Rural Network Allied Health Training Program Meeting
Grantee Sharing

French Lick, IN
June 20, 2016
Rural Allied Health Network Training (RAhNT) Partnership

Mr. Benjamin Rackley
Executive Director/Project Director

Rural Network Allied Health Training Program Meeting
June 20, 2016
The Rural Allied Health Network Training (RAhNT) Partnership was established to address the shortages of Allied Health Workers in rural Alabama.

The RAhNT Partnership is a network of five entities to include a community hospital, community college, county school district, regional health care authority, and area health education center.

The mission of the RAhNT Partnership is to increase the number of Primary Allied Health Care professionals and to improve access to health care in rural and underserved communities in Central Alabama.

The primary goal of the partnership is to increase the number of Allied Health Workers who will be recruited, trained, placed, and retained throughout 13 counties of rural Central Alabama.
The RAhNT Partnership provides a purposeful pipeline for Allied Health professionals through the efforts of the network members, school districts and colleges, and local businesses and stakeholders to provide education and training for new recruits.

- Recruitment from rural high schools, career tech programs, VA, and a variety of community efforts
- Provide accessible training and placement opportunities to recruits/trainees
- Provide job placement and retention assistance
H. Councill Trenholm Technical Community College provides curriculum and training for the targeted Allied Health professions. All of the curriculum programs are accredited by their respective professional governing bodies. Upon completion of a professional program, students are eligible to become credentialed in their profession.

Trenholm currently offers the following Allied Health training programs within RAhNT’s targeted disciplines:

- Medical Assisting
- Dental Assisting
- Nursing Assisting
- Emergency Medical Services
- Diagnostic Medical Sonography
- Medical Radiologic Technology
Wright Health Partners Description

WHP network, established in 2012, aligns seven separate entities in all aspects of health care for a six county region in rural northern Iowa. Members include Iowa Specialty Hospital Clarion & Belmond, Orthopedic Specialists, Gabrielson Clinic for Women, North Iowa Area Community College (NIACC), Belmond-Klemme High School, & ABCM Corporation. Services provided include ambulance and emergency care, primary and specialty care, surgical care and community health and wellness.

A core focus of WHP is to offer comprehensive healthcare to improve health for rural residents. The network was founded to increase access to high quality health care and to ensure that all rural residents in the area are able to receive the care needed. The network values are “Excellence in Healthcare”, encompassing integrity and compassion driven by accountability and sustained results.

**COURSE DESCRIPTION:**
To provide community-based, job-driven training for allied health professionals. The Wright Health Partners Health Career Academy’s focus is on training and retaining allied health professionals. The career academy provides community-based job-driven training for allied health professionals including EMTs, Paramedics, and Certified Nursing Assistants.
WHP Value Proposition

Wright Health Partners Health Careers Academy

Job Driven, hands-on, local health career training that supports successful job placement within the network.

• Emergency Medical Technicians
• Certified Nursing Assistants
• Rural Pathway
  • Local Classes
  • Job Search Assistance
  • Scholarships availability
Curriculum Design

The Rural Pathway

Hands On Training
• Takes place in departments within the Network so students are immersed in Rural Culture to support retention
• Local Instructors from within the Network
• Purposeful rounding with each student to support success of student and the program
• College credit course work

Job Search Assistance
• Human Resources professions educate students on job search, applications, and interviewing techniques.

Rural Community Support
• Students learn and see first hand how each network member supports the rural community and their focus on building a rural health culture.

Letter of Commitment
• Each student signs a letter of commitment to remain in a rural area once coursework is complete.

Scholarship
• Up to five scholarships available per year for community members, residing within the Network, who are interested in participating.
Indiana Rural Workforce Innovation Network

Cindy Large
Project Director

Rural Network Allied Health Training Program Meeting
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Indiana Statewide Rural Health Network (InSRHN) is a mature horizontal network 31-member hospital network established in 2007 through a HRSA Rural Health Network Planning Grant and a subsequent 2008 HRSA Rural Health Network Development Grant.

