

MO HEALTH WINS

Workforce Innovation Networks



MISSOURI'S

proposal for funding under the U.S. Department of Labor's
Trade Adjustment Assistance

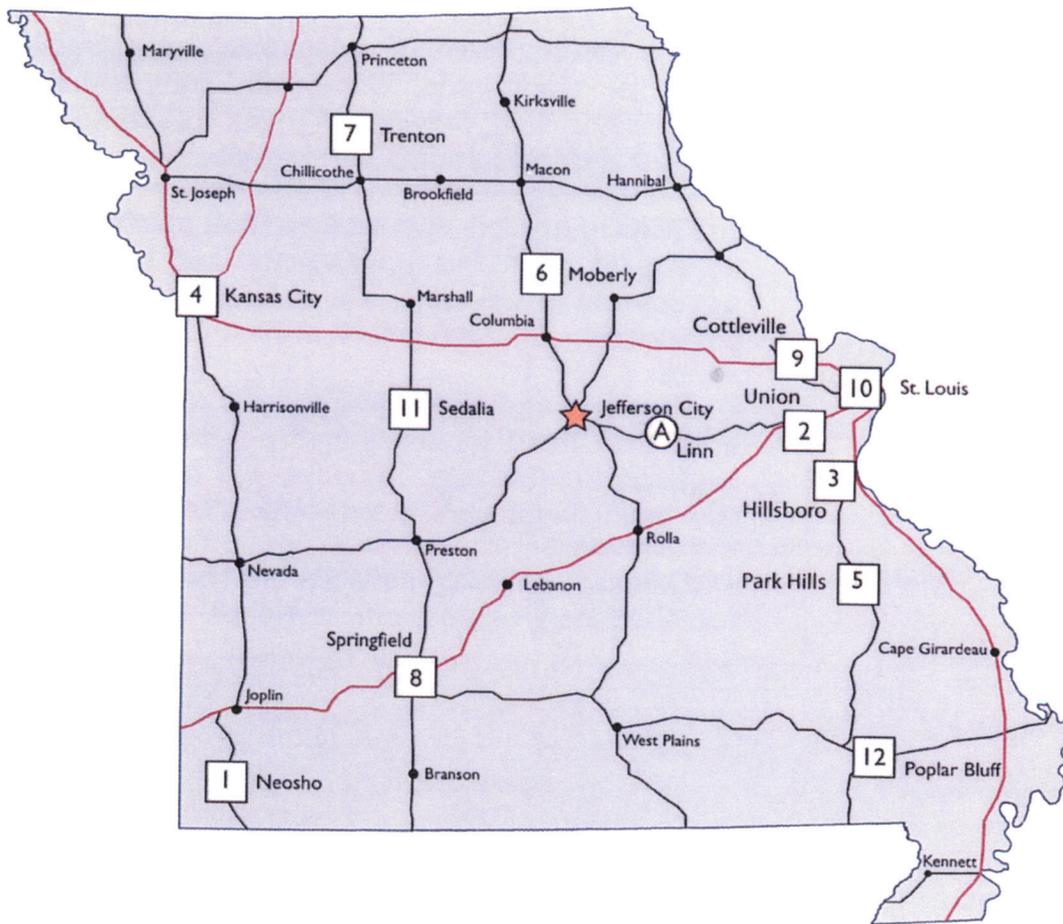
Community College and Career Training Grant Program

OVERVIEW



Workforce Innovation Networks

MoHealthWINS is Missouri's application for funding under the U.S. Department of Labor's Trade Adjustment Assistance Community College and Career Training (TAACCCT) grant program. All of Missouri's public community and technical colleges collaborated in the development of the proposal and are committed to working together to ensure its successful implementation.



- | | |
|-----------------------------------|---------------------------------------|
| 1. Crowder College | 8. Ozarks Technical Community College |
| 2. East Central College | 9. St. Charles Community College |
| 3. Jefferson College | 10. St. Louis Community College |
| 4. Metropolitan Community College | 11. State Fair Community College |
| 5. Mineral Area College | 12. Three Rivers College |
| 6. Moberly Area Community College | A. Linn State Technical College |
| 7. North Central Missouri College | |

INNOVATIONS

The central concept in the MoHealthWINS proposal is the idea that Missouri must change its approach to serving adult learners — including those who have been displaced due to foreign trade and other shifts in the workforce.

