



## HealthCARE MONTANA

Transforming college healthcare education  
into a statewide workforce system

\$14,998,597

- 18 Consortium Partners
- Over 200 Employer Partners

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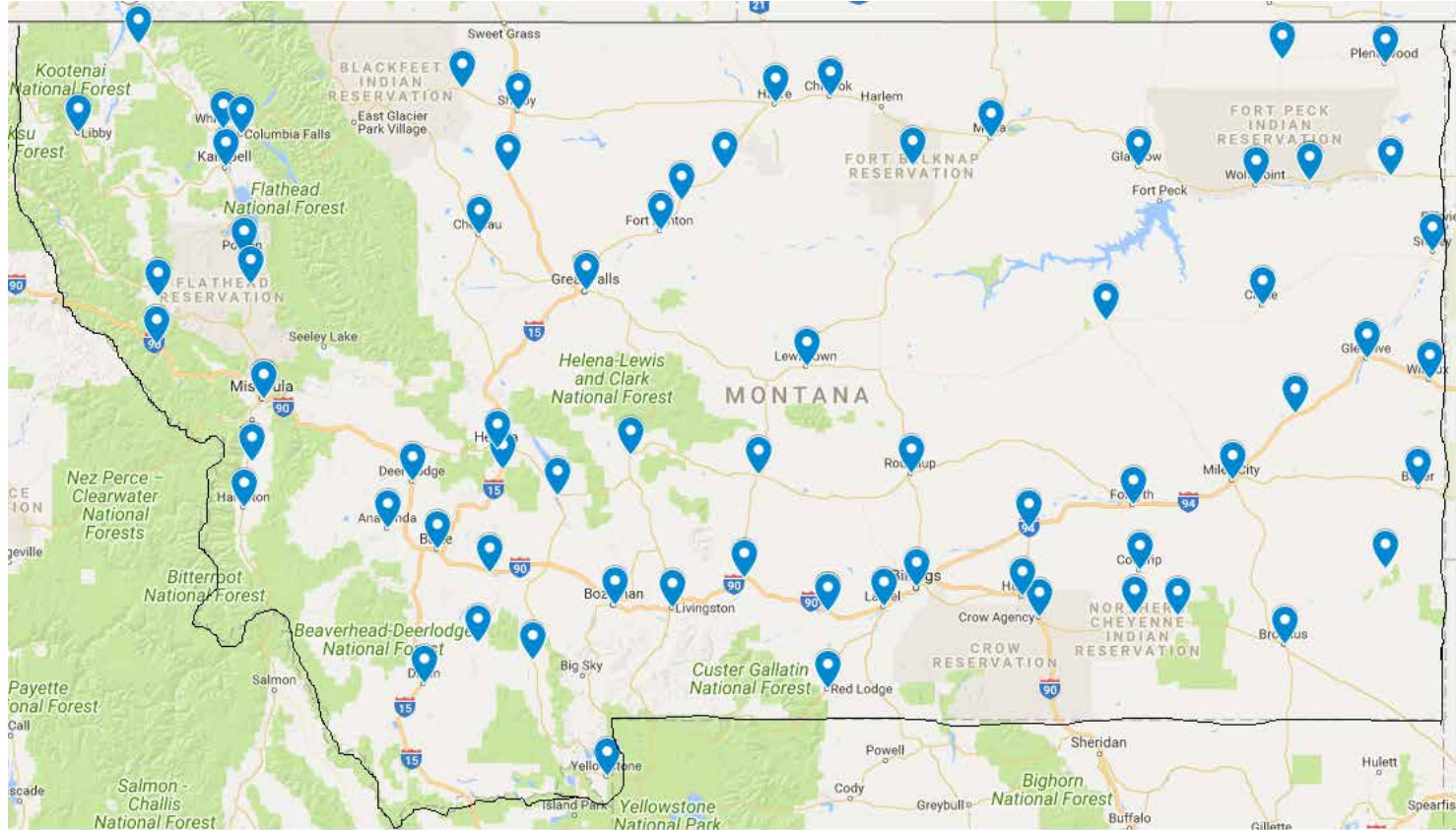
October 1, 2014—  
September 30, 2018

**A Homegrown Solution  
for Montana's  
Healthcare Workforce**

# HealthCARE Montana College Partners

- Bitterroot College UM, Hamilton
- Blackfeet Community College, Browning
- City College at MSU-Billings, Billings
- Chief Dull Knife College, Lame Deer
- Flathead Valley Community College, Kalispell
- Gallatin College-MSU, Bozeman
- Great Falls College-MSU, Great Falls
- Helena College-UM, Helena
- Miles Community College, Miles City
- Missoula College UM, Missoula
- Highlands College of Montana Tech, Butte
- University of Montana-Western, Dillon
- Montana State University-Northern, Havre
- Salish Kootenai College, Pablo
- Stone Child College, Box Elder, MT