COURSE DESCRIPTION: Explores healthcare delivery in the rural community. Exposes the students to the unique differentiators of healthcare in the rural community. Discusses issues around access, disparities, and strategies to bridge these gaps. Includes a service learning project in the rural setting.

- Provide **clinical rotation program** for lab tech and sonography
- Develop 3.0 credit **Rural Healthcare Elective Course** for Allied Health Professionals
- Provide **job placement and retention** support
Network Value Proposition

Three experienced and accomplished members with statewide presence and connections:

Indiana Rural Health Association (IRHA)

Ivy Tech Community College of Indiana (ITCC)

Rural Health Innovation Collaborative (RHIC) – Curriculum developer and instructor

- Student participation in didactic education in rural culture
- Opportunity for hands-on clinical training within rural Indiana healthcare host sites
- Increased employment in rural settings with industry-validated credentials.
IRWIN Curriculum Design

Design Highlights:
• Hybrid Pilot Program; face-to-face and online; 16 hours
• Accredited curriculum approved for 3.0 credit hours as a rural elective
• Allied professions: MLT and Sonography
• Completed by spring 2017

MAJOR COURSE LEARNING OBJECTIVES:
At the completion of this component, the student will be able to:
• Define the term “rural” and explain how it specifically relates to healthcare.
• Recognize common rural health terminology.
• Identify barriers that rural residents face in accessing quality healthcare.
• Analyze healthcare disparities in the rural health community.
• Identify common types of healthcare delivery models in rural communities
• Identify considerations that healthcare providers may need to modify the delivery of care to rural populations.
• Create an abbreviated community health needs assessment (CHNA) for a rural community.
• Recognize how technology enables healthcare access in rural communities
• Participates in a service learning project in a rural setting as directed
ASPIN Recruitment & Retention Consortium (ARRC)

Paul Conrad
Director of Training and Workforce Development
ARRC Project Director

Tori Becher
ARRC Project Coordinator

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ARRC Description

- Affiliated Service Providers of Indiana (ASPIN) → Behavioral Health Clinical Network
- ASPIN Recruitment and Retention Consortium (ARRC) Purpose → Facilitate the recruitment & retention of behavioral health technicians in seven Indiana counties
- A three pronged approach:
  - Recruitment
  - Training
  - Retention
Value Proposition

In our 7 target counties:

- 1,500-3,600 consumers left untreated
- Up to 19 days to 1st appointment

ARRC’s Value:

- Reduce number of vacant BHT positions
- Improve access to care and treatment
- Decrease unemployment
- Retain a skilled workforce
Curriculum Design

1. Identify College Students With A Desire To Impact Underserved Rural Areas
2. Job Shadow at a targeted Center
3. Train and Certify as CHWs
4. 150 Hour Internship
5. Hire as Behavioral Health Technicians at Mental Health Centers
6. Student Continues Earning Degree

Retains Employment at Mental Health Center after Graduation
Coalfield Regional Healthcare Network

• **Mission:** To increase collaboration between regional stakeholders to enhance the health of [the region’s] residents.

• **Location:** Rural Western Kentucky Counties
  - Madisonville Community College’s Service Area
  - Caldwell, Hopkins, McLean, Muhlenberg and Webster

• **Members:**
  - Healthcare Education Providers
  - Rural Community Healthcare Providers
    - Hospitals, Community Health Centers, Health Department
    - Anticipated new members: Behavioral Health and Long-term Care
Coalfield Regional Healthcare Value Proposition

Displaced Coal Miners

Discharged Veterans

Madisonville Community College

Academic Advising
College Credit for Experience Review
Financial Assistance Advising
Support Services

Admission

Allied Health Programs
Medical Laboratory Technician
Occupational Therapy Assistant
Paramedic
Physical Therapist Assistant
Radiography

Outcome

Proficient
Credible
Successful

Graduation

Healthcare Professionals
Employment Stability within the

Coalfield Regional Healthcare Network
Rural Community Health Care
Curriculum Design

Constructed to Resolve Challenges

• Economy and Unemployment
• Shortage of Allied Health Professionals
• Recruitment and Retention in Rural Areas

Spotlights

• Network’s dedication to expansion & sustainability
• Multi-media marketing campaign
• Strengthening of Allied Health Programs
  o Inter-professional collaboration in high-fidelity simulation lab
  o Supportive resources – Network and College
Alliance Center of Education for EMS

Evon M. Smith
Program Director

Rural Network Allied Health Training Program Meeting
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A network of EMS Stakeholders with a common vision---

- EMS Providers
- EMS Practitioners
- EMS Educators
- Emergency Medical Needy

- [https://www.facebook.com/ACE4EMS/](https://www.facebook.com/ACE4EMS/)
Bringing the Best of EMS Education to Rural Louisiana
What is a Hybrid Classroom?

