

FROM DATA TO ACTION: A COMMUNITY RESPONSE TO HEALTH NEEDS

*Addressing provider
shortages and prospective
job growth in health
careers*

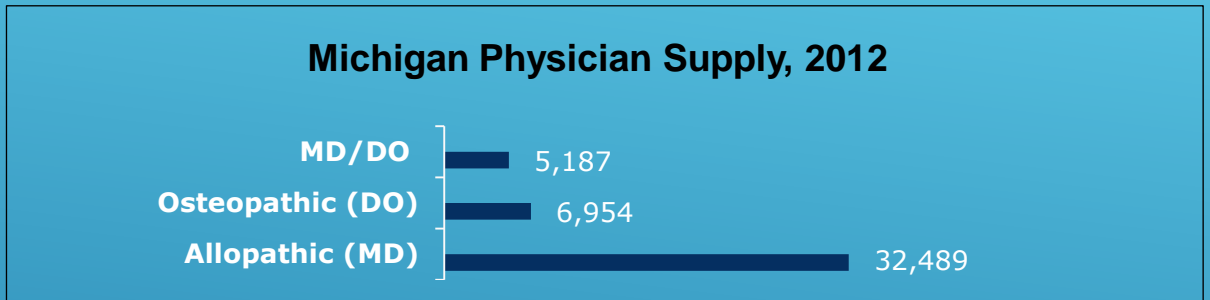
TOP HIGH GROWTH OCCUPATIONS THROUGH 2020: BATTLE CREEK AREA ^v

High School Diploma/GED & Training				Associate's Degree/Vocational Training				Bachelor's Degree of Higher			
Job Title	No. Jobs	% Growth	Wage Range	Job Title	No. Jobs	% Growth	Wage Range	Job Title	No. Jobs	% Growth	Wage Range
Home Health Aides	415	53.3	\$8-\$13	Registered Nurses	285	14.9	\$22-\$37	Mechanical Engineers	70	10.1	\$22-\$50
Nursing Aides, Orderlies and Attendants	185	15.5	\$9-\$17	Truck Drivers, Heavy & Tractor-Trailer	210	16.5	\$12-\$29	Industrial Engineers	60	14.1	\$22-\$45

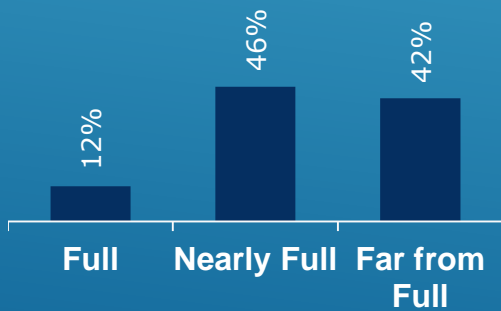
HEALTH CAREERS IN LOCAL GROWTH OPERATIONS

Physician Capacity, Michigan

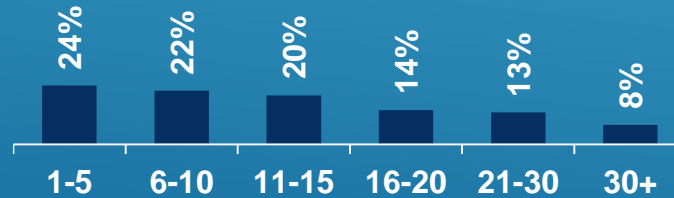
Indicator Definition: Michigan physician supply is based on the number of physicians licensed in the state of Michigan. Active physicians include physicians that are providing patient care in Michigan or working in Michigan with no time in patient care.



Practice Capacity of Active Physicians, 2012



Active Physician Plans to Continue Practicing (Years), 2012



Overview:

- The total number of physicians licensed in Michigan was 44,717. Of these, 71% are active.
- About 12% of physician practices are full and not accepting any new patients; 46% are nearly full and are only accepting a few new patients and 42% is far from full and can accept many new patients.
- 46% of active physicians plan to practice medicine for only one to ten more years. About 21% of active physicians plan to continue practicing medicine for 21 or more years.