Each program offered as part of the grant will be based on innovative approaches designed to support adult students' learning, including:

**MoHealthWINS'
Target Population**

TAA participants
Unemployed adults
Underemployed adults
Low-skilled adults

- The development of a stackable credentials model that connects credit and non-credit components to industry certifications and provides a map for completion based on services available throughout the state.
 - Offering multiple entrance and exit points. Students can get training in short increments, stop out to work and develop professional experience, and return to school to gain another credential.
 - Providing students with the basic reading, writing, and math skills they need to function in postsecondary education in a contextualized setting. Students will have opportunities to see how these fundamentals are required in their field of choice.
 - Offering student services to help students adjust to postsecondary coursework and cope with the challenges they face.
- Offering courses in flexible formats, including online instruction and intensive weekend programs.
 - Giving students opportunities to apply what they are learning through simulations, internships, and other similar opportunities.

In addition, colleges are committed to unprecedented levels of collaboration in the implementation of MoHealthWINS proposals.

They will work together to develop new curricula tailored to the needs of the target population collaboratively, saving money and capitalizing on the unique resources of each college.

Colleges will also share equipment and specialized faculty, reducing redundancy and making efficient use of resources.



PROGRAMS

MoHealthWINS will train students for jobs in the health services/health sciences industry. This industry was targeted because it offers immediate and long-term employment opportunities and relatively high-wage jobs.

The health services/health sciences industry was also selected because of its appeal to the target population. Among TAA claimants, health care is the single most popular area of retraining — followed closely by information technology. Many TAA claimants are also interested in maintenance and mechanical occupations.

Target Occupations			
Health Informatics	Therapeutic Services	Diagnostic Services	Support Services
Health Information Technologist Information Systems	Certified Nursing Aide Certified Medical Technician Licensed Practical Nurse Associate Degree Nurse Pharmacy Technician	Hearing Instrument Technician Medical Lab Technician Phlebotomist Radiologic Technician	Maintenance Technician Mechanical Technician





PARTNERSHIPS

Workforce Innovation Networks

The MoHealthWINS proposal was developed based on extensive conversations with healthcare employers, workforce investment boards, and state officials.

Twenty-five healthcare employers signed a letter of commitment indicating that they will support MoHealthWINS by:

- Offering job opportunities to qualified MoHealthWINS program participants
- Offering career advancement opportunities for employees by supporting progression through the career pathways supported by MoHealthWINS
- Continuing to provide feedback on skill and competency needs, curriculum, and credentials
- Developing internships and other work-based learning pathways
- Referring participants for training
- Supporting program sustainability through continued partnerships after the grant ends
- Looking for opportunities to leverage financial assistance
- Providing continued leadership and vision to consortium colleges and local workforce investment boards

The 25 employers are a diverse group in terms of urban/rural service areas and type of services provided. The employers include:

- | | |
|-----------------------------------|-----------------------------------|
| ARAMARK Corporation | Hermann Area District Hospital |
| Audrain Medical Center | IBM |
| BJC Health Care | McDonald County Health Department |
| Boone Hospital | Pershing Health Systems |
| Bothwell Regional Hospital | Poplar Bluff Medical Center |
| Cameron Regional Medical Center | Poplar Bluff Medical Partners |
| Capital Region Medical Center | Samaritan Hospital |
| Center for Diagnostic Imaging | SSM Health Care |
| Cerner Corporation | St. Francis Hospital |
| Freeman Health Systems | Truman Medical Center |
| Golden Living Center | UMB |
| Golden Valley Memorial Hospital | Wright Memorial Hospital |
| Harry S. Truman Veterans Hospital | |

