and early exposure to the field. The formation of a new team focused on community and employee wellness was another pivotal moment, emphasizing the growing need for holistic support systems within healthcare institutions.

Our RSP's success in advocating for free certification programs to upskill employees has set a benchmark for sustainable workforce development. By offering accessible pathways to career advancement, we not only address the immediate staffing shortages but also ensure long-term workforce stability and growth.

### **A Model for Sustainable Collaboration**

One of the key takeaways from the discussion was the necessity of having dedicated staff to manage the intricate details of sector partnerships. Volunteer efforts, while valuable, must be supplemented with strategic resource allocation to sustain long-term initiatives.

Jennifer underscored the importance of streamlined communication channels among multiple academic and workforce partners. A coordinated approach ensures that requests from schools, employers, and community organizations are effectively managed, allowing for seamless collaboration.

### **Looking Ahead: A Shared Vision for Success**

As we continue our journey, we are thrilled to see our work inspire emerging partnerships. The willingness to share best practices and lessons learned is what makes the healthcare industry stronger. From executive sponsorship to mentorship programs, from engaging youth to prioritizing employee wellness, our RSP remains committed to leading the way in workforce transformation.

The conversation ended with a spirit of enthusiasm and anticipation for what's to come. As healthcare leaders, we recognize that collaboration is not just an initiative, it is a mindset, a movement, and a commitment to a healthier future.

We look forward to continued engagement with the newly formed RSP, knowing that together, we are shaping a workforce that is resilient, empowered, and ready to meet the challenges of tomorrow.