

HealthCARE Workplan

Objective 1: Create and deliver statewide healthcare pathways characterized by stacked and latticed credentials with common healthcare core curricula for patient care and administrative tracks that feature modularized and contextualized curriculum, and online and technology-based strategies.

Strategy 1.A: Faculty and employers co-develop career ladders and educational pathways for clinical and administrative certificates, degrees and jobs, adopting pathways from previously TAACCCT-funded programs.

- Convene employers, faculty and workforce leaders to develop industry-driven career ladders and educational pathways.
- Identify credentials that stack and lattice to meet industry workforce needs, identify and remediate articulation and transferability challenges, develop articulation agreements.

Strategy 1.B: Develop and Deliver a Core Healthcare Curriculum for an Administrative Pathway

- Year 1: MT HealthCARE CORE Curriculum Design Facilitator, faculty and employer partners will convene throughout the first year of the project. Courses and competencies will be defined.
- Year 2: A first cohort of learners will enter training in Core in the classroom and/or via distance delivery. Employers begin to use the Core as orientation or incumbent worker training in collaboration with participating two-year consortium institutions as a customized non-credit offering or an offering available for college academic credit.
- Stakeholders: a) Healthcare employers, who will be engaged by regional and state workforce planning entities and college relationships; b) Faculty and administrative representatives from all participating two year institutions offering professional certificates and/or academic certificates and degrees within the administrative pathway core:

Strategy 1.C: Develop and Deliver a Core Healthcare Curriculum for a Patient Care Pathway. MT HealthCARE will prepare learners in patient care healthcare occupations, including, but not limited to: nursing, community health, dental, pharmaceutical, and emergency services.

- Year 1: MT HealthCARE Core Curriculum Design Facilitator, program faculty, and employer partners will convene throughout the first year of the project. Courses and competencies will be defined.
- Year 2: A first cohort of learners enter training in Core in the classroom and/or via distance delivery. Process for observation and assessment for prior learning and attainment of Core credits are identified through the statewide PLA system

Objective 2: Systemically address Montana's nursing shortages and provide accelerated pathways to completion of nursing programs and bridges to BSN for adult learners.

Strategy 2.A. Create and deliver a Practical Nursing pathway by building a clear ladder from CNA to LPN to RN.

Strategy 2.B. Create and deliver a Registered Nursing accelerated pathway linking CNA, LPN, and RN programs to BSN completions, and expand partnerships with employers to meet nursing employer needs and increase clinical placement options for rural and adult learners.

- Conduct faculty led curriculum review and redesign for integrated model like NC, MN, MA, and OR with the following outputs:
 - A separate PN credential for students desiring quicker entry into the workforce;
 - ASN credential as key access point to the workforce and in the continuum of nursing education in Montana; and
 - ASN to BSN pathway to provide student options for BSN completion in eight semesters.
- Integrate curriculum with one or more four-year colleges and universities to allow students the option of completing a BSN in a total of eight semesters.

- Align curriculum to evolving industry standards and evidence based practice for nurses and changing nursing roles

Objective 3: Increase success for students by providing services that better prepare adult learners for success in the curriculum; accelerate credential completion; coach students in pathway navigation; and provide access to distance education.

Strategy 3.A. Provide services to support adult learners.

- Participating colleges will implement EdReady, a supplemental online computer assessment and personalized learning model for developmental math and writing to assist adult learners in readiness to apply for and transition to their chosen degree/certificate programs.
- Participating colleges will implement SmarThinking, an online tutoring program for nursing and allied health students, strengthening their knowledge and skills for better program accessibility and success in mastering the vigorous and complex curriculum.
- Create a regional student assistance program of career coaches, housed, and trained within the five AHEC regions, who will guide adult learners through applying to and gaining admission to the revised nursing programs and who will assist students in utilizing developmental courses, stackable credentials, apprenticeships, transferable credits, and moving through career ladders and lattices in the most time and cost effective manner.
- Create a statewide prior learning assessment framework for healthcare programs

Objective 4: Engage the healthcare industry, education, workforce programs and other stakeholders in statewide healthcare workforce transformation and strategic planning; curriculum development; on-the-job training and apprenticeship opportunities; rapid response cycle regional planning; and data driven approaches for demand driven workforce development and education strategies.

Strategy 4.A.: Engage the healthcare industry in education and workforce planning.

- The MT Healthcare Workforce Advisory Committee (MHWAC), with over 100 representatives of the healthcare industry sector, will meet monthly to provide guidance and implementation planning to MT HealthCARE including development of statewide curriculum changes, core curriculum, distance education needs and strategies, and engaging the healthcare industry across the state.
- Utilize real-time labor data, LMI, and participant outcome data to align college programs with emerging workforce needs. Consortium members will collect and share participant outcome data. MHWAC will coordinate analysis of data; engage in on-going strategic planning, and advise MT HealthCARE on evidence based practices, needs of the healthcare industry, alignment with industry standards and needs
- Five regional Healthcare Workforce Advisory Councils (HWACS) will be formed with the AHECs, with industry, education and workforce program participation, to assess regional HC workforce needs, and to design and implement rapid responses to workforce training needs.

Strategy 4.B. Establish nationally recognized registered apprenticeship programs. Montana's HealthCARE Consortium will create a Registered Apprenticeship-College Consortium (RACC) in conjunction with the Montana Department of Labor and Industry. Key apprenticeship programs will be created first within the administrative healthcare pathway.

Strategy 4.C. Participating campuses will employ healthcare transformation specialists to serve as liaisons to the overall MT HealthCARE initiative and coordinate implementation of strategies at the campus level.

Strategy 4.D. Improve coordination of clinical education experiences through an online clinical coordination system and increased use of community based clinical settings, and training of rural preceptors and clinical faculty.