

Iowa Society for Health Care Human Resources Administration

Wednesday, April 19



PROGRAM OVERVIEW

This conference is designed to bring together Iowa health care human resources professionals to collaborate, learn and network.

INTENDED AUDIENCE

The conference is recommended for health care human resources professionals.

PROGRAM AGENDA

8:30 a.m. Registration and continental breakfast

8:45 a.m. Conference Welcome

Kolton Hewlett, Chief Human Resources Officer, Cass Health, Atlantic, and ISHHRA Board Chair

9 a.m. Human Resources Legal Update – What You Need to Know

Katie Ervin Carlson, Of Counsel, and Rebecca Bernhard, Partner, Dorsey Whitney Law Firm, Des Moines

2022 was a big year for state and federal human resources professionals and employers. New laws were passed that affect health care employers. This session will review the new laws, address trends from 2022 and discuss predicted trends for 2023.

Learning objectives:

- Analyze and compare best practices.
- Explore trends from 2022 and predict legal trends for 2023.
- Refresh the human resources professional's knowledge about state and federal employment laws.
- Understand new state and federal laws concerning health care employees.

10:30 a.m. Break

10:45 a.m. Iowa Health Care Career Programs and Resources to Keep on Your Radar

Joe Collins, Health Science Education Consultant, Iowa Department of Education, Des Moines

This session introduces new and improved health care careers programs, strategies, initiatives and resources to support the recruitment, training and retention of a skilled health care workforce in Iowa. Topics covered include financial support, work-based learning, student/educator engagement, and employment and education data. Visit HealthScience.EducateIowa.gov, FutureReadyIowa.gov and EarnAndLearnIowa.gov ahead of time to learn about these and other invaluable topics and resources.

Learning objectives:

- Describe alternative pathways into health care occupations and related benefits.
- Detail actions for facilities to build stronger health care talent pipelines.
- Explore new health care careers resources and programs.
- Identify potential strategies or partnerships to address workforce needs.

11:15 a.m. Developing Your Pipeline Through HOSA – Future Health Professionals
Kent Storm, Executive Director, Iowa HOSA – Future Health Professionals, Chariton

With the nation's staffing shortages in health care, finding and retaining talent isn't always easy. In this session, you'll learn about HOSA – Future Health Professionals, a high school-based student organization focusing on developing future health professionals to support Iowa's health care system. Learn best practices for standing out to candidates in the job market and connecting with today's job searchers and employees.

Learning objectives:

- Detail Iowa HOSA and how it is preparing high school students for the health care workforce.
- Describe how Iowa HOSA is impacting the health care workforce.
- Discuss best practices for facilities to stand out to potential job searchers.

11:45 a.m. Networking Roundtable
Moderated by ISHHRA board members.

12:30 p.m. Lunch

1:15 p.m. Iowa Society of Hospital Human Resources Association Annual Business Meeting

1:30 p.m. Employment Retention Strategies in 2023 and Beyond
Ronee Andersen, Coaching and Consulting by Ronee, West Des Moines

Employees' expectations have changed in large part because of the pandemic. But, have your retention strategies changed? It may be time to rethink your retention strategies or at least fine-tune them to meet today's needs. This session will give you the space to stop, reflect and plan for employee retention in 2023 and beyond.

Learning objectives:

- Describe how to provide employees with what they really want in 2023 and beyond.
- Detail how to better leverage what you're already doing to retain employees.
- Examine employee retention from a different perspective.
- Explore 20 ideas to help organizations retain top performers.

2:30 p.m. Break

2:45 p.m. Networking Roundtable
Moderated by ISHHRA board members.

3:45 p.m. Conference Closing Remarks
Amy Rieck, Chief Human Resources Officer, Greater Regional Health, Creston, and ISHHRA Board Chair

3:50 p.m. Adjourn

SPEAKERS



Ronee Andersen founded Coaching and Consulting by Ronee in May 2019. Her business focuses on helping others reach their full potential by leveraging leadership, a growth mindset, emotional intelligence, communication, team building and company culture. Before starting her business, Andersen worked in human resources for more than 20 years. She has experience working in small and large companies, including family-owned businesses, publicly traded companies, biotech companies and local governments. Andersen has her Senior Professional in Human Resources certification, an MBA with an emphasis in human resources and is a certified coach through Coach Training Alliance. She also has an advanced certificate in strategic human resources from Cornell University, and certification in organizational analysis and talent optimization from Stanford University and Predictive Index, respectively.



