

## Employer Grant

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Applicant	Alex Penrod
Applicant ID	APP-000388
Company Name	St. Luke\'s Health System
Recipient Address	St. Luke\'s Health System 190 E Bannock St Boise, ID 83712
Email	penrodal@slhs.org
Funding Requested	\$20,000.00
Status	Submitted
Funded	<input type="checkbox"/>

Application Title: St. Luke's Employer Grant Application

Review Notes:

St. Luke's Employer Grant - Grant Review Committee Notes:

St. Luke's Health Systems is requesting workforce development training funds to train staff on Palliative Medicine. Employees who participate in the training will learn how to care for patients in different settings, have critical end-of-life discussions with patients and family members, ensure patients have tools and resources necessary to be cared for in the home-setting, and provide wellness tips for healthcare provider's to care for themselves in a field known for high emotional and physical stress.

WDTF Request: \$20,000

Has the WDTF been used to pay for tuition in the past or is this a new use of funds?

- Tuition has been funded in the past. Usually the applications contain a blend between tuition and internal training.

Motion by Mr. Reynolds to approve the St. Luke's employer grant in the full amount of \$20,000.  
Second by Mayor Widmyer.

## Company Information

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[WDTF Policy](#)

**Question:** Legal name as registered with the State of Idaho - Secretary of State Office

St. Luke's Health System, Ltd.

**Question:** Doing business as (if applicable)

St. Luke's Health System

**Question:** Federal Employer Identification Number

56-2570681

**Question:** Street Address

190 E Bannock St

**Question:** City

Boise

**Question:** State

ID

**Question:** Zip Code

83712

**Question:** First name of grant administrator

Kristin

**Question:** Last name

McGee

**Question:** Title

Senior Manager of Grants Administration

**Question:** Contact phone number

208-706-9552

**Question:** Email

mcgeekri@slhs.org

**Question:** Company Website

[stlukesonline.org](http://stlukesonline.org)

**Question:** Briefly describe the nature of the company's business including the type of products and services provided:

Regional Medical Center providing health care to southwestern Idaho. As the only Idaho-based, not-for-profit health system, St. Luke's is dedicated to our mission of improving the health of

people in the communities we serve. Services provided include acute care needs for patients needing hospital care, wellness checks and medical management in the outpatient setting, and preventative care to ensure patients are able to live their lives to fullest

**Question:** Does the company provide a health benefit plan that meets the requirements of this grant application. (For full health benefit plan requirements click on the WDTF Policy link at the top of this section.)

Yes

No

## Project Information

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### Employer Eligibility:

Idaho employers who are increasing their current workforce and/or retraining existing workers with skills necessary for specific economic opportunities or industrial expansion initiatives. The fund is designed to support an employer's innovation of its processes, products and services; and/or the development of new goods or services which will improve the employer's competitive position within the industry.

**Question:** Please describe why your company is increasing its current workforce and/or retraining existing workers.

Palliative Medicine focuses on providing patients pain and symptom relief from serious chronic illness. Palliative Medicine can occur at any stage or diagnosis of the incurable disease and support patients and family's quality of life and end-of-life advanced care planning. The St. Luke's Health System (SLHS) Palliative Medicine Team is responsible for a catchment of approximately 1 million people in Idaho, the 7th most rural state in the US. Since St. Luke's is the only Children's Hospital in Idaho, our Palliative Care Team's breadth of services spans from newborn consultations to elderly.

Currently, there is a 3-month backlog in outpatient clinic patient appointments resulting in patients utilizing ER services for care, being transferred to hospice, or passing away before ever being seen by a Palliative Medicine provider. The current cancellation/no show rate of the outpatient clinic is 50.4% with almost 20% of the cancellations/no shows due to a patient being in the hospital, transitioned to hospice, or passing away before the time of the appointment. For those able to make it to their scheduled appointment, it is not uncommon for patients to have to drive 4 or more hours roundtrip to see their Palliative Medicine provider.

Growth of the Palliative Program and retraining of current employees will allow us to transition our Palliative Care presence from the clinic and hospital into the home, as well as develop a recruiting and retainment plan for skills most nurses, nurse practitioners, physician assistants, and doctors get very little education on during their training. In the SLHS Home-based Palliative Care Model, a team of RNs, NPs, LCSWs, spiritual care, and physicians work together to care for a panel of approximately 800 patients. The patient geography spans from Fruitland to Twin Falls, McCall, and Hailey. Providing care coverage to this vast landscape requires knowing

when to appropriately escalate increased needs to manage symptoms, triage emergencies, and effectively and efficiently care for palliative patients.

This strategy change will need to incorporate comprehensive pediatric through geriatric training spanning numerous conditions, situations, and home environments. Palliative education is limited as providers work through their clinical rotations. High-level training is necessary for these critical conversations and care. Outside of fellowship offerings, there are very limited educational opportunities for providers to be trained in end-of life care discussions and medical management. The University of Washington offers a 9-month Certificate in Palliative Care training course that has been identified as a top-tier program and the best training outside of fellowship teaching. The cost of the University of Washington program per attendee is set at: \$11,174. Providers are willing to use yearly allocated CME stipend to assist in tuition to allow for more attendees to participate.

Through this training, providers learn how to care for patients in different settings, have critical end-of-life discussions with patients and family members, ensure patients have tools and resources necessary to be cared for in the home-setting, and provide wellness tips for healthcare provider's to care for themselves in a field known for high emotional and physical stress.

