



# HEALTHCARE COUNCIL

OF WESTERN PENNSYLVANIA

## WELCOME:

### HEALTHCARE PROVIDER MEMBER BENEFITS

The Healthcare Council of Western Pennsylvania (HCWP) is working to elevate healthcare leadership in our region and beyond by giving voice to and vision for the future of healthcare. We work to improve how healthcare is provided and managed at large health systems, community hospitals, small and rural hospitals, specialty hospitals, long-term care facilities, and intellectual and developmental disability providers.

We leverage renowned education initiatives, collaboration among industry leaders, exclusive networking and game-changing innovations for members to foster critical thinking and achieve thriving healthcare facilities serving healthy communities.

# VISION & VALUES

**Our Vision:** We empower and optimize efficient healthcare solutions on behalf of our members and the people and communities they serve for a healthier tomorrow.

**Our Values:** The Healthcare Council of Western Pennsylvania is respected for:

- Reimagining Healthcare Delivery
- Education and Training Leadership
- Financial and Workforce Guidance
- Collaboration Across the Healthcare Community

## MEMBERSHIP BENEFITS

### Networking & Collaboration

- Build relationships with other decisionmakers, including large, rural and specialty care providers across the region and Commonwealth
- Engage industry experts about innovations and products specific to healthcare improvements



### Engagement

- Events featuring national and regional experts and thought leaders
  - Medicare Update Forum (Fall)
  - Executive Leader Conference (new for 2023)
  - Healthcare Speaker Series (new for 2023)
- Webinar slate focused on innovations, strategies and best practices as a resource for healthcare provider members



### Annual Healthcare Showcase - October

- 250+ regional and national attendees
- Opportunities to present content or provide speakers
- Reduced sponsor fee with premier exhibit locations
- Reduced registration for facility members



### Digital

Exclusive content and resources for members and the community, as well as access to the gated-member portal:

- Vetted Partner Resource Library
- Recorded Webinars
- Job Board Postings
- Data/Analytics and Training Modules
- Member Best Practice Spotlights
- Event Calendar



# HAVE A VOICE

HCWP empowers members to engage with the HCWP by participating in peer-to-peer learning and share best practices through engaging discussions and industry-expert presentations. Once a facility (or a group of facilities) joins the HCWP, C-Suite officers (and key department directors) are invited to augment their experience.

Additionally, HCWP committees are chaired by active members – and with the HCWP’s Program Manager – committees determine and design goals and crucial industry strategies, including education, best practice sharing, roundtables, speakers and calls to action.

# LEARN AND GROW

HCWP is taking a fresh approach to providing healthcare learning tracks to support the future needs of membership, including workforce collaboration with local businesses, industry, technology and strategic educational partners.

# DATA & ANALYTICS – OUR TRADEMARK

HCWP provides comprehensive, regional and analytics to members to assist them with planning and operations. This includes data related to wages/salaries, benefits, staffing retention/turnover, fiscal, federal policies and more. All data are confidential and all DOJ/FTC “safe harbor” guidelines regarding wage data are followed.

# SURVEYS

## COLLECTIVE BARGAINING UPDATE

**Annual survey** is broken down by bargaining unit, description of the units and contract status.

## FINANCIAL & UTILIZATION SURVEY

**Quarterly financial and utilization survey** for acute care members reflects several key financial indicators (peer group, bed size, Medicare category, region and payor mix).

## STAFF TURNOVER

**Labor Turnover Survey** – monthly summary on separations, accessions and total employees.

**Long-Term Care Labor Turnover Survey** – biannual summary on separations, accessions and total employees.

## WAGES

**Benchmark Salary Survey** – covers 76 staff (hourly and salary) positions based on percentile, facility type and region.

**IDD Benchmark Salary Survey** – annual survey of hourly wage and salary data based on percentile covers 47 staff and management positions at facilities serving individuals with developmental disabilities.

**Management Compensation Survey** – annual survey of salary and bonus data covers 43 top-level management positions based on percentile, facility type, region, facility size and annual revenue.

**Physician Practice Survey** – annual survey of hourly wage and salary covers 30 staff positions at hospital-owned physician practices based on percentile and facility type.

# NEW FOR 2023

## LEADERSHIP JOURNEYS

Project Excel. Courses are blended learning, which consist of digital delivery and micro- learning structured into weekly cohort sessions. Pilots expected to launch early 2023:

- Aspire to Lead Journey (ALJ) for the identified high-potential individual contributor to prepare for future leadership roles
- New Leader Journey (NLJ) for new managers who are two years or less in role
- Excel Leadership Journey (ELJ) for managers who with three+ years in a role

## WORKFORCE DEVELOPMENT

- Project Ascend: Workforce initiatives to facilitate collaboration among technical schools, colleges, universities and member organizations
- High School/VoTech – Targeting regional vo-tech high school students, who are currently enrolled in healthcare-related programs
- Non-traditional Student – Targeting underemployed, unemployed and veterans to train and job-place in healthcare-related programs



# HEALTHCARE COUNCIL

OF WESTERN PENNSYLVANIA



## LEADERSHIP TEAM

### **President**

Nick Vizzoca  
Nick.vizzoca@hcwp.org

### **Vice President, Learning Strategy & Innovation**

Rosemarie Welsh  
Rosemarie.welsh@hcwp.org

### **Chief Financial Officer**

Jeff Chrobak  
Jeff.chrobak@hcwp.org

### **Vice President, Corporate Development**

Chad Hilliard  
Chad.hilliard@hcwp.org