# HealthCare Montana Employer Partners



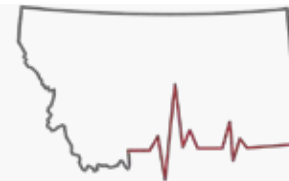
# HealthCARE Montana—By the Numbers

- ~3600 students directly served; over 5000 students enrolled
- 1 semester reduction for each PN, ASN and BSN-completion
- Distance delivered practical nursing program
  - 17 graduates; 88% NCLEX pass rate
- 51 facilities across the state with 21 Registered Apprenticeship occupations with 204 apprenticeships
- 49 new or enhanced programs including Career Essentials for Health Sciences

# Strategies for Success

- Curriculum & Apprenticeship
  - Employer driven
  - Rural focus
  - Partnership with Licensing Boards, Professional Organizations, other Workforce Development Stakeholders
  - State level leadership support
  - Statewide scaling and sharing best practices
- Apprenticeship
  - Program Development—all new materials—toolkit
  - Partner with Education Providers—Give options

# Impact of Revised Nursing Curriculum



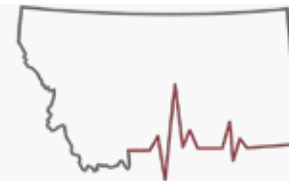
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# Reduction in Time and Cost

- 20-25% reduction in time and up to ~\$8,300 reduction in cost for each of the PN and ASN programs
- Entry into workforce four to six months earlier resulting in potential to increase earnings of ~\$15,500 for LPN and ~\$22,500 for RN
- Can now complete BSN in 8 semesters and work as an ASRN while enrolled in online BSN Completion Program—great for adult learners

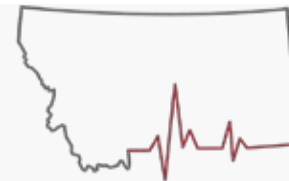
# Increased Nursing Workforce

- 20% increase in number of Associate of Science Registered Nurse (ASN) graduates over time
- Significant increase in Practical Nurse graduates that will potentially remain as LPNs in the workforce for more than one year
- Increase in the number of BSNs practicing in rural areas





# Career Essentials for Health Sciences Curriculum



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# Career Essentials for Health Sciences Overview

- § The purpose of Career Essentials for Health Sciences, is to help students prepare themselves to successfully and effectively work in healthcare facilities and in their selected allied health care career.
  
- § Career Essentials for Health Sciences
  - § 15 hour course
    - § Five – 3 hour, online, self-paced modules
  - § Offered for 0 credit or 1 credit with additional assignments

# Career Essentials for Health Sciences

## Core Health Care Competencies

Module 1: Healthcare Delivery Systems

Module 2: Oral Communication in Healthcare

Module 3: Health Worker Behavior and Attitudes

Module 4: Legal and Ethical Practices and Responsibilities

Module 5: Safe Practices in Healthcare

**CREDIT or NON-CREDIT MODULES/COURSE and/or ASSESSMENTS to achieve  
Core Health Care Competencies**

# Registered Apprenticeship Programs

TOTAL APPRENTICES	CNA BASIC	CNA ADVANCED	CNA DEMENTIA	CNA RESTORATIVE	CT TECH	SURG TECH	MEDICAL SCRIBE	MEDICATION AIDE II	ADMINISTRATOR ASSISTED LIVING	ADMINISTRATOR LONG TERM CARE	PHARMACY TECH	PRE-CODER	MEDICAL CLAIMS	HOSPITAL CODER	MEDICAL CODER/BILLER	PRACTICAL NURSE	MEDICAL ASSISTANT	PARAMEDIC	PHLEBOTOMY	COMMUNITY HEALTH WORKER	BEHAVIORAL HEALTH
204	60	1	8	44	1	1	5	34	3	1	2	1	2	4	21	2	4	2	1	2	5



# Employer Response

- Glendive Medical Center

“The facility is writing a new job description for a C.N.A. Restorative Coordinator which I feel the students will apply for and likely be selected for and this will offer an increase in wage for each, though they have already both received increase as a result of this education as they advance on the C.N.A. Career Ladder.”

- Eastern Montana Veterans Home

“The Medication Aides are simply “rocking” their program. All have completed the online portion of the training and most have begun their clinical hours. The facility developed a Nurse Mentor program for the students support and guidance and 5 nurses volunteered to participate.”

- North Valley Hospital

The apprenticeship program has been a positive experience our facility and our apprentice. We have been able to utilize this person in a variety of roles within our Revenue Cycle and we continue to look at other opportunities where NVH can promote growth with the apprenticeship program.

# Sustainability

- 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)

# MUS HEW Coordinating Council

- 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

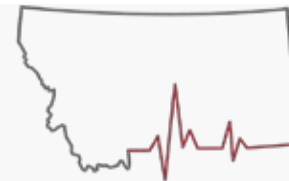
# MUS HEW Coordinating Council

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



# Questions?



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