Advancing Clinical Education (ACE)

Goal: Implement sustainable medical educational programs that strengthen the provider pipeline in Calhoun County.

WMed Family Medicine Residency - Battle Creek

Holli Neiman-Hart, MD, FAAFP

Associate Professor and Founding Residency Director

Western Michigan University Homer Stryker MD School of Medicine

Department of Family and Community Medicine

Family Medicine Residency

- ▶ 3 years training after completion of medical school
- ▶ Last 2 years have to be in the same Family Medicine Practice
- ▶ Training in outpatient management of all ages, inpatient care, obstetrics, gynecology, preventive health care, surgery, office procedures, dermatology, medical and surgical subspecialties
- ▶ Quality Improvement, Research, Community Service, Population Health, Advocacy

Why a family medicine residency?

- ▶ Deficit of primary care physicians of 16-17 in Calhoun County
- ▶ Results of Community Needs Assessment identifies access to care as a number one concern
- ▶ Aging primary care physicians in the area

- ▶ Family Medicine physicians can care for the entire family
- ▶ Evidence shows lower cost and quality of care

What is the process?

- ▶ Residencies are approved by the Accreditation Council for Graduate Medical Education (ACGME)
- ▶ Each specialty has a Residency Review Committee (RRC)
- ▶ Complex application forms detailing resources and support for the residency
- ▶ Site visit
- ▶ Approval by the Family Medicine RRC

- ▶ Our goal is to admit the first class of residents in July, 2018

Vision & Mission

Vision: Family Medicine, Specialists in Health for the Future

Mission: Graduates will be trained in the full scope of Family Medicine, to meet the needs of any population they choose to serve

Aims: Train Family Medicine physicians in a community setting with the skills to adapt to and address the ever changing needs of the patient, family and community

Protect and perpetuate the breadth of Family Medicine

Equip graduates with the skills to work with interprofessional teams to address the needs of the patient, family and community

Retain graduates from the program in the physician shortage areas of Michigan

Educational Goals: Unsupervised practice for each graduate in the practice environment of their choice

Achievement of the Family Medicine Entrustable Professional Activities at completion of residency training

Preparation for lifelong learning as a physician

ABFM certification for all graduates

Sherwood B. Winslow, MD

Distinguished Lectureship

- Background & history of Sherwood B. Winslow, MD Lectureship
- Annual lectures to physicians, allied health professionals, and community members in Battle Creek since 1988
- Recent expansion provides Continuing Medical Education (CME) credits

Sherwood B. Winslow, MD

Distinguished Lectureship

Mission: To foster education among health care leaders in Calhoun County.

Purpose: To strengthen the understanding of health care and lead to enhanced health care decision-making for the community.

We seek:

- To bring top-level health-focused speakers and educators to the greater Battle Creek Community
- To build relationships among health care professionals and their organizations
- To share knowledge that can lead to more cooperative and informed health care decision-making
- To gain information to help create superior clinicians and improved medical procedures

Sherwood B. Winslow, MD *Distinguished Lectureship*

April 25th Winslow Lectureship:

The Infinite Game: Medicine for the 21st Century

(1 CME Available)


**Program starts at 7:00 pm at The W.K. Kellogg
Foundation (Free)**

BUILDING CAPACITY FOR COMMUNITY HEALTH WORKER CURRICULUM INSTRUCTION


Michigan Community Health Worker Alliance (MiCHWA)



MICHWA MISSION

- ▶ To promote and sustain the integration of CHWs into Michigan's health and human services organizations through coordinated changes in policy and workforce development. Collaboratively, MiCHWA works on issues related to training, continuing education and workforce development, policy and financing, stakeholder awareness and education, CHW leadership and support, and program evaluation.
- 

MICHWA CURRICULUM

- ▶ Launched in 2015
 - ▶ Core Competency-based CHW Curriculum that leads to a MiCHWA Certificate (126 in-person training hours)
 - ▶ Curriculum adapted from a standard Minnesota CHW curriculum and developed with Michigan-based CHW educators and employers
 - ▶ Ten training cohorts completed (Detroit, Grand Rapids, Flint, Lansing, Dearborn, Macomb County)
 - ▶ Growing demand for trained CHWs and for MiCHWA CHW training opportunities
- 