**Question:** Total number of employees in Idaho?

14434.00

**Question:** Please provide a brief description of how the training will impact existing employees? (i.e. will the training significantly increase the promotability or employability of the worker(s) and will training result in a significant wage increase?)

Since the St. Luke's Palliative Medicine team is so small currently, it is poised to grow, and grow fast. Providing training to the team will allow for leaders to be developed and promoted to key leadership positions as the program's presence expands within Treasure Valley, Magic Valley, and critical access areas. Because most physicians, advance care providers, and nurse's throughout the St. Luke's Health System do not have the appropriate training necessary to effectively navigate the critical conversations and the appropriate care management needed to care for the end-of-life patient and their family, having a strong resource for providers to lean on at different medical center sites for expertise is critical. As our team develops and matures, our plan is to continue to provide this educational opportunity to not only Palliative Medicine providers, but also key stakeholders in Emergency Providers, Social Workers, Family & Internal Medicine, and The St. Luke's Cancer Institute to continue to provide opportunities for knowledge and career advancement within individual departments.

Those who participate in the UW Palliative Medicine Certificate will see an increased confidence with end-of-life discussions and decision-making, revealing themselves as a resource and content expert that will prove as a valuable resource for patients, other providers, and leaders to lean on as regional content experts. The skills gained through this educational opportunity will lend itself to personal and professional growth both within the Palliative Medicine sector and outside as the skills learned are those needed by every medical specialty, yet are not provided.

**Question:** Number of full-time, non-seasonal employees to be retrained in Idaho during grant period?

3.00

**Question:** Please provide a brief description of how the training will impact new employees? (i.e. will the training significantly increase the employability of the worker and will training result in a significant wage increase?)

Most of the physicians, advance care providers, and nurse's throughout the St. Luke's Health System do not have the appropriate training necessary to effectively navigate the critical conversations and the appropriate care management needed to care for the end-of-life patient and their family. Our plan with this request for funding is to not only train Palliative Medicine providers, but also key leaders in St. Luke's Emergency Departments, Social Workers, Family & Internal Medicine, and The St. Luke's Cancer Institute and create education for other providers and staff to be more equipped to handle these delicate topics and the advanced care planning needs associated.

By targeting education to key departments, as well as current Palliative Medicine providers, interdisciplinary relationships can develop, learn from one another, and reach out for guidance and care management needs if hurdles arise or increased expertise needed. Patients in need of or being taken care of by a Palliative Care provider have serious and complex illnesses. This increased partnership and increased education decreases the provider burden when faced with managing these patient's care, assisting with navigating difficult conversations, decreasing the stress of a staff member and/or team, and ultimately decreasing provider burnout.

**Question:** Number of full-time, non-seasonal new employees to be hired in Idaho during grant period?

5.00

**Question:** Please provide an estimate of the business's investment in property for this project during the 24 month grant period.

0.00

**Question:** Please provide an estimate of the business's investment in facilities for this project during the 24 month grant period.

25000.00

**Question:** Please provide an estimate of the business's investment in equipment for this project during the 24 month grant period.

50000.00

## Workforce Training Information

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[Idaho LEADER Initiative](#)  
[Work-Based Learning Continuum](#)

**Question:** Does your business use a workforce training model that aligns with the Idaho LEADER Initiative? If yes, please explain. For information on LEADER click on the links at the

top of this section. For questions call Matthew Thomsen at 208-488-7562

Yes. St. Luke's has educational partnerships with colleges providing health care learning opportunities throughout southwestern Idaho and the United States. St. Luke's offers in-school clinicals for future providers to learn and develop skills as well as the opportunity to learn and engage with potential future employers. Once hired, providers and staff shadow experienced staff until skills are cultivated, and the new employee leads the experienced employee through a normal workday.

**Question:** Are you interested in being contacted to learn more about the Idaho LEADER Initiative?

Yes

No

## Positions to be Trained Summary

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Employer grant applications require a training plan that includes all training taking place during the two year period of the grant. Please download Training Plan using link below. A grant application will not be considered until a completed training plan has been uploaded to this section. Note: The information on the training plan assists with determining the amount awarded to the applicant. Please be as thorough as possible.

### [Training Plan](#)

**Question:** Do all position being trained as part of the grant application pay at least \$12 per hour.

Yes

No

**Question:** Please attach your Training Plan here. A link to the Training Plan is provided at the top of this section.

[Grant Training Plan - SL Palliative Medicine Education \(Adjusted\).xlsm](#) (5/19/2020 2:40 PM)  
[Grant Training Plan - SL Palliative Medicine Education \(2\).xlsm](#) (5/8/2020 10:32 AM)

**Question:** Please attach job descriptions for all positions receiving training during grant period.

[4012, 4013, 4014, 4015 Nurse Practitioner.docx](#) (4/23/2020 9:54 AM)  
[4010, 4011, 4016, 4017, 4044 - Physician -Clinic.doc](#) (4/23/2020 9:52 AM)  
[1443 - Social Worker \(LCSW\).pdf](#) (4/14/2020 1:07 PM)

## Terms and Conditions

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[Link to Terms and Conditions](#)

**Question:** I certify I have read the terms and conditions governing the Workforce Development Training Fund grant and agree to comply if awarded a training grant. Click on the link above to view a copy of the terms and conditions.

Yes

No