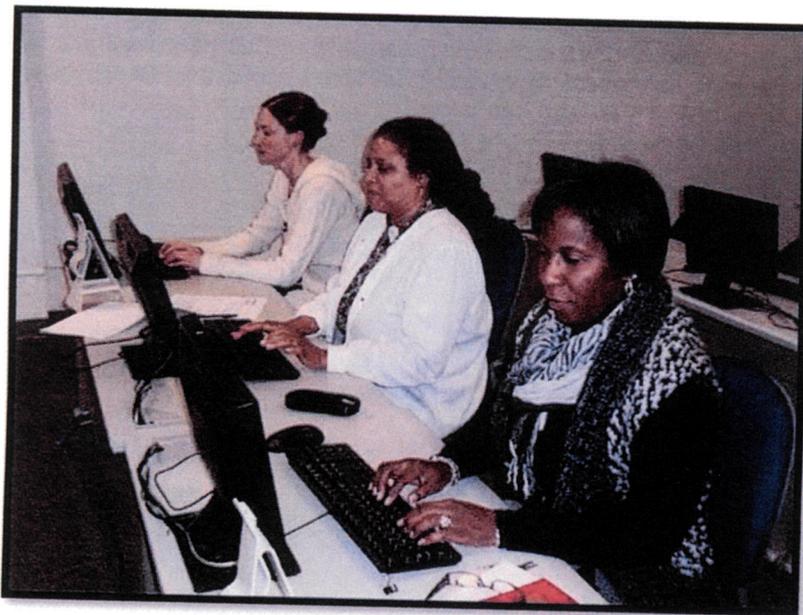
PARTNERSHIPS



Workforce Innovation Networks

In addition to employer input, the MoHealthWINS team also worked with each of the state's local workforce investment boards (WIBs) and the Department of Economic Development's Division of Workforce Development. WIBs agreed to:

- Refer TAA participants to consortium colleges for training
- Leverage the portfolio of business services, job placement, and training assistance (such as on-the-job training, tax credits, and job orders) available through career centers for the benefit of training participants
- Collaborate with consortium colleges to develop a referral process to ensure placement performance
- Provide formal and informal workforce intelligence through career center business services units to employment and training needs in the health services/health sciences industry
- Assist in ensuring employer engagement for validation of curricula, hiring needs, and participant placement



- Provide and share results of assessment services for the target population, including interest and aptitude assessments, skill assessments such as WorkKeys and TABE, sector-specific assessments, and academic credit for prior learning
- Serve with consortium college staff on statewide and regional advisory committees to ensure timely execution of deliverables and to support curriculum design that uses identified best practices
- Partner with consortium colleges on education and outreach materials and efforts

STATEWIDE IMPACT

MoHealthWINS will develop a statewide network of colleagues and institutions focused on intentional action to better serve adult learners. College faculty and staff who are working with the target population will meet regularly for training and will be able to access online resources such as an electronic research library, a discussion board, and information about tracking grant expenditures and accountability measures.

The Missouri Community College Association will coordinate much of the state-level work. MCCA will work with fiscal agent OTC to employ a full-time project manager as well as research staff dedicated to ensuring that data are collected and assessed on a regular basis.

The statewide impact of the project will be significant: Consortium colleges project that they will serve 4,600 students during the grant period. These Missourians will leave school with vastly improved earning power, both in the short- and long-term.

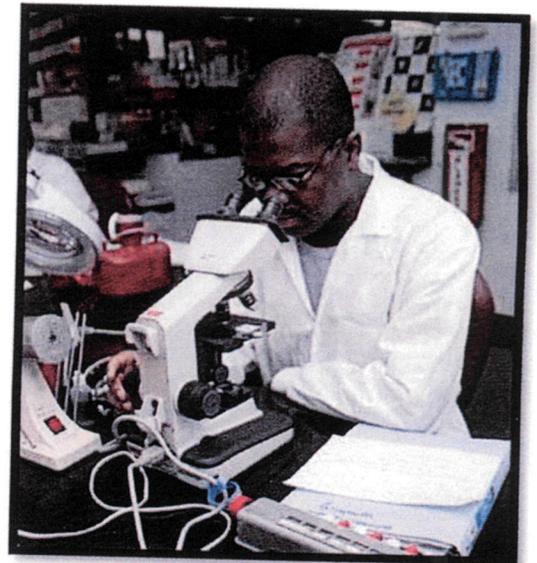
In addition to the impact MoHealthWINS will have on individuals served during the grant period, the project will result in significant systemic changes that will benefit students like those in the target population for years to come.