MICHWA CORE COMPETENCIES

1. Advocacy and Outreach
 2. Organization and Resources: Community and Personal Strategies
 3. Legal and Ethical Responsibilities
 4. Teaching and Capacity Building
 5. Communication Skills and Cultural Competence
 6. Coordination, Documentation and Reporting
 7. Healthy Lifestyles
 8. Mental Health
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NEW MICHWA CHW INSTRUCTORS


- ▶ Due to growing demand, MiCHWA received grants from Blue Cross Blue Shield of South Michigan Foundation and MetroHealth to train five new MiCHWA CHW Instructors.
- ▶ More instructors will allow MiCHWA to provide CHW training opportunities to more regions within the state of Michigan.
- ▶ Current CHW instructors-trainees are from Battle Creek, Lansing, Flint, Detroit, and Muskegon.
- ▶ CHW instructor-trainees were selected via a comprehensive application and interview process with MiCHWA and MiCHWA CHW Master Trainers (experienced MiCHWA CHW instructors).

MICHWA CHW TRAINING – BATTLE CREEK, MI

- ▶ **Location:** Kellogg Community College, 450 North Ave, Battle Creek, MI 49017
- ▶ **Dates:** April 12-June 28, 2017
- ▶ **Schedule:** In-class sessions on Wednesdays from 8:30am-5:00pm, includes independent study hours (126 training hours total)
- ▶ Participants successfully completing the MiCHWA CHW Training will receive a MiCHWA Certificate, signed by MiCHWA, the MiCHWA CHW Instructor, and Kellogg Community College.
- ▶ **Cost:** \$1,050 per student



COMMUNITY PARTNER RESPONSES TO GROWING THE HEALTH PROFESSIONS PIPELINE

- ▶ Battle Creek College Access Network
 - ▶ Sophomore Future Track
 - ▶ Middle School Pipeline Pilot
 - ▶ KCC iACT – Allied Health Careers Program
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BATTLE CREEK COLLEGE ACCESS NETWORK

Pipeline Programs

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KELLOGG COMMUNITY COLLEGE

iACT Training Program



iACT Program – Innovative, Accelerated, Credentialed Training

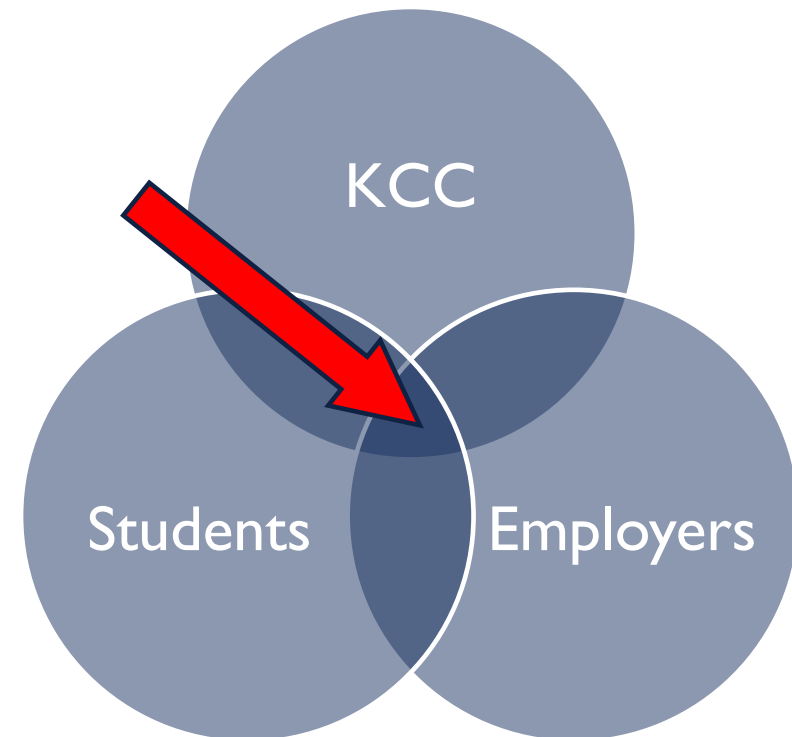
AN INITIATIVE OF KELLOGG COMMUNITY COLLEGE



iACT Program – Innovative, Accelerated, Credentialed Training

The college is uniquely positioned to develop a high-touch value-added work-ready system that integrates:

