Activating Partnerships Between Community Health Centers and Colleges for the Regional Health Workforce Benefit

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Key Points

1. Community Colleges and Workforce Development

2. Shared Responsibility/Shared Impact

3. Community Health Center & Community College Partnerships

4. Resources for Connecting with the CTC System

5. Facilitated Work
Key Points

Community Colleges
and
Workforce Development
## Existing Engagement Policy and Resources

### COE Business and Industry Engagement Guides
- Collective Impact Strategies
- Community Engagement Strategies
- Jobs for the Future’s “A Resource Guide to Engaging Employers”

### Use of Existing Resources
- Key Strategic Priority 2: Business Engagement
- Collective Impact Forum
- Healthier Washington-Health Innovation
- Leadership Network Sub-Committee for Collective Responsibility
- GCACH Leadership Council
- COE Advisory Board/ Business Engagement Seminar
Community Colleges and Workforce Development

- Why Community Colleges?
- Examples
Key Points

Shared Responsibility

Shared Impact
History of Collective Impact

“Large scale social change requires broad, cross-sector coordination, yet the social sector remains focused on the isolated intervention of individual organizations”

- Collective Impact by John Kania & Mark Kramer
What is Collective Impact?

Video from: [FSG Collective Impact](http://www.fsg.org/ideas-in-action/collective-impact)
## Ladder of Employer Engagement

<table>
<thead>
<tr>
<th>Activity Examples</th>
<th>Level I</th>
<th>Level II</th>
<th>Level III</th>
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<tr>
<td>Discuss hiring needs, skills, competences, advise on curriculum, contract training, hire graduates.</td>
<td>Advising</td>
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### New Relationship
- **Key Employer Role:** Advising
- **Stage of Relationship:** Initial contact / new relationship
- **Activity Examples:** Discuss hiring needs, skills, competences, advise on curriculum, contract training, hire graduates.

### Working Relationship
- **Key Employer Role:** Capacity-building
- **Stage of Relationship:** Establishing trust and credibility
- **Activity Examples:** Job site tours; speakers; mock interviews, internships, needs assessment, loan/donate equipment, recruiting

### Strategic Partnership
- **Key Employer Role:** Co-designing
- **Stage of Relationship:** Working relationship
- **Activity Examples:** Curriculum/pathway development, adjunct faculty and preceptors
- **Activity Examples:** College-employer, sectorial, partnerships
- **Activity Examples:** Multi-employer/multi-college partnerships
Defining Employer Engagement

According to Jobs for the Future’s “A Resource Guide to Engaging Employers” there are specific qualities of successful engagement.

These include:

- Continuous
- Strategic
- Mutually valuable
- Wide-ranging
- Comprehensive
- Intensive
- Empowering
- Institutionally Varied
Key Points

Community Health Centers
And
Community College Partnerships
Top Five Ways Community Colleges Partner with Primary Care to Develop a Highly Skilled Workforce

5. Prior Learning Assessment / Competency Based Education
Prior Learning Assessment / Competency Based Education

- For workers who were trained on the job, or workers who need certification or credentialing to meet requirements.
Most schools have programs to provide credit for prior learning, or Prior Learning Assessment, to give credit to those who can show evidence of their learning.
• Competency Based Education means learning is structured so that participants can accelerate through material they already know, by demonstrating.
Most schools have programs to provide credit for prior learning, or Prior Learning Assessment, to give credit to those who can show evidence of their learning.
Competency Based Education means learning is structured so that participants can accelerate through material they already know, by demonstrating competency.
Prior Learning Assessment / Competency Based Education

Examples

- Washington’s Medical Assistant-Certified Program
- Programs for medic-trained service members (Nursing Assistant, LPN, Medical Assistant)
- RN acceleration programs
- BAS programs offering PLA
Top Five Ways Community Colleges Partner with Primary Care to Develop a Highly Skilled Workforce

4. Contract Trainings
Contract Training

- Often offered through Continuing, Corporate and Community Education departments
- Schools can create or provide existing trainings for a set fee per cohort
- **Pro:** no chance of the class being cancelled due to low enrollment
- **Con:** if you don’t have enough participants, the cost per may be high
Top Five Ways Community Colleges Partner with Primary Care to Develop a Highly Skilled Workforce

3. Grant Funded Projects
Grant Funded Projects

- Some colleges have grant writers or grant managers on staff
- Grant applications are often strengthened by demonstration of community partnerships
- External funding encourages and allows for innovations
Top Five Ways Community Colleges Partner with Primary Care to Develop a Highly Skilled Workforce

2. Advisory Boards
Advisory Boards

Colleges: Revise and develop programs and training based on employer needs. Educate employees particularly suited to employer needs. Send student interns and volunteers for “extended interviews.”

Advisory Boards: Provide feedback and guidance on workforce needs and trends. Provide opportunities for cooperative work experience for students.
## Advisory Boards

The table below illustrates the different levels of relationship between employers and educational institutions, along with key employer roles, stages of relationship, and activity examples at each level.

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Top Five Ways Community Colleges Partner with Primary Care to Develop a Highly Skilled Workforce

1. Externships
Externships

- A.k.a. internships, cooperative work experience
- Provides students with required work experience
- Provides employers with “extended interview” of potential employees
- Gives mentors opportunity to educate the next generation in their field
Externships

Which training programs need work experience?

- Almost all allied health programs require externship or clinical experience
- If not required, volunteer experience or optional externship makes for stronger candidates
- Many programs use simulation before placement (such as “Sim Man”)
Key Points

Resources for Connecting with Community Colleges
Community College Connections

- Workforce Deans
- Externship Coordinators for specific training programs
- Closest college—many colleges have branch campuses, distance learning capabilities, hybrid classes
Key Points

Facilitated Work
Think

1. Name your closest Community Colleges

2. What is the quality of your relationship with your local training institution?

3. Most helpful way to partner with the Community Colleges right now

4. Next steps, with contact information
With Partners

1. Name your closest Community Colleges

2. Share a story of a partnership that worked.

3. What can we do to move the needle forward with collaboration, partnership and sharing resources?

4. Most helpful way to partner with the Community College right now
Report

• Share some of the best ideas!
• Take aways!
Questions and Discussion