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**MoHealthWINS
will directly
impact
4,600
Missourians**

MoHealthWINS is intended to identify successful strategies for educating adult students and allow those successes to be replicated across the state. This will be accomplished by engaging current college faculty and staff in significant program training and development, which will build a solid and supportive human capital base. Structural and curricular changes will also open up more opportunities for collaboration with local WIBs and other workforce development agencies, boosting the number of displaced workers who seek retraining at community and technical colleges.



MCCA's annual conference and other sponsored

programs will provide additional opportunities for continued discussion and professional development pertaining to assessment and implementation of program approaches. A continuous feedback loop will be developed among colleges, employers, WIBs, state agencies, and other key players to ensure that the MoHealthWINS model continuously adjusts to align with workplace needs, innovative learning processes, and funding opportunities.

LOCAL IMPACT



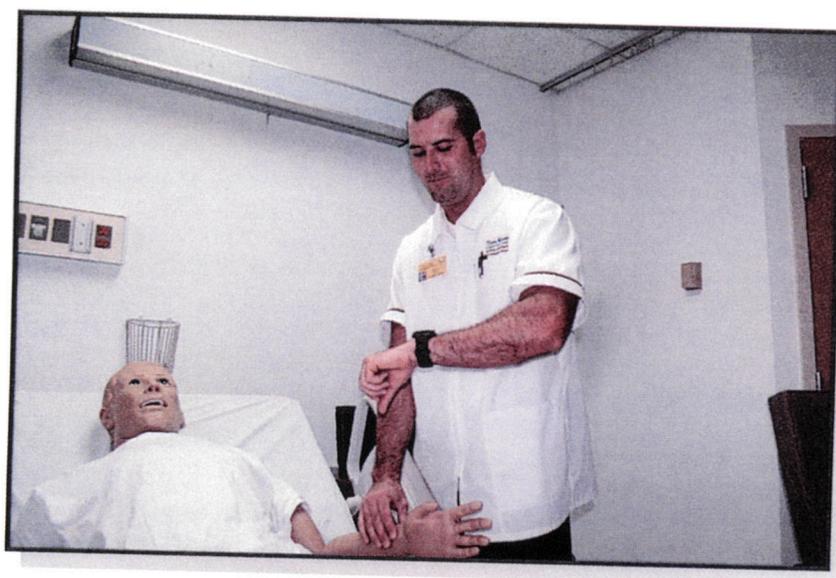
Workforce Innovation Networks

MoHealthWINS will have tremendous impact on each consortium college and the students they serve.

CROWDER COLLEGE will expand its nursing program to McDonald County. Students will receive extensive support and contextualized developmental coursework. Students will also progress toward distinct stackable credentials, with each participant earning CNA certification before he or she starts the nursing program. Finally, classes will be offered in convenient locations and on flexible schedules to meet the needs of adult learners.

EAST CENTRAL COLLEGE will develop an entry-level health information technology pathway that features stackable credentials, including non-credit and credit certificates that will allow students to work in medical information intake, help desk support, medical billing and coding, web development, HIT AAS, and database development, as well as nurses, CNAs, certified medical technicians, LPNs, and RNs. Students' pathways will be shaped by assessments and coaching, and they will participate in cohort-based boot camps to prepare them for common gatekeeper courses.

JEFFERSON COLLEGE will improve its ability to meet adult learners' needs through use of a WorkKeys-based model that brings students' skills up to just the level they need to achieve their first career goals. Students will receive personalized plans that address strengths and weaknesses and that will allow them to obtain the first credential on their career ladder. Jefferson will focus on radiological technology and computer information systems. The rad tech program will be offered in cooperation with St. Charles Community College. Both colleges will offer gen ed coursework on their own campuses. Lecture courses will be provided online and students will use simulation software and local clinical experience to complete their training. Jefferson's computer information systems training will include modularized curriculum that is responsive to the needs of healthcare employers and that provides students with stackable credentials.



