



Annual Primary Care Conference

October 15, 2016

**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

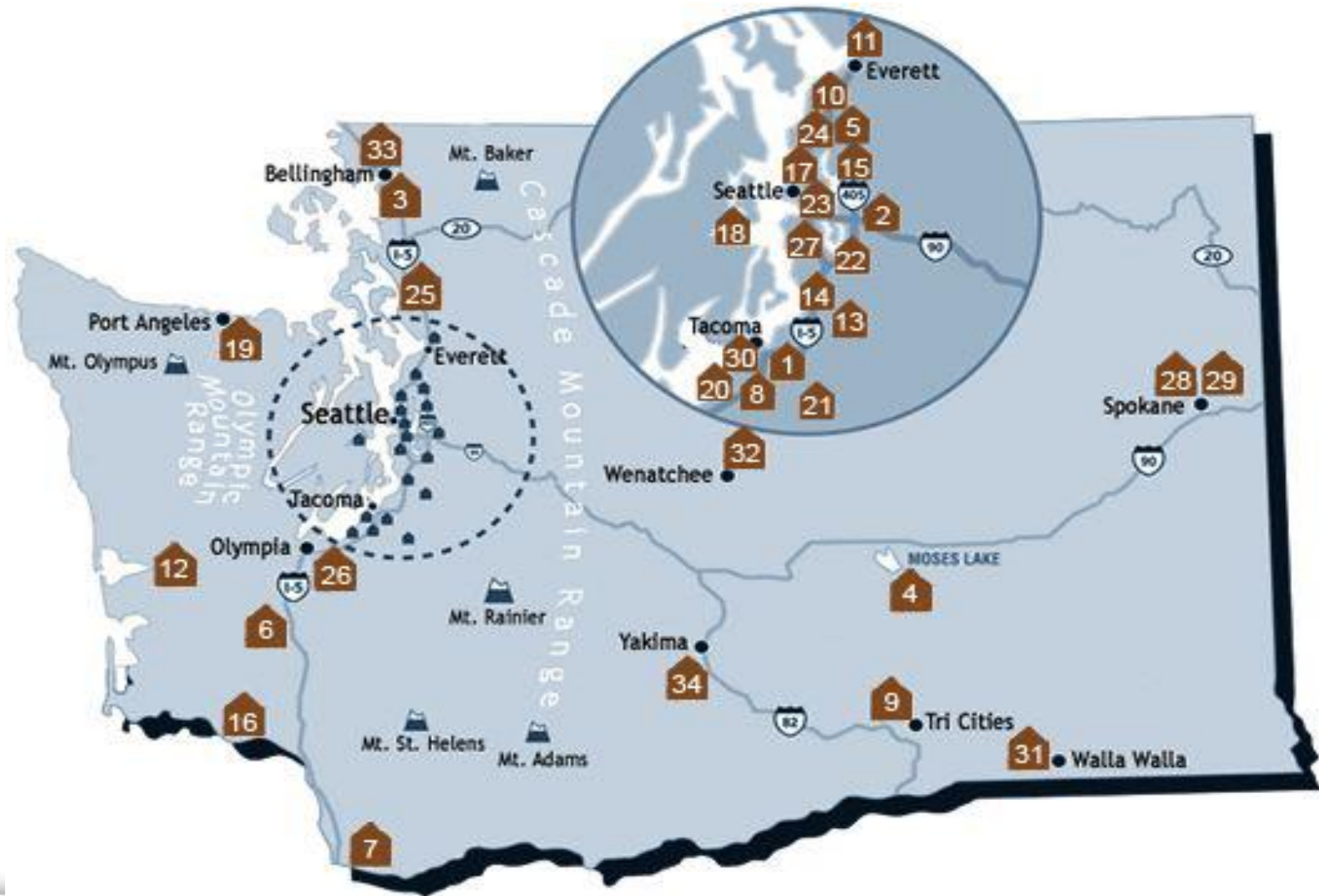
- Key Strategic Priority 2: Business Engagement
- Collective Impact Forum
- Healthier Washington-Health Innovation
- Leadership Network Sub-Committee for Collective Responsibility
- GCACH Leadership Council
- COE Advisory Board/ Business Engagement Seminar

Community Colleges and Workforce Development

- Why Community Colleges?
- Examples



Map of CTC System



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>

New Relationship

Working Relationship

Strategic Partnership

	Level I	Level II	Level III	Level IV	Level V
Key Employer Role	Advising	Capacity-building	Co-designing	Convening	Leading
Stage of Relationship	Initial contact / new relationship	Establishing trust and credibility	Working relationship	Trusted provider and collaborator	Full strategic partner
Activity Examples	Discuss hiring needs, skills, competences, advise on curriculum, contract training, hire graduates.	Job site tours; speakers; mock interviews, internships, needs assessment, loan/donate equipment, recruiting	Curriculum/pathway development, adjunct faculty and preceptors	College-employer, sectorial, partnerships	Multi-employer/ multi-college partnerships

