



Maine's Health Care Grant

February 2011 Project Update

Project Goal

- To increase the supply and employment of credentialed health care workers in high-demand 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 pre-apprenticeship 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 }

Sustainable Systems Change		
Leveraging Resources	Continuum of Participant Support	Policy Alignment
Data-Driven Decision Making	Employer Engagement	Partnership Building

{ 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 ttweedie@nmdc.org (207) 493-5779

Region 2 – Hancock, Penobscot & Piscataquis Counties

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Region 3 – Androscoggin, Franklin, Kennebec, Oxford & Somerset

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