

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. 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 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 served over 700 students with the goal of serving thousands providing career opportunities in healthcare
- Faculty from 15 campuses representing 168 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
 - 10 topical rapid response surveys sent to employers to inform the development of curriculum
 - 104 employer needs assessments completed
 - 20-25% reduction in time and up to \$16,599 reduction in cost for Practical Nursing Certificate of Applied Science and Associate of Science Registered Nursing education
 - Entry into workforce four to six months earlier resulting in potential to increase earning ~\$15,500 for LPN and ~\$22,500 for RN
 - 20% increase in number of Associate of Science Registered Nurse (ASN) graduates over time
 - 20% reduction in time and cost to transition from an ASN to a Bachelor of Science Registered Nurse (BSN)
 - Practical Nursing Certificate of Applied Science offered through 5 colleges via distance delivery
 - Eighteen employees enrolled in registered healthcare apprenticeship program in 5 facilities across the state

FUTURE RESULTS

- Core Curriculum of common competencies will be offered via distance delivery
- Math requirements will be streamlined across allied health and nursing programs and across colleges
- Anatomy and Physiology requirements will be streamlined across allied health and nursing programs and across colleges
- Online “Success Skills” modules will be required to obtain Certified Nursing Assistant certificate (CNA)
- Six new online CNA Specialty Certificates will provide opportunity for educational advancement and increased wages