Ladder of Employer Engagement

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

NEEDS

NWRPCA Members

- Training— New/Incumbent
- BH Integration
- EE Retention
- Oral Health
- Skills Gap
- Emerging Roles
- Community Health
- Recruitment—Workforce Pipeline
- Team-based Care

Colleges

- Knowledge of Workforce Demand
- Clinical Placement
- Student Success
- Industry Engagement
- Facility Retention
- Students Employment After Graduating
- Team-based Student Success

Workforce Partners

- New Hires
- Alignment with Market Needs
- Access to Training for Unemployed Workers

Consumers

- Affordable Healthcare
- Employment
- Community

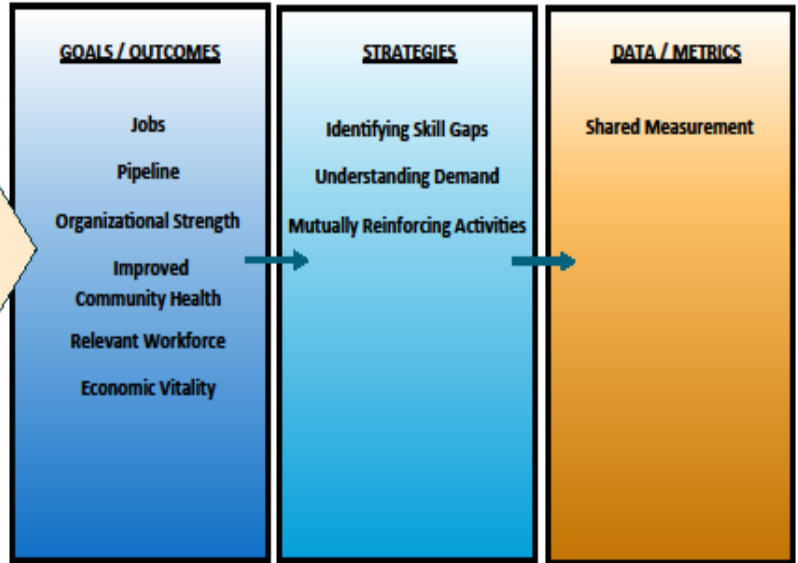
RESOURCES

- Jobs
- Industry Knowledge
- Experts
- Communication Network

- Expertise
- Diverse Student Body
- Partnerships

- Data
- Funding
- Connections

- ACH'S
- Healthier Washington
- WDC'S
- Organizations
- AHEC
- WCN



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.

Prior Learning Assessment / Competency Based Education

- 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.

Prior Learning Assessment / Competency Based Education

- Competency Based Education means learning is structured so that participants can accelerate through material they already know, by demonstrating.

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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
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3. Grant Funded Projects

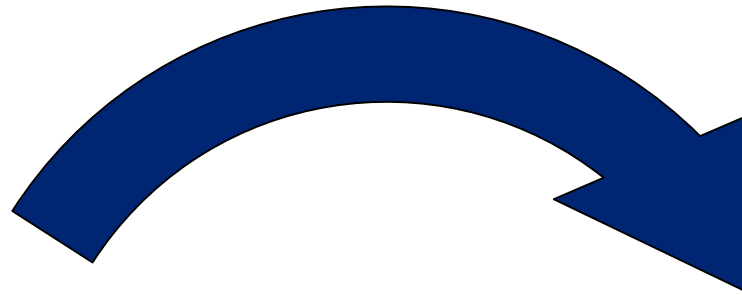
Grant Funded Projects

- 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
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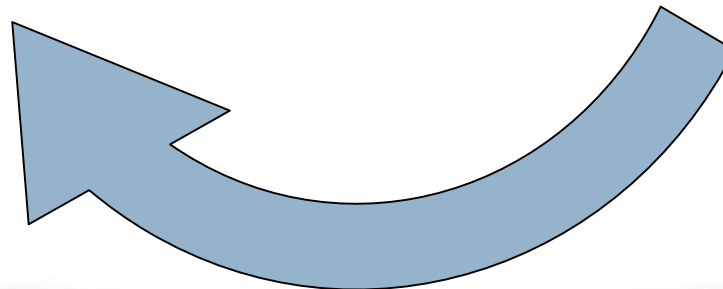
2. Advisory Boards

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

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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

