

TAACCCT Round 4: Montana HealthCARE Project

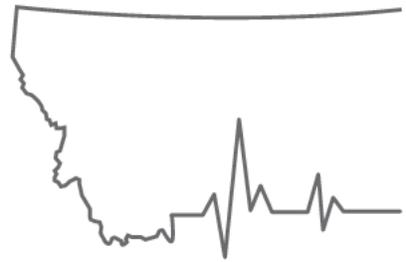
Statement of Need

While most of Montana fared well during the recent recession, various rural areas have been strongly impacted by job losses, with many TAA-eligible workers displaced and unemployed. For example, the mountainous northwest region, impacted by losses and slow recovery in the timber and mining industries, has unemployment surpassing 10%. Double-digit unemployment also challenges Montana's Native American community, and veterans returning from Afghanistan and Iraq also need reemployment opportunities to integrate back into their home communities. Despite these high needs, Montana faces impending workforce shortages in certain industries. The Montana Department of Labor and Industry's (DLI) employment forecasts state: "About 27% of Montana's workforce is 55 or older and approaching retirement age. These impending retirements could potentially reduce Montana's labor force by 136,982 workers. With the segment of the population aged 16 to 24 totaling only 113,000, there are simply not enough young workers entering the labor force to accommodate those retirements."¹ As DLI points out, the unmet demand for healthcare workers is especially profound: **"Healthcare is expected to continue rapid job growth in the future as Montana's aging population continues to demand more healthcare services and Montana's overall population grows. Healthcare is expected to add about 1,300 jobs per year through 2022."** This growth represents the largest growth in terms of jobs of any industry in Montana.

Montana's widely dispersed population and diverse local economies intensify the challenge of unmet workforce development needs. The 3rd most frontier state in the nation, 90% of Montana's land mass and 45 of Montana's 56 counties are classified as frontier based on population density of 6 people or less per square mile. Montana's eastern and western borders are 750 miles apart, with a travel time exceeding 13 hours.

HealthCARE: Montana's Solution

To meet the needs of unemployed and widely dispersed Montanans, as well as meet the human capital needs of a quickly growing healthcare industry, Montana's education and workforce system has an imperative to provide high quality, locally accessible, and industry-relevant training opportunities. **MT HealthCARE will focus on retraining widely dispersed skilled but un-credentialed rural workers, veterans, and other unemployed persons in the high demand, high skill area of healthcare.** It will employ strategies to increase access to nursing and allied health programs; reach new adult learners; use distance technology to serve adults across a population-sparse state; increase credential completion and placement into the workforce, including common curricula and pathways, technology enabled learning and support, distributed student supports, prior learning assessment, and employer-based clinical opportunities, including preceptorships and apprenticeships. This initiative, MT HealthCARE, will bridge skills gap by connecting job seekers with training opportunities, ensuring their academic success and credential attainment, ultimately leading to gainful employment in the high-demand, high-paying healthcare industry.



**MONTANA
HealthCARE**
Creating Access to Rural Education

¹ Montana Employment Projections 2012-2022, Montana Department of Labor & Industry



The HealthCARE Plan

The overarching vision of the HealthCARE initiative is the transformation from fragmented, localized workforce development in healthcare to a statewide system of healthcare workforce planning among the consortium; the state workforce system; the Montana Registered Apprenticeship Program; the AHECs; healthcare associations; and employers resulting in successful employment outcomes for all students, with attention to adult learners and veterans. This vision will be achieved through evidence-based strategies, outlined below.

Four HealthCARE Objectives	
Objective 1	Create statewide healthcare pathways characterized by stacked and latticed credentials and contextualized curricula.
Objective 2	Systemically address Montana’s nursing shortages and provide accelerated pathways to completion of nursing programs and bridges to BSN for adult learners.
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.
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.

The HealthCARE Consortium

MT HealthCARE is a statewide, industry-driven partnership comprised of a 15-college consortium, the MT Department of Labor and Industry (DLI), the Office of the Commissioner of Higher Education (OCHE), and the Montana Area Health Education Center (MT AHEC), a US DPHHS funded program. MT HealthCARE aligns with statewide economic development planning and workforce strategic planning initiatives.

