

# DEMAND –DRIVEN GOALS & OUTCOMES



**HealthCARE  
MONTANA**  
Creating Access to Rural Education  
www.healthcaremontana.org

## PURPOSE

Montana needs knowledgeable and skilled employees to alleviate the mounting healthcare workforce shortage. HealthCARE Montana is connecting employer and education partners to develop high quality, locally accessible, industry relevant training opportunities. Adult learners, including rural workers, veterans, Native Americans, and unemployed Montanans are being trained for high-demand, high-skilled, and highly-paid jobs in the healthcare industry. HealthCARE Montana is expanding access to nursing and allied health programs through distance technology, work-based learning experiences, and homegrown innovations. Developing Healthcare Apprenticeship Programs for the first time in Montana connects students, healthcare employers, and colleges in training and developing a skilled healthcare workforce. Increasing credential completion and employment will overcome workforce challenges in frontier and remote communities.

15 College Partners: Blackfeet Community College, Bitterroot College UM, Chief Dull Knife College, City College MSU, Flathead Community College, Gallatin College MSU, Great Falls College MSU, Helena College UM, Highlands Montana Tech, Miles Community College, Missoula College UM, MSU Northern, Salish Kootenai College, Stone Child College, UM Western

Over 200 industry partners; 155 college healthcare programs; Montana Department of Labor and Industry; Montana Area Health Education Centers; Office of the Commissioner of Higher Education

## GOALS

- Increase population base that is eligible for health professions
  - Recruit rural students, Veterans, Native Americans, and first generation college students who are committed to local community
  - Distance learning
- Relevant curricular revisions
  - Industry driven
  - Accelerate completion and decrease cost
    - Reduction in semesters and credits
    - Prior Learning Assessment
    - Building common program competencies
    - Enable transfer from college to college and program to program



- Improve student success
  - Access to free student services
    - Coaching from recruitment through employment
    - EdReady (math assessment and tutoring)
    - Smarthinking nursing and allied health tutoring
    - Montana Career Information Services (MT DLI)
- Improve employee retention and advancement
  - Increase employment and advancement opportunities for adult learners, incumbent workers, Native Americans, Veterans, first generation college, and rural Montanans
  - Registered Apprenticeship Programs
  - Distance learning

## CURRENT RESULTS

- HealthCARE MT directly served ~3600 students with a total of over 5000 students enrolled in healthcare courses (including pre-requisites)
- HealthCARE MT has developed 49 new or enhanced programs: 30 new and 19 enhanced
- Through first time ever distance delivered practical nursing program in Montana, HealthCARE MT has provided educational access across rural Montana from Hamilton to Wolf Point, West Yellowstone to Conrad, to address nursing shortages in rural and frontier Montana
- In groundbreaking efforts and to meet employer demands, HealthCARE Montana has developed and implemented Registered Healthcare Apprenticeship Programs which currently includes 204 apprentices, allowing them to earn while they learn and advance their careers without having to relocate
  - 51 facilities across the state with the following 21 Registered Apprenticeship Programs: CNA; Advanced CNA; CNA Dementia; CNA Restorative; Medication Aide II; Assisted Living Facility Administrator; Long Term Care Facility Administrator; Computed Tomography Technologist; Pharmacy Technician; Surgical Technician, Emergency Medical Services; Practical Nursing; Medical Claims; Medical Scribe; Pre-Coder; Hospital Coder; Medical Coder/Biller, Medical Assistant, Paramedic, Phlebotomy, Community Health Worker, Behavioral Health
- Healthcare curriculum has been reformed to meet rapidly evolving healthcare needs
  - 22 topical rapid response surveys sent to employers to inform the development of curriculum
  - 124 employer needs assessments completed
    - Certified Nurse Assistant (CNA) Success Skills online modules have been distributed to 64 facilities and will continue upon request



- LEAD (Learn, Engage, Adapt, Do): Fostering Self-Awareness for Workplace Success onsite training distributed statewide; Materials include huddle topics of the day/week, posters, and training video ; 56 facilities have received the LEAD materials
  - Nursing Curriculum redesign increased content in rural nursing, information technology, gerontology and community nursing
- Practical Nursing Certificate of Applied Science (PN) offered through 5 colleges (3 currently offering via distance delivery)
- Associate of Science Registered Nursing Program (ASN) now independent of PN Program
- 20-25% reduction in time and up to ~\$8,300 reduction in cost for each of the PN and ASN programs
  - Based on a 1 semester reduction for each of PN and ASN programs; Used highest cost of attendance in MUS
- Entry into workforce four to six months earlier resulting in potential to increase earnings of ~\$15,500 for LPN and ~\$22,500 for RN (based on one semester of working when previously would have been in school, used MT labor data to determine salary)
- 20% increase in number of Associate of Science Registered Nurse (ASN) graduates over time
- Seamless progression from ASN to Bachelor of Science in Nursing (BSN) Program
  - Can now complete BSN in 8 semesters and work as an ASRN while enrolled in online BSN Completion Program—great for adult learners
- 20% reduction in time and up to ~\$9,500 reduction in cost to transition from an ASN to a BSN
- ~300% increase in Practical Nurse graduates that will potentially remain as LPNs in the workforce for more than one year; revised program will produce up to 94 graduates when all 5 campuses are at capacity (with the intention of increasing the number of graduates over time as needed); annually 119 LPN openings
- Certified Nurse Assistant online training developed to meet workforce needs in Northeast and Eastern Montana, to be delivered through Montana Health Network; Over time to be delivered statewide
- Restorative Care Specialty training in combination with 40 apprenticeships at 14 facilities
- Preceptor and Clinical Resource Registered Nurse training for rural nursing staff to serve as practical nursing clinical educators (50 RNs trained to date, 50 are currently enrolled); this allows nursing students to complete a greater portion of their clinical education in their community
- Math and Anatomy/Physiology requirements streamlined across nursing programs across colleges



- Curriculum
  - PN, ASN, BSN-Completion, Career Essentials for Health Sciences, Community Health Worker, Fundamentals of Behavioral Health, CNA-Restorative Care, CNA-Dementia;
    - Directors of Nursing, as well as, Allied Health Council continue to meet
- Healthcare Apprenticeships
  - MT DLI designated Healthcare Apprenticeship Field Coordinator
    - Cross training all Field Coordinators
  - Academic, Government Agency, Industry Relationships
- Montana University System Healthcare Education and Workforce Coordinating Council (implemented by Deputy Commissioner Cech)
  - Recommended Members
    - Education
      - OCHE Commission and Deputy Commissioner ARSA, Provosts, Deans of Healthcare Programs, Two-Year College representatives, AHEC Director, Allied Health Council, Nursing Council, GME Council, WWAMI
    - Government
      - MT DLI, OPI, DPHHS
    - Industry
      - Critical Access Hospitals, Montana Hospital Association, Montana Medical Association, Montana Dental Association, Members at Large
  - Recommended Charge: Advancing Montana’s healthcare workforce by:
    - Advising the Commissioner, Board of Regents, Governor, and legislative entities on healthcare education and workforce issues, policy and outcomes
    - Identify state and system priorities in consultation with key stakeholder groups and the Montana Healthcare Workforce Strategic Plan
    - Ensuring that all healthcare educational programs and workforce related entities cooperate in addressing workforce issues
    - Identifying and recommending resources to support healthcare education and workforce initiatives
    - Reporting to the Commissioner and Board of Regents annually on the performance of the key healthcare education and workforce initiatives and programs, including recommendations on how to coordinate/collaborate to more efficiently deliver quality programs