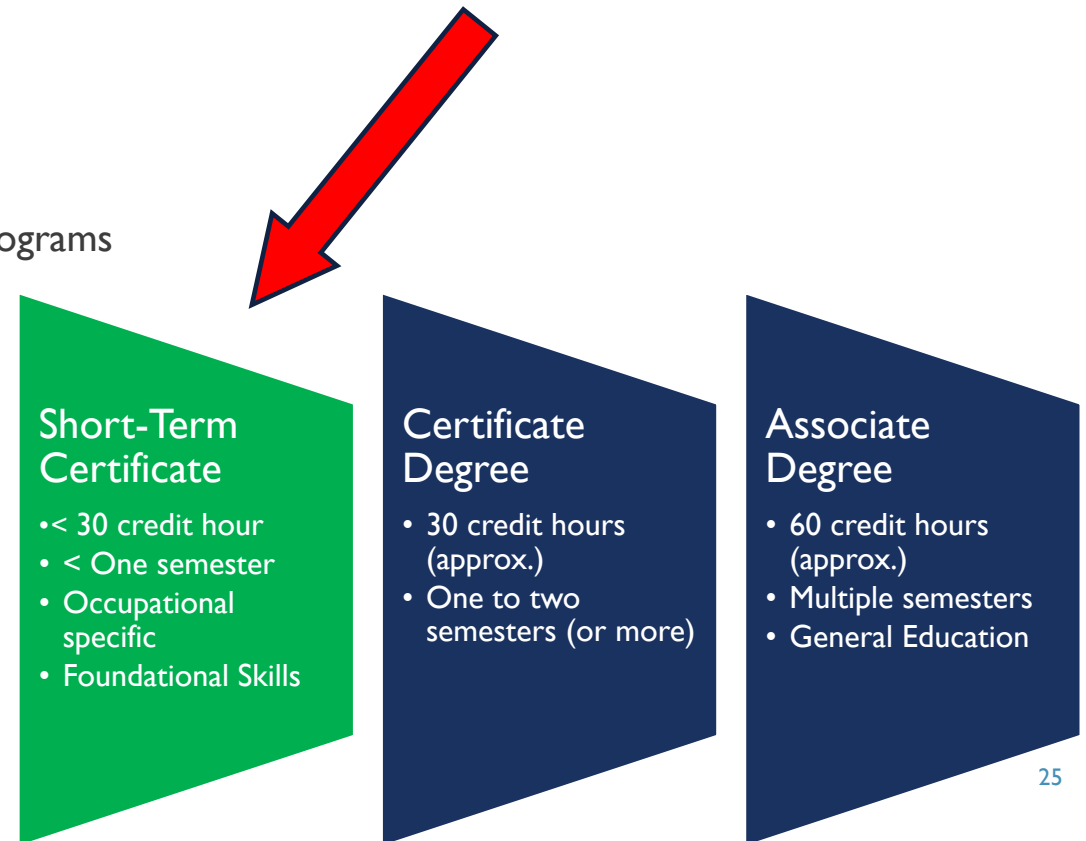
1. Accelerated training
2. Stacked and latticed college credentials
3. Industry recognized certifications
4. Foundational and soft-skills training
5. High-quality career and academic advising
6. Employer engagement and work-based learning
7. Career Coaching and Supportive services



iACT Program – Innovative, Accelerated, Credentialed Training

A program focused on delivering:

