



## 2024 WORKFORCE EXCELLENCE AWARD NOMINATION FORM

### NOMINATION FORM

APPLICANT:

Lubbock Economic Development Alliance

Name of Community or Workforce Board

Christine Allen, Director of Workforce Development

Contact Name and Title

christine.allen@lubbockeda.org

806-786-5456

Email Address

Telephone Number

263,930

Community Population (as of the most recent census or as officially marketed)

Christine Allen

TEDC Member Name (must be individual TEDC member, not organization)

### SUMMARY and INSTRUCTIONS:

Please attach a brief description of the workforce development initiative. Within this description, address the award criteria of Innovativeness, Transferability, Community Commitment and Leverage, Measured Objectives and Secondary Benefits. Please provide the start date of the project and completion date, if applicable.

**The program or initiative is to be for the period of January 1 to December 31, 2023.** Please provide measurable results for that 12-month period. The workforce development initiative can be a long-term project, however, it must show measurable results within the award year. **The submittal must be the application page and four conventionally formatted 8.5" x 11" pages. Therefore, no more than five (5) pages in total for the award submission. Any award submission that exceeds the five-page limit will be disqualified.**

**Please submit this completed nomination form and your project summary via email to Amy Swank at amy@texasedc.org on or before 5:00 PM, Friday, April 26, 2024.** You may also submit up to five (5) photographs of your workforce project as separate jpeg or png files.

Questions regarding the Workforce Excellence Award program or procedures should be directed to Amy Swank, Chief Operating Officer, Texas Economic Development Council, [amy@texasedc.org](mailto:amy@texasedc.org), 512-480-8432.

Applications are to be submitted via email to Amy Swank amy@texasedc.org.

## **New Program Gives Students Live Look Inside the Operating Room**

In 2023, the Lubbock Economic Development Alliance partnered with Texas Mutual Insurance Company to assist Covenant Health System with the purchase of AV equipment for its Covenant Ready Live OR Program. The Covenant Ready Live OR program allows middle, high school, and college students to learn firsthand how surgeries are performed. With this unprecedented access to the operating room and healthcare workers, students can ask questions and learn from the those in the surgical environment as they watch the live surgery. Additionally, caregivers can share why they chose their profession and explain what their job functions are; therefore, assisting students to find careers in the health care field.

Covenant Ready is a division of Covenant Health that focuses on teaching local middle, high school, and college students about different careers available in health care. Covenant Ready holds camps, creates programs like the live OR program, facilitates internships, and helps train students to earn certification which allow them to work in health care as patient care technicians (PCT), certified nursing assistants (CNA), certified medical assistants (CMAs), and pharmacy technicians upon graduation. Currently, there are more than 100 former Covenant Ready students working in these professional roles.

Covenant Health is a member of Providence St. Joseph Health, one of the most successful not-for-profit health systems in the United States. Before the purchase of the AV equipment, students in this program would watch live surgeries being performed on the west coast at other Providence St. Joseph Health facilities. The time zone difference, coupled with the sheer number of students watching the surgery from other Providence facilities nationwide, made it cumbersome and difficult for students to ask questions.

By purchasing the AV equipment and having it installed locally, Covenant Ready staff are better able to schedule live surgeries with local surgeons, granting better access to more school districts that can attend. Additionally, during these surgeries, the different surgical staff present in the operating room describe what their job duties are. Students are allowed to ask questions of the operating staff and receive real-time, relevant answers.

The live surgery is streamed into a large conference room holding approximately 250 students. Middle and high school students from across the South Plains, as well as the community college and local university systems, are invited to attend these live surgeries. During periods of downtime in the operating room, Covenant Health brings in local surgical staff to address the students and discuss what to expect during the surgery as well as what their roles during the operation will be. Surgeons and doctors also stop by to talk about the surgery and to answer students' questions.

“Our hope is to show the unlimited possibilities within health care, and how students can reach their dreams,” said Terri Morris, Covenant Ready and talent pipeline program manager. “These surgeries happen live and having the surgeon describe step-by-step their process while getting the chance to have questions answered, is an experience our students will never forget.”

“I am honored to have the opportunity to show students what surgery is really like,” said Covenant Medical Group orthopedic trauma surgeon Jacob Murphree, M.D. “I hope that by exposing students to the many aspects of surgery we can influence and excite the next generation of healthcare workers.”

Funding for the program, including the purchasing of the live video equipment, was generously donated by the Lubbock Economic Development Alliance with the help of a workforce grant through the Texas Mutual Insurance Company, as administered through the Lubbock Chamber of Commerce Foundation. The opportunity to fund this project came about as a result of a three-year partnership and an active healthcare collaborative that met regularly to address skills gaps in healthcare training.

“We’re proud to support organizations like the Lubbock Chamber of Commerce and the Lubbock Economic Development Alliance (LEDA) through our grants focused on strengthening the state’s workforce and economy,” said Jackie Sekiguchi, Texas Mutual community affairs manager. “With this funding, Covenant Health System is engaging and inspiring younger generations with career opportunities in the medical field. They are doing meaningful work to help shape our future workforce. We’re honored to help make this possible.”

### **Innovativeness**

This program is innovative because most students would never have the opportunity to watch a live surgery and learn about it as they are watching otherwise. Not only do students experience the surgery, but they also learn the different roles and responsibilities of the surgical staff present during the operations. This knowledge will help students to select their health science career paths.

### **Transferability**

This AV setup was adapted from a similar program at the Providence St. Joseph Health System and therefore can easily be replicated in other hospital systems, allowing students easy access to live, local surgical events. Offering this experience on the local level is an impactful way to connect with a network of healthcare providers in the community.

### **Community Commitment and Leverage**

Through the Covenant Ready program, Covenant Health demonstrates its commitment and willingness to train the future healthcare workforce on the South Plains. LEDA was able to leverage Covenant Health’s commitment to staff, space and time, as well as Texas Mutual Insurance’s workforce grant, to provide a service that will continue to serve a high number of students in the future.

### **Measured Objectives**

This project can be measured by the sheer volume of students that the AV setup purchase will impact. Because this equipment is permanent, live surgeries will be streamed multiple times in the future, offering additional students interested in health science careers for years to come.



This equipment maximizes the capacity of this effort and will affect exponential numbers of students in the future and increase training seats in education for jobs in the healthcare field.

**Secondary Benefits**

The surgical and programming staff involved in the Covenant Ready program are further fulfilled knowing that what they are doing is shaping the future of students, giving them additional purpose in their careers.

KCBD News Report on the Covenant Ready Live OR Program

<https://www.youtube.com/watch?v=1vMmWszsD-c>