Crowder College

Neosho · Cassville · Nevada · Webb City
Nursing

East Central College

Union · Rolla
Health Informatics
Nursing

Jefferson College

Hillsboro · Arnold · Cedar Hill · Imperial
Information Technology
Radiologic Technology

Linn State Technical College

Linn · Jefferson City
Information Technology
Maintenance & Mechanical Support

Metropolitan Community College

Five campuses located throughout the metropolitan Kansas City region
Health Informatics
Information Technology
Maintenance & Mechanical Support
Nursing

Mineral Area College

*Park Hills · Arcadia Valley · Farmington ·
Fredericktown · Perryville · Potosi ·
Winona*

Pharmacy Technology
Phlebotomy
Radiologic Technology
Maintenance & Mechanical Support

Moberly Area Community College

*Moberly · Columbia · Edina · Hannibal ·
Kirksville · Mexico · Macon*
Information Technology
Medical Laboratory Technology

LOCAL IMPACT



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North Central

Missouri College

Trenton · Bethany · Chillicothe ·
Maryville
Nursing
Pharmacy Technology

Ozarks Technical

Community College

Springfield · Ozark · Branson ·
Lebanon · Waynesville
Hearing Instrument Specialist
Information Technology
Maintenance & Mechanical
Support

St. Charles

Community College

Cottleville
Radiologic Technology

St. Louis

Community College

Four campuses located
throughout the metropolitan St.
Louis region
Information Technology
Health Informatics
Nursing

State Fair

Community College

Sedalia · Clinton · Lake of the
Ozarks · Whiteman Airforce Base
Health Informatics
Pharmacy Technology
Phlebotomy
Radiologic Technology

Three Rivers College

Poplar Bluff · Cape Girardeau ·
Dexter · Kennett · Malden ·
Portageville · Sikeston
Nursing

LINN STATE TECHNICAL COLLEGE will use MoHealthWINS funds to increase course offerings and certifications that meet the needs of adult learners in the areas of maintenance technician/mechanical technician. The college will develop contextualized math and reading courses to be offered concurrently with major field technical courses. MoHealthWINS will also enable the college to develop and deliver an online biomedical technician certificate.

METROPOLITAN COMMUNITY COLLEGE will focus on information technology and health information technology, nursing, and maintenance. The college will work with other consortium members to establish, embrace, and promote policies and procedures to award credit for prior learning; establish a stackable credentials model including modularized courses for stronger interface between credit and non-credit offerings, short-term course formats, and career maps to assist in advising; restructure developmental education by incorporating learning communities and contextualized academic tutorials; and establish an industry-standard IT production lab.

MINERAL AREA COLLEGE will partner with Moberly Area Community College to offer a medical lab technician AAS degree. Moberly will offer coursework online, enabling Mineral Area students to participate in the program at no additional cost to Mineral Area through an articulation agreement. Mineral Area will also offer a pharmacy tech program, allowing students to get high-paying jobs in a growth industry after just 12 weeks of training. Finally, the college will strengthen its stackable certificate offerings by adding a maintenance technician certificate. The college will share software and equipment with other consortium members.

MOBERLY AREA COMMUNITY COLLEGE will better serve students by offering its medical lab technology program in an online, web-synchronous delivery format, preparing students for entry into a high-demand, high-wage occupation. This option is particularly important given the large size of Moberly's service area. Many students in the service area live hours away from the closest community college campus.

NORTH CENTRAL MISSOURI COLLEGE will offer strategically designed curriculum that will enable students to return to the workforce in high-paying, in-demand jobs. The college will strengthen its nursing program by establishing flexible options within the program.

OZARKS TECHNICAL COMMUNITY COLLEGE plans to expand its ability to serve students by offering maintenance technician training that will quickly prepare students for a wide range of maintenance positions, hearing instrument specialist training, and training for information technology positions required by all health sciences/health services enterprises. These programs will be offered in flexible formats designed to meet adult learners' unique needs and will enable students to gain stackable credentials as they make academic progress.