1. Short-term accelerated programs that are:
 1. Focused on in-demand careers
 2. Technical in nature, but includes foundational skills training
 3. Stacked and latticed to college Certificate and Associate degree programs
 4. Tied to industry recognized certifications
2. Target Populations:
 1. High school students
 2. Adult and dislocated workers
 3. Prisoner re-entry and parolees
 4. Veterans



PROGRAMS

iACT Manufacturing Programs

- Kellogg Advanced Manufacturing Assembly (KAMA)
 - 8.74 credits
 - Foundational skills
 - Industry credential
- Stacked and latticed into Industrial Trades programs

iACT Healthcare Programs*

- Certified Nurse Assistant Training (CNA) 3 credits
- Home Care Coding Specialty Course 10 credits
- Phlebotomy (in development)
- EKG Technician (in development)

*stacked and latticed into Cert/Degree programs

Cert/Degree Programs in Development:

Home Health Aide

Limited Practice Radiography Technician

Electronic Medical Records Technician


Medical Assisting Program

KELLOGG ADVANCED MANUFACTURING ASSEMBLY (KAMA)

- **Manufacturing Model**
 - 160 hour program that includes occupational and foundational-skills training
 - 8.74 credits
 - OSHA 10 certification and ACT WorkKeys assessment
 - Lab simulation on manufacturing cell
 - Foundational skills: Math, writing, professionalism, computers, resume writing, interviewing
 - Manufacturing skills: Lean Manufacturing, 8D, 5S, Team Building, Value Stream Mapping, Lock-out/Tag out, and Lifting & Tool Safety,
- **Stacked and Latticed**
 - Can transfer all 8.74 credits toward an Associate Degree
 - Can transfer a portion of the credits to manufacturing certificate programs
- **Career Coaching and Wrap-Around Supports**



It's time to COMMIT
TRAIN and
GET TO **WORK**



kellogg.edu/work

- 4 week manufacturing training
- 8 college credits upon successful completion
- 2 career coaches to help with job placement
- 0 cost to attend

Call KCC Workforce Solutions
269-965-4137

NURSING ASSISTANT TRAINING PROGRAM (ESTABLISHED)

- 3 Credit-hour course (NURS 105)
- Face-to-Face with clinical requirement
- Full semester (11-week) or expedited 12-day (3-week) options
- Offered at KCC's main campus, EAC, and Grahl Center
- Prepares students to take Michigan Nursing Assistant Test
 - Certified Nursing Assistant

■ Contact: Pamela Edwards-Foy, RN
 Nurses Aide Training Program Coordinator
 Email: edwards-foyp@kellogg.edu
 Phone: 269-965-3931 ext. 2362

KELLOGG COMMUNITY COLLEGE

Nursing Assistant Training Program (NURS 105)

To Register for the Nursing Assistant Training Program

1. Meet with an Academic Advisor. Call 269-965-4124, or email advising@kellogg.edu
2. Be at least 17 years of age. Supply proof of High School Diploma or GED, and a score of 53 or above on the reading portion of ACCUPLACER®, or at least a "C" in TSRE 55.
3. Financial aid may be available for students seeking a degree and who qualify for Federal Aid. Contact Financial Aid for FAFSA information.
4. Financial assistance may be available at Michigan Works! Southwest (269-488-7617) and some community long term care employees.

Miscellaneous

1. Text book and syllabus are required the first day of class. Please complete syllabus forms to submit on the first day of class.
2. If you are currently a high school student please see the NURS 105 Dual Enrollment Process to the right.



Costs

1. Class Tuition and Lab Fee: 3 credit hours for the class <i>(Tuition, lab fees are subject to change)</i>	
FALL 2016	Resident tuition and fees: \$ 858.40
	Non-resident tuition: \$ 1,046.15
SPRING 2017	Resident tuition and fees: \$ 869.20
	Non-resident tuition: \$ 1,065.95
2. Textbook: Mosby's: Essentials of Nursing Assistants, 5th edition: \$ 61.48	
	Syllabus: \$ 8.75
KCC Student Handbook and Student ID badge <i>(obtain from registration or student services)</i> Free	
3. TB skin test or chest x-ray with a negative result <i>(less than 1 year old) Due day 1 of class:</i> Variable	
Flu shot is required during the months of October through March: Variable	
4. Watch with sweep second hand <i>(needed first week)</i>	
Other supplies <i>(highlighter, 3-ring binder, index cards, pens, etc.)</i>	
5. White uniform with white shoes <i>(needed second week)</i> : Variable	
6. Prometric State Exam for CENA: \$ 125.00	
This payment is not required until time of state examination. This information will be covered first day of class.	

