



HealthCARE MONTANA

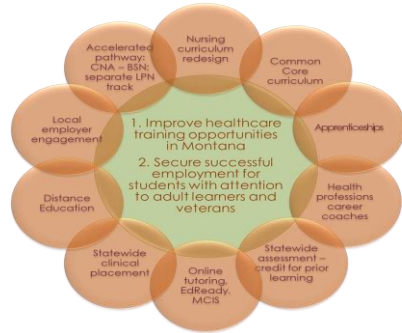
To transform localized college healthcare education into a statewide workforce system
 \$14,998,597

- 17 Consortium Partners
- 39 Employer Partners signed LOC
- Employer numbers continue to increase

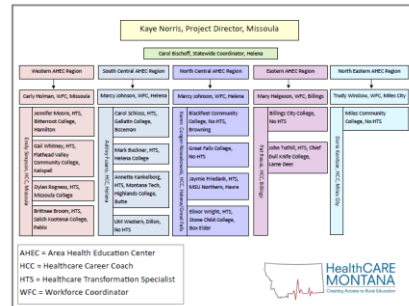
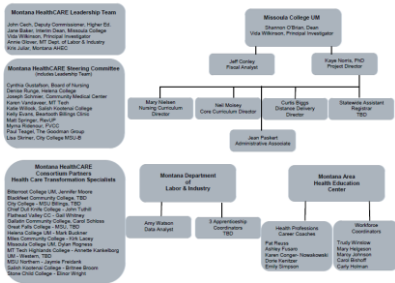
www.HealthCAREMontana.org

October 1, 2014—
 September 30, 2018

A Homegrown Solution for Montana's Healthcare Workforce



HealthCARE Montana Organization Chart



HealthCARE Montana Nursing Curriculum Revision



Mary Nielsen – Nursing Curriculum Director

Grant Objective – Nursing

- ▶ Create and deliver a Practical Nursing pathway
 - ▶ clear ladder from CNA to LPN to RN
- ▶ Conduct curriculum review
 - ▶ Reduce time to complete PN
 - ▶ Clear and smooth transition to RN
 - ▶ Articulation and pathway
 - ▶ LPN, ASN and BSN

Grant Objective – Nursing

- ▶ Review other states models
 - ▶ Integrate curriculum
 - ▶ option of completing a BSN in eight semesters.
 - ▶ Align curriculum
 - ▶ meet evolving industry standards and evidence based practice
- ▶ Partner with the MT CAHN/APIN

Grant Work Progress

- ▶ Faculty and employer led curriculum review and redesign PN Program
 - ▶ 3 semester certificate PN
 - ▶ clear and smooth transitional pathway from LPN to ASN education.
 - ▶ All fundamental/prerequisite courses and PN courses transfer to any MUS, ASN RN program.

Grant Work Progress

- ▶ LPN to ASN must complete foundational/prerequisites prior to admission
- ▶ ASN RN students will be eligible to sit the NCLEX RN
- ▶ Licensed RN's may enter an RN – BSN Completion program

Grant Work Progress

- ▶ MSU Nursing Program: LPN to BSN pathway
- ▶ MSU Nursing Program: ASN – MSN awaiting final BOR approval
 - ▶ Mid-May

Curriculum Revision

- ▶ Nursing faculty and employer partners identify articulation pathways for LPN to ASN and ASN to BSN
- ▶ Curriculum development committees:
 - ▶ PN program
 - ▶ ASN program
 - ▶ RN-BSN program
 - ▶ Program outcomes (May 13)

Program Outcomes

- ▶ **IOM Competencies** adding the **QSEN Safety Competency** (PN & ASN)
- ▶ **BSN Essentials** (RN to BSN) Completion programs for CCNE accreditation
- ▶ Revise PN and ASN language
 - ▶ articulation from PN to ASN to BSN to align with the BSN essentials

Program Outcomes

► Competency or Outcomes Based Curriculum Model

- Education partners develop common goals and framework.
- Employer partners provide competencies and skills needed upon graduation

Education Time Line

Goal:

- PN program completion in three semesters,
- ASN program completion in five semesters
- RN – BSN completion in three semesters
- Total pathway of eight semesters to BSN (present pathway is 9-10 semesters based on part-time or full-time attendance)

Students enroll in redesigned foundational/prerequisites fall semester 2016

Nursing Program Admissions Committee

Goal: Develop common nursing program admission process

- Define admission criteria vs. admission process
- Common admissions
 - Maintain quality
 - Meet needs of colleges
 - Meet needs of students

Nursing Diversity Committee

Goal: Include and assist diversity in acceptance, retention, graduation and academic progression to BSN

- Targets: VA, first generation college students, rural and those identified by career coaches.

Future Committee Work

- **Clinical Committee –**
 - Nursing faculty & employer partners
 - define nursing education and clinical site needs
 - increase number of student clinical experiences
- **Faculty Development –**
 - Optimal teaching and evaluation of new curriculum
- **Process & Transferability Committee –**
 - Ensure process is smooth and conducive to each campus and seamless to BSN

Future Committee Work

- **Outcomes Committee Research, Evaluation and Assessment** - Measure, compile and present evaluations of curriculum revision and seamless to BSN
- **Steering Committee**
 - Facilitate subcommittee communication and collaborations, ensuring project outputs meet the changing health care needs of Montanans
 - Provide inspiration, support, guidance, executive over-sight and final decision making



- Credit hours completed
- Retention
- Remedial & program completion
- Credential/degree attainment
- Progression to advanced training
- Employment
- Retention in employment after program completion
- Wages

