

### Maine's Health Care Grant

February 2011 Project Update

#### **Project Goal**

 To increase the supply and employment of credentialed health care workers in highdemand occupations, specifically certified nursing assistants (CNA's), skilled nurses and allied health professionals.





#### **Grant Funded Training Targets**

100 Nurses (50 BSN & 50 ADN)

100 Allied Health Professionals

200 Certified Nursing Assistants

We will likely exceed the number of trainees

#### **Program Funding Caps**

- \$10,000 for Bachelor's Degree
- \$7,000 for Associate Degree
- Other certificates/degrees not to exceed \$7,000 and to be reasonably determined based on regional needs
- No trainee to receive 100% funding, with the possible exception of CNA trainees

# Support Services may be available to eligible trainees.

Eligibility = 200% of federal poverty level

## How are we doing?

## **Grant Objective 1**

Increase the number of incumbent health care employees, unemployed workers, displaced workers, and Veterans who advance their training and earn health care credentials, with a focus on CNAs, skilled nurses, and allied health professionals.

#### **PROGRESS - Objective 1**

- 27 Employers Applied on Behalf Of
   232 Nurses
   280 Allied Health Professionals
   24 Incumbent CNA's
- MOA's have been distributed to employers
- > Incumbent employees being enrolled

#### Next Steps – Objective 1

- Identify and enroll unemployed, dislocated and WIA defined low wage trainees
- Allied Health Pre-apprenticeship Pilot
- Allied Health Worker I Apprenticeship

# **Unemployed/Underemployed Allocations Per Region**

#### Minimum Number of Slots Per Region\*

- 2 nursing spots (1 BSN and 1 ADN)
- 4 allied health training slots
- 9 CNA training slots

\*Based on availability of regionally allocated funding, more slots may be available

# Identify and enroll unemployed and underemployed WIA eligible trainees

 CareerCenter Staff to solicit applications from trainees who are already enrolled in nursing or allied health occupation training and trainees interested and qualified to become Certified Nursing Assistants (CNA's)

#### **Trainee Basic Criteria**

- Unemployed or dislocated workers or incumbent workers who are considered low wage by WIA guidelines
- Will attain their credentials prior to the grant end date, February 1, 2013
- Need additional financial assistance to do so
- Have excellent prospects of employment upon attainment of credential

#### **HC Grant Trainee Funding Priorities**

- Those NOT funded in any way through any other Health Care training grants
- Veterans
- Those who are involved in an innovative training pilot that addresses current skills gaps
- Those enrolled in training addressing regionally identified allied health training priorities
- Those who will complete their degree/attain their credential within the shortest amount of time, prior to 2/1/2013
- If unable to make a selection based on the above criteria, a random computerized selection process will be used.

#### **Application Timeline**

- Trainee applications available at CareerCenters, WIA service providers and online February 18, 2011.
- Applications returned to Full-Service CareerCenter's by March 7, 2011
- Applications forwarded to Regional Coordinators by March 11, 2011
- Applications will be reviewed and prioritized by Regional Coordinators
- Applicants will be notified no later than April 1st, 2011 as to the status of their application

#### Allied Health Pre-Apprenticeship

- Recruitment through CareerCenters, WIA Service Providers and Adult Education Centers for preapprenticeship CNA program
- Career specific screening including academic, KSA's, Background Check, work ready, etc...
- Course Components CNA coursework, Ergonomics and HC Safety, Professionalism and customer service, Focused module based on individual preferences
- Target Implementation Date June 2011

#### Allied Health Worker I Apprenticeship

- Successful completers of pre-apprenticeship program will be eligible to apply for apprenticeships
- Apprentices will work as CNA's while completing apprenticeship in a specialty area
- May lead to a certificate in allied health field
- Target Implementation Date August 2011

## **Grant Objective 2**

Reduce Maine's "bottleneck" by:

- a) increasing the number of qualified RN clinical instructors;
- b) increasing the availability and flexibility of clinical training facilities; and
  - c) training clinical instructors in the use of simulation equipment.

#### **PROGRESS - Objective 2**

Some Regions have identified and are funding individuals pursuing credentials as clinical instructors

#### **CURRENT CHALLENGES**

- 50% of money not requested
- Sustainable generally not being piloted

#### Response to Challenges

- MDOL program manager meeting individually with health care providers and educational institutions
- MDOL program manager working with Regional Coordinators to encourage and facilitate Regional Program Advisory Groups (RPAG's) to discuss and develop regional strategies

## **Grant Objective 3**

Improve access to information about health care career pathways and training options.

#### **PROGRESS Grant Objective 3**

- USM Muskie School & MSDOL have agreed upon a contract
- USM Muskie School will research and recommend career pathway & workforce planning models & tools that will enable Maine's HC workforce skill planning for incoming or incumbent HC Workforce & Industry

## **Grant Objective 4**

Maintain and strengthen partnerships among Maine's employer, education, and workforce sectors to advance the development of a skilled health care workforce.

#### **PROGRESS Grant Objective 4**

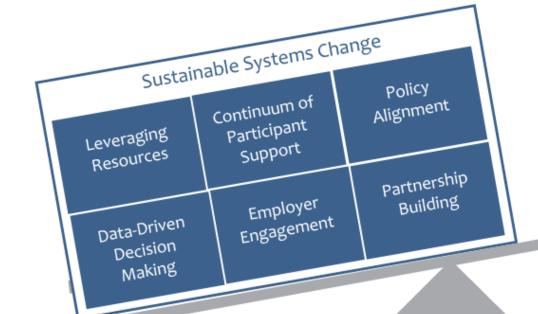
USM's Muskie School will align and coordinate the efforts of the HC Workforce Forum, the HC Sector Grant participants (employer & worker) and MDOL HC Sector Grant Team

#### **PROGRESS - Objective 4**

- > RPAG's meeting regularly
- ➤ Statewide Healthcare FORUM meetings continuing quarterly
- ➤ Health Care Summit will be held in the Fall of 2011

## Critical Grant Success Factors

{ critical success factors }



{ additional outcomes }

people on career pathways business productivity and innovation other

{ performance measures }

number of people **recruited** number of people **trained** number of people **placed** 

#### Regional Coordinators

Region 1 – Aroostook & Washington Counties
Tracy Tweedie <a href="mailto:ttweedie@nmdc.org">ttweedie@nmdc.org</a> (207) 493-5779

Region 2 – Hancock, Penobscot & Piscataquis Counties Theresa Mudgett TMudgett@emdc.org (207) 561-4046

Region 3 – Androscoggin, Franklin, Kennebec, Oxford & Somerset Harry Simones Harry.j.simones@Maine.gov (207) 753-9041

Region 4 — Cumberland, Lincoln, Knox, Sagadahoc, Waldo & York

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