ST. CHARLES COMMUNITY COLLEGE will focus on programs that provide students with access to new program opportunities and career options that include multiple entry- and exit-points and are designed to be flexible enough to provide participants with various levels of credentialing to improve earning potential. The college will retool its remediation and retention programs to meet the needs of the target population and will offer collaborative/cooperative programs in rad tech, med lab tech, and hearing aid specialist tech.

LOCAL IMPACT

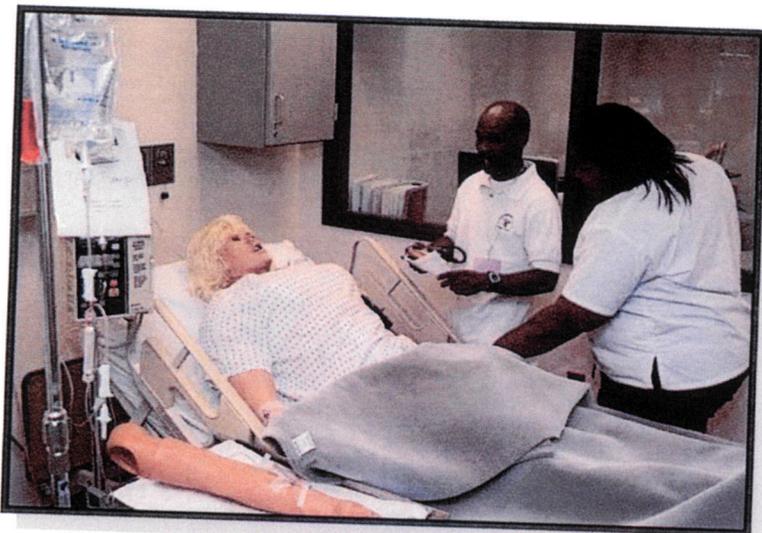


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ST. LOUIS COMMUNITY COLLEGE has designed a multifaceted set of programs to improve its ability to serve adult learners. The college will offer assessment, contextualized basic skills instruction, and career exploration/coaching aimed at helping low-skilled workers enter and succeed in the health informatics and therapeutic services career pathways. The college will also offer boot camps, create cohort-based learning communities led by career pathway coaches who will work with students through all levels of the pathway, and learn and earn opportunities such as internships. Another aspect of STLCC's plan is to build stackable credentials and credit for prior learning/experience into bridge programs that will smooth students' movement along their career pathway.

STATE FAIR COMMUNITY COLLEGE will offer stackable certificates and opportunities to use the certificates for job advancement as they work toward a degree. Students will see the connection between the basic skills courses and the training they are receiving through connections developed in the curriculum for their program and the basic skills courses. Students will be able to apply what they are learning through a variety of simulations, internships, and other opportunities that will enhance their learning experience.

THREE RIVERS COLLEGE will use a variety of innovative measures to enhance student success. Multiple starting points will allow students to learn at their own pace, while maximizing skill-sets and education. Coursework will be completed using traditional, hybrid, and online platforms. Through student advising and mentorship, students will achieve educational endeavors by utilizing a stackable methodology that will allow them to obtain job skills that will make them marketable in the health services/health sciences industry while advancing their knowledge and leveraging employability.



Information Technology

Jefferson College
Linn State Technical College
Metropolitan Community College
Moberly Area Community College
Ozarks Technical Community College
St. Louis Community College

Health Informatics

East Central College
Metropolitan Community College
State Fair Community College
St. Louis Community College

Nursing

Crowder College
East Central College
Metropolitan Community College
North Central Missouri College
St. Louis Community College
Three Rivers College

Pharmacy Technology

Mineral Area College
North Central Missouri College
State Fair Community College

Hearing Instrument Specialist

Ozarks Technical Community College

Medical Laboratory Technology

Moberly Area Community College

Phlebotomy

Mineral Area College
State Fair Community College

Radiologic Technology

Jefferson College
Mineral Area College
State Fair Community College
St. Charles Community College

Maintenance and Mechanical Support

Linn State Technical College
Metropolitan Community College
Mineral Area College
Ozarks Technical Community College



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