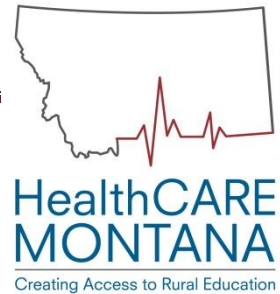


# HealthCARE Montana Grant Goals/Update



## Grant Goals/Updates

- Develop integrated systems for healthcare workforce planning that include high levels of local employer engagement
  - All curriculum redesign committees have employer representation.
  - 5 Regional Area Health Education Centers have augmented their Advisory Councils to include employers from all facets of healthcare: Long Term Care, Urban Acute Care, Rural Critical Access Hospitals, Home Health, Behavioral Health, Public Health, Assisted Living, Clinics.
  - An Employer Rapid Response Team has been developed to provide prompt industry input for the Nursing Curriculum Redesign and the Core Curriculum Committees curriculum with the competencies employers require.
  - A statewide workforce needs assessment is currently being conducted. To date over 90 employers have been interviewed.
  - HealthCARE Montana staff attended WIOA and MCIS Training in Helena August 2015.
- Develop team to plan and implement HealthCARE Montana
  - Staff: Principal Investigator, Project Director, Financial Analyst, Nursing Curriculum Director, Core Curriculum Director, Distance Delivery Director, Statewide Assistant Registrar, Administrative Associate; 15 Healthcare Transformation Specialists located at Consortium Colleges; 5 Healthcare Professions Career Coaches located at Regional Area Health Education Centers; 5 Workforce Coordinators located at Area Health Education Centers; 3 Montana Department of Labor and Industry Healthcare Apprenticeship Specialists; 1 Montana Department of Labor and Industry Data Analyst.
  - Staff attended FERPA Training July 2015 in Missoula and via GoToMeeting.
- Create Healthcare Registered Apprenticeship programs for the first time in Montana
  - The workforce needs assessment indicated interest in developing healthcare apprenticeships.
  - Workforce Coordinators and Healthcare Apprenticeship Specialists are reaching out to interested employers providing education and developing programs.
- Faculty-led nursing curriculum review and redesign
  - Six Nursing Curriculum Redesign Committees have been meeting weekly via GoToMeeting and monthly face-to-face.
- Develop an accelerated pathway for CNA, LPN, RN to BSN
  - Committees are condensing the PN to a separate 3 semester certificate, the RN to 5 semesters, and the RN-to-BSN to 3 semesters. There is no longer a requirement to obtain a LPN prior to entering a RN program. Thus, a BSN can be obtained in 8 semesters.
- Creation of a common nursing curriculum at 8 two-year colleges, including 2 tribal colleges
  - All Consortium Colleges offering nursing programs are represented on the Nursing Curriculum Committees.
- Creation of a core curriculum for healthcare pathways at all colleges offering healthcare courses
  - Mapping of all Allied Health Programs offered in Montana completed.
  - Kick-off meeting to be held September 11, 2015 in Missoula.
- Coordination of statewide clinical placement
  - The bid for this contract was announced August 2015.
- Provision of increased distance education opportunities in rural Montana
  - Mapping of all healthcare courses and programs offered on-line completed.
- Online 24/7 tutoring with contextualized modules for nursing and allied health
  - Contract with Smarthinking tutoring is currently being executed.
- EdReady, an online math program to address developmental math needs
  - EdReady training for Consortium Colleges conducted on June 17, 2015.
  - EdReady training for HealthCARE Montana staff conducted on August 5, 2015.

# HealthCARE Montana Grant Goals/Update

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- All HealthCARE Montana participants will complete EdReady Assessment.
- Montana Career Information System, MT DLI online resource
  - MCIS training for HealthCARE Montana staff completed August 2015.
  - All HealthCARE Montana participants will utilize MT MCIS tools.
- Placement of Healthcare Professions Career Coaches regionally to help students access new healthcare programs and support systems
  - A Coach is located at each of the 5 Regional Area Health Education Centers.
  - Coaches are currently recruiting participants and assisting them with enrollment processes. To date, seventy-three participants and counting have enrolled.
- Development of a statewide assessment process to grant credit for prior learning
  - Seven of the 15 Consortium Colleges have completed an 8-week workshop on Prior Learning Assessment (PLA) Process Mapping.
  - The remaining 8 Consortium Colleges will complete this workshop beginning in September 2015.
  - Military PLA Crosswalk Training scheduled for October 2015.
  - PLA Faculty Assessor and Advisor Training scheduled for November 2015.

## Workforce Alignment Strategies

### Component 1: Vision

To transform localized college healthcare education into a statewide workforce system, which will result in successful employment outcomes for students with attention to adult learners, particularly in rural locations, and to veterans.

### Component 2: Data

Projected Outcomes:

HealthCARE Montana has a USDOL mandated “Scorecard”. The scorecard provides outcome data on all programs at consortium colleges. An internal metric will capture participant activities and performance.

- Participants completing EdReady assessments and pre-program study including developmental math coursework; Participants meeting with career coaches and program personnel assessing aptitude, conducting education and financial planning, etc.; Participants completing parts of modularized core curricula pre-employment or as orientation with employers; Participants registering for and utilizing DLI Montana Career Information System assessments, interest inventories, and job/labor market search tools.

### Component 3: Partnerships

Partnerships are key to the success of a unified healthcare training and industry placement system. Training entities, employer partners, and supportive services providers include, but are not limited to:

- 15 consortium colleges, including 4 Tribal Colleges (UM Missoula College is lead grantee); Industry partners from across the state; Montana DLI (apprenticeship, job services, MCIS); Montana University System; All six Area Health Education Centers; School districts, including health science academies; Montana OPI health sciences CTE division; EdReady; Smarthinking tutoring services; CAEL (The Council for Adult and Experiential Learning); TAACCCT 3 RevUp.

### Component 4: Resources and Incentives

The combined resources and interests of HealthCARE Montana partners will create a streamlined and efficient system of healthcare training and job placement, with long-term sustainability in mind for the participants, employers and training providers.

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