

HEALTHCARE MONTANA OVERVIEW



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; 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
 - High quality
 - Fiscal responsibility
 - Accelerate completion and decrease cost
 - Reduction in semesters and credits
 - Prior Learning Assessment
 - Building common program competencies
 - Reduce duplication
 - Enable transfer from college to college



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

CURRENT RESULTS

- HealthCARE MT has directly served over 1700 students with a total of over 5000 students enrolled in healthcare courses (including pre-requisites)
- Faculty from 15 campuses representing 155 healthcare programs and over 200 industry representatives are working together to address healthcare workforce shortages
- Healthcare curriculum has been reformed to meet rapidly evolving healthcare needs
 - 13 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 are being used in 4 facilities and are being distributed statewide
 - Social and Emotional Workplace Training onsite topical focus of the day is being piloted at the Living Center in Stevensville
 - Nursing Curriculum redesign increased content in rural nursing, information technology, gerontology and community nursing
 - 20-25% reduction in time and up to ~\$8,300 reduction in cost for each of the Practical Nursing Certificate of Applied Science and Associate of Science Registered Nursing programs
 - Based on a 1 semester reduction for each of PN and RN 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
 - 20% reduction in time and up to ~\$9,500 reduction in cost to transition from an ASN to a Bachelor of Science Registered Nurse (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 initial starting capacity (with the intention of increasing the number of graduates over time as needed); annually 119 LPN openings¹

- Practical Nursing Certificate of Applied Science offered through 5 colleges (3 currently offering via distance delivery, with the other two in the near future)
 - We continue to hear from rural employers of their strong desire and need for the distance PN program, even to the point of paying the tuition for their employees to attend
 - Now have 37 employees enrolled in registered healthcare apprenticeship programs in 8 facilities across the state (Pharmacy Technician, Computed Tomography, CNA, and CNA Specialties)

FUTURE RESULTS

- Allied Health Core Curriculum of common foundational and core competencies will be offered via distance delivery
 - Currently under curriculum and accreditation review with possible implementation in Fall 2017
- Math requirements will be streamlined across allied health and nursing programs and across colleges
 - Math 120 (math for healthcare applications) is the required math for the PN Program and potentially for other allied health programs
 - Math 140 (college math for healthcare) has been finalized and is in the curriculum review process
- Anatomy and Physiology requirements will be streamlined across allied health and nursing programs and across colleges
 - Intent is to develop a uniform 100 level A&P course(s)
- Certified Nurse Assistant online training developed to meet workforce needs in Northeast and Eastern Montana, to be delivered through Montana Health Network in Miles City starting in early 2017
- 5 Certified Nurse Assistant specialties that can be implemented online and in conjunction with a MT DLI Apprenticeship will provide opportunity for educational advancement and increased wages
 - Restorative Care Specialty is being peer reviewed and piloted in January 2017
 - Acute Care, Dementia, End-of-Life, and Mentorship Specialties are in development
 - Montana is first in the nation to develop these 4 CNA Specialties

¹ Montana Economy at a Glance: The Health Care Labor Market in Montana, July 2015, MT Department of Labor and Industry