• Combination of traditional classroom and self-directed online learning.
• Class is broadcast to multiple sites.
• Weekly class meetings:
  o Skills practice
  o Knowledge integration
• The ‘flipped classroom’ concept.
  o Do your classwork at home and homework in class
• Studies show that flipped classrooms result in better understand and retention.
Health Care Collaborative of Rural Missouri (HCC)

Stephanie Taylor
Project Director

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Health Care Collaborative of Rural Missouri

Network Description

**Leadership**
- Executive Board
- Executive Staff
- Advocacy
- Fund Development

**Target Population**
- Below 200% Poverty
- Veterans
- Homeless
- Medicaid
- Foster and Orphan

**Economic Engine**
- Community Health Centers
- 340B Drug Program
- National Committee for Quality Assurance
- Primary Care Health Home
- Integrated Service Delivery

**Rural Health Network Partnerships**
- Connectors
- Community Health Workers
- Chronic Care Management
- Emergency Department Diversion
- Telehealth
- West Central Missouri HealthTran
- Marketplace Enrollment
- Workforce Technology

**Social Network**
- Social Services Committee
- Homeless Count
- Medicaid Enrollment
- Community Development
- Economic Impact
Health Care Collaborative of Rural Missouri

Value Proposition

Market and Strategy Driven
- 4 Community Health Centers
- Mobile Dental Unit
- Telehealth Clinics
- School Based Clinics
- Transportation Care Coordination

Fiscally Responsible Organization
- Annual Economic Impact Study
- Increased Grant Investment
- Increased Fee for Service Services

Excellent Place to Work
- Staff Recruitment and Retention
- Competitive Salary and Benefits
- Employee Satisfaction

Valued and Competent Healthcare Provider
- National Committee for Quality Assurance (NCQA Level III)
- Primary Care Health Home
- Increased Medicaid Access

Rural Health Network Leader
- Network Owned FQHC
- Missouri Rural Health Association
- National Population Health Committee
Professional Transitions for Occupational Therapy Practitioners: From Classroom to Clinic

Objectives:

• Recognize how professionalism impacts the delivery of care in clinical environments.

• Understand the relationship between clinical reasoning, professionalism, ethics, law, compliance, and delivery of evidence based occupational therapy services.

• Recognize how evolving organizational and reimbursement issues may impact provision of occupational therapy services according to best practice guidelines.

• Identify barriers occupational therapy managers and practitioners may encounter in facilitating communication between team members, patients and families.

• Apply various strategies in order to resolve conflicts in occupational therapy practice.

• Develop a tool to promote personal life-long learning and adherence to best practice guidelines.
Montana Rural HIT Network
“Montana Rural Allied Health Professions Training Program”

Beth Ann Carter
Program Coordinator

Rural Network Allied Health Training Program Meeting
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Description: Montana Rural HIT Network is a network of networks created to address health information technology workforce issues for all MT’s rural and frontier healthcare providers. The network is building on its work in training HIT professionals to include a program focused on allied health professionals.

The network program will recruit, train, and retain allied health professionals in the fields of dental hygiene, medical laboratory technician, radiological technician, pharmacy technician, and physical therapist assistants.
Network Value Proposition

To create and sustain a collaborative model that addresses allied health workforce issues for all of Montana’s rural and frontier health care providers, aiding efficiency, expanding access to quality health care and strengthening the rural healthcare system in Montana.

1) Enable rural training opportunities for allied health professions students in Montana.