Rebecca Bernhard's experience spans traditional labor and employment counseling and business immigration. Before joining Dorsey, Bernhard was senior vice president of human resources and associate general counsel at one of the nation's largest student loan guarantors. She also has direct experience in labor relations and negotiations. In addition, Bernhard helps clients with their business immigration needs, including securing temporary and permanent U.S. visas, Form I-9 compliance training, audit defense and merger and acquisition-related counseling. She is a frequent author and speaker on labor and employment topics confronting human resources professionals, including legal issues related to talent management, succession planning and compliance.



Katie Ervin Carlson helps employers make legally sound decisions to reduce the potential for future liability. After 15 years representing employees, Ervin Carlson brings a unique and practical viewpoint to a nationwide advice practice. She understands what makes employees feel valued and treated fairly, and what kinds of policies and practices can get organizations in trouble. Ervin Carlson works closely with Dorsey's various practice groups, including health law, helping health care employers and other medical entities, to help them make smart and thoughtful employment decisions.



Joe Collins joined the Iowa Department of Education in 2017 and addresses skilled workforce challenges in Iowa by supporting industry sector partnerships, designing work-based learning initiatives and now serving as the state health science career and technical education adviser. Before joining the department, he worked as a trainer for Iowa Workforce Development developing and leading workshops in Iowa about topics including resumes, interviewing, work ethic and conflict resolution. Collins earned his bachelor's of science in marketing, Spanish and international business from Iowa State University and a master's of science in adult, continuing and occupational education from Kansas State University.



Kent Storm is an executive director in Iowa's Career and Technical Student Organizations for the Department of Education. Storm oversees the operations of three career and technical student organizations: SkillsUSA, Future Business Leaders of America and HOSA – Future Health Professionals. Working with more than 3,500 Iowa students annually in business, marketing, information technology, health science, applied science, transportation, engineering and manufacturing, Storm is an advocate for the career and technical education sector.

REGISTRATION

Register online at www.ihaonline.org.

REGISTRATION FEES PER PERSON

- ISHHRA members – \$185
- IHA members – \$200
- Non-IHA members – \$225



PROGRAM LOCATION

IHA Conference Center, 100 E. Grand Ave., Des Moines.

- If you have dietary restrictions or allergies, email iharegistration@ihaonline.org.
- Dress for the conference is business casual. Layered clothing is recommended for your comfort.

CONTINUING EDUCATION

This Program, ID No. 619864, has been approved for 3.5 Human Resources (General) recertification credit hours toward aPHR, aPHRi, PHR, PHRca, SPHR, GPHR, PHRi and SPHRi recertification through the HR Certification Institute.

The use of this official seal confirms that this activity has met the HR Certification Institute's criteria for recertification credit preapproval.



LODGING

IHA has a discounted corporate rate attendees can use for overnight accommodation. The discounted rate is offered to IHA event attendees on “non-last room” availability, meaning there are times when this rate will not be available because of high demand. Book early if you think you may need arrangements. When calling, please reference the corporate ID.

Staybridge Suites Des Moines
Corporate rate: \$133 per night plus taxes
515-280-3828
Corporate ID No.: 786828419

Downtown Embassy Suites Des Moines
Corporate rate: \$143 per night plus taxes
515-244-1700
Corporate ID No.: 560001333zxc

REGISTRATION/CANCELLATION/REFUND POLICY

- Cancellations and substitutions are welcome anytime. Email cancellations and substitution requests to iharegistration@ihaonline.org.
- IHA will refund cancellations received 10 or more business days before the conference.
- IHA will charge a \$50 administrative fee to cancellations received six to nine business days before the conference.
- IHA will not refund cancellations received five or fewer business days before the conference.
- IHA will calculate refunds by the date received and the IHA business days remaining before the conference.
- IHA may cancel the conference because of low enrollment. If so, IHA will notify preregistered participants and provide full refunds.

ADA POLICY

IHA does not discriminate in its educational programs based on race, religion, color, sex or disability. IHA wishes to ensure no one with a disability is excluded, denied services, segregated or treated differently than others because of the absence of auxiliary aids and services. If you need any of the auxiliary aids or services identified in the Americans With Disabilities Act to attend this conference, call IHA at 515-288-1955, or write to the IHA Education Department.