Private Industry Support for HealthCARE

MHA-an Association of Healthcare Providers, the Primary Care Association, and the MT Health Network have endorsed the MT HealthCARE application. Thirty-nine employers from every region of Montana, including the statewide facilities of the Billings Area Indian Health Service, have signed a letter of commitment to the project, including the major tertiary healthcare facilities in each region of Montana.

Employer Letters of Support by Region	
Western	Community Medical Center, The Goodman Group, Clark Fork Valley Hospital & Family Medicine, Cabinet Peaks Medical Center, Kalispell Regional Healthcare, Nightingale Nursing & Caregiving, Monida Healthcare Network, Tamarack Management, Providence St. Joseph Medical Center, North Valley Hospital, Providence Health & Services Western Montana Region
South Central	Bullhook Health Center, Montana State Hospital, Bozeman Deaconess Medical Center, St. Peter’s Hospital, Livingston Health Center
North Central	Benefis Healthcare*, Bullhook Health Center, Wheatland Memorial Healthcare
Eastern	Billings Clinic*, Riverstone Healthcare, Pioneer Medical Center, Bighorn Valley Health Center, Holy Rosary Healthcare
Northeastern	Francis Mahon Deaconess Medical Center, Sweet Medical Center, Montana Health Network, Rosebud Health Center, Valley View Home, Roosevelt Medical Center, Daniels memorial Healthcare Center
*These facilities have large affiliated regional networks of critical access hospitals	



Project Summary

1. **Applicant Name:** Missoula College University of Montana
2. **Applicant City/State:** Missoula, Montana
3. **Consortium Member(s) and Consortium Member State(s):** Bitterroot College University of Montana, Hamilton, MT; Blackfeet Community College, Browning, MT; City College at MSU-Billings, Billings, MT; Chief Dull Knife College, Lame Deer, MT; Flathead Valley Community College, Kalispell, MT; Gallatin College-MSU, Bozeman, MT; Great Falls College-MSU, Great Falls, MT; Helena College-UM, Helena, MT; Miles Community College, Miles City, MT; Missoula College University of Montana, Missoula, MT; Highlands College of Montana Tech, Butte, MT; University of Montana-Western, Dillon, MT; Montana State University-Northern, Havre, MT; Salish Kootenai College, Pablo, MT; Stone Child College, Box Elder, MT
4. **Total Funding Level Requested:** \$ 19,998,598 (Including \$5 million supplemental)
5. **Sub-Total Requested Funding Amount by Consortium Member (if applicable):**
Bitterroot: \$158,789; Blackfeet: \$637,940; City College: \$637,940; Chief Dull Knife: \$158,789; Flathead: \$637,940; Gallatin: \$158,789; Great Falls: \$637,940; Helena: \$637,940; Miles: \$637,940; Missoula: \$7,934,206; Highlands: \$637,940; Western: \$47,434; Northern: \$637,940; Salish Kootenai: \$386,882; Stone Child: \$158,789.
6. **Project Name:** Montana HealthCARE
7. **Project Description and List of Credentials to be Developed and Awarded:** Credentials to be awarded: Nursing pathway (Certified Nursing Assistant; Licensed Practical Nurse: Associate Degree Registered Nurse, bridge to BSN); Allied Health Certificates (Medical Assistant, Dental Assistant, Emergency Medical Technician, Pharmacy Technician); Allied Health Degrees (Dental Hygienist, Health Information Technician). Project description: Strategies to address the gap between the state's educational capacity and healthcare employers' demands are: (1) Create statewide **healthcare pathways** characterized by stacked and latticed credentials and contextualized curricula; (2) Address Montana's **nursing** shortages by providing accelerated pathways to credential completion; (3) Increase **success for students** by providing services that better prepare adult learners for college; accelerate credential completion; coach students in pathway navigation; and provide access to distance education; and (4) **Engage the healthcare industry, education, workforce programs** and other stakeholders in healthcare workforce transformation; OJT and apprenticeship opportunities; rapid response cycle regional planning; and data driven approaches. This work will be **supplemented** by development of Core Curricula for administrative and clinical healthcare career pathways.
8. **Public Contact Information:** John Cech, Deputy Commissioner of Higher Education, 2500 Broadway, Helena, MT 59620-3201; (406) 444-0316; jcech@montana.edu