2) Support system-based activities that lead to sustainability of program activities and the reduction of barriers in the employment and retention of allied health professions in rural Montana.
Curriculum Design

• Recruit minimum of 137 existing allied health professions students for participation in rural training opportunities over 3 years.

• Identify housing, travel and other participant needs to support rural training opportunities within the 5 chosen allied health professions.

• Provide participant support for travel and housing (seeking donated housing whenever possible) to a minimum of 137 allied health professions students over the 3 project years.

• Identify and coordinate rural preceptors and mentors for rural training and clinical experiences as needed to meet demand or fill gaps in rural training sites.

• Development and implementation of rural placement assistance strategies for program completers.

• Development of a sustainability plan for rural allied health training program activities and rural training opportunities to support long-term participant and network supports by the end of the project’s three years.

• Provide retention strategy education and training to rural Montana health care providers throughout the projected period.

• Collaboration with Network members to increase the understanding of industry validated credentials, credit for prior learning, transfer of Veterans’ military training to educational credentials, career ladders, and approved apprenticeships as pathways to reducing barriers to education and hiring.
MCKINLEY COUNTY RURAL ALLIED HEALTH TRAINING PROGRAM

Larry Curley, MPA
Project Coordinator
Rural Network Allied Health Training Program Meeting
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McKinley County Rural Allied Health Training Project (MCRAHTP)

• The proposed 3-year project will strengthen the viability of mental health and behavioral health providers in McKinley County, New Mexico through the formalization of our current Network.

• McKinley County is a designated Healthcare Professional Shortage Areas in terms of Primary Medical Care, Dental, and Mental Health. In addition, RMCHCS is located in a Medically Underserved Area and is serving a Medically Underserved Population.

• Population of the County is 73% Native Americans and the target population for the project is to recruit, train, and retain Native Americans as Behavioral Health Technicians.

• McKinley County is approximately 6,700 feet above sea level and experiences harsh winters resulting in 12 exposure deaths this winter – in 1991, there were over 50 alcohol-related exposure deaths!
Network Value Proposition

• **Network Members:**
  - Navajo Nation Department of Behavioral Health
  - Navajo Nation Office of Self Reliance (TANF)
  - Navajo Nation Workforce Development
  - Naa’niizhoozhi Center, Inc. (NCI)
  - Navajo Technical University

• **Culturally-Appropriate Curriculum Created**

• **Language Appropriate Marketing Designed**

• **Certificate Program with 33 Hours; Approved by Higher Learning Commission**
Curriculum Design

• Course developed by Navajo Technical University

• Developed with input from Navajo Behavioral Health Department Clinicians

• Course is a 1-year program of study

• Course contains 33 hours with practicum in last semester

• Course designed to transfer to associate or bachelor degrees

• By Year-3, 25 trained Behavioral Health Technicians will be added to the Behavioral Health field in McKinley County
Union County Network

--RTRS Program

Janice Morrow
RTRS Program Coordinator

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Union County Network, incorporated in 2011, is a maturing vertical network spanning two counties in northeastern New Mexico. The network’s broad community membership comprises two hospital systems, two rural health clinics, a school-based health center, three behavioral-health providers, a social-services provider, two K-12 school systems, economic development, and local government. Members collaborate to improve the health and well-being of Union County residents and communities.

Programs include:

• Monthly Community Roundtables
• AAC - Awareness, Access, and Coordination of Health-Related Services
• DMSBHW - Des Moines School-Based Health and Wellness Center (open to students and community)
• **Recruit • Train • Retain • Sustain (RTRS)**
Network Value Proposition

1. Reducing barriers / challenges in frontier northeast New Mexico

2. Broad range of targeted allied-health disciplines

3. Intensely 1:1

4. Intensely “network”
Curricula Design

**EMT/Paramedic**
- EMT-B in high schools
- Local paramedic training program

**Behavioral Health**
- 100% online courses
- Creative supervision opportunities

**Dental**
- Collaborative-practice allied-health models for local dental clinic(s)

**Respiratory**
- Specialized training in Black Lung Program at Miners’ Colfax Medical Center

**Lab**
- 100% online courses
- Local lab and practical experiences

**Radiology**
- Local advanced training program