* For the most current costs, go to www.kellogg.edu/registrar/tuition-fees

* Current book prices can be found at <http://bookstore.kellogg.edu>

PERFECT ATTENDANCE IS REQUIRED

A criminal history background check will be run the first day.

The results must follow MI Public Act 26, 27, 28, and 29 of 2006.

Positive findings will result in discontinuation of course.

NURS 105 Dual Enrollment Process

(You must be at least 17 years of age to register)

1. Meet with your high school counselor.
2. Obtain a NURS 105 Dual Enrollment packet from your counselor, nearest KCC campus or KCC Admissions office.
3. Submit an online Dual Enrollment Application (<http://apply.kellogg.edu>).
4. Complete KCC's ACCUPLACER® Reading assessment test or submit ACT scores.
Required reading scores:
ACCUPLACER® = 53 or greater
ACT = 14 or greater
5. Submit completed NURS 105 Dual Enrollment packet (all signatures are required) to the nearest KCC campus or Admissions office to be approved for a prerequisite override.
6. Show residency, i.e. provide driver's license or proof of address.
7. Register for NURS 105 in person at the nearest KCC campus and obtain a student ID badge.
8. Purchase text book, syllabus and supplies from the KCC Bookstore (located in the Lane Thomas Building, Battle Creek campus) before your first class.

NURSING ASSISTANT TRAINING PROGRAM EXPANDED WITH iACT

Technical Training

- NURS 105
- Basic Life Support

Foundational Skills Training

- Workplace Essentials (6-hrs)
- Professionalism (16-hrs)
- Financial Literacy (10-hours)
- Job Search Tools (6-hrs)

Coaching and wrap around supports

			Monday, September 19	Tuesday, September 20	Wednesday, September 21	Thursday, September 22	Friday, September 23
Week 1	AM	10:00-12:00	No Class	No Class	No Class	No Class	Professionalism RMTC - Rooms A & B (Office Supplies)
	PM	12:00-12:30					Lunch, on your own - 12:00-12:30 PM
		12:30-2:30					Professionalism RMTC - Rooms A & B Maggie Murphy
			Monday, September 26	Tuesday, September 27	Wednesday, September 28	Thursday, September 29	Friday, September 30
Week 2	AM	10:00-12:00	Job Search Tools - Resume Writing RMTC - Computer Lab Patrick Casey	Financial Literacy Training RMTC - Rooms A & B Dawn Dean	Job Search Tools- Interview Instructions RMTC - Rooms A & B Patrick Casey	Basic Life Support KCC Main Campus Lane Thomas Bldg. - 201	Professionalism RMTC - Rooms A & B Room A & B Maggie Murphy
			Lunch, on your own - 12:00-12:30 PM	Lunch, on your own - 12:00-12:30 PM	Lunch, on your own - 12:00-12:30 PM	Lunch, on your own - 12:00-12:30 PM	Lunch, on your own - 12:00-12:30 PM
		12:30-2:30	Workplace Essentials- Stress & Change Management RMTC - Rooms A & B Sean Washington	Workplace Essentials- Conflict Management RMTC - Rooms A & B Rooms A & B Sean Washington	Workplace Essentials- Harassment and Hostile Work Environment Prevention RMTC - Rooms A & B Sean Washington	Basic Life Support KCC Main Campus Lane Thomas Bldg. - 201	Professionalism RMTC - Rooms A & B Maggie Murphy
2:30- 4:00	Financial Literacy Training RMTC - Rooms A & B Dawn Dean	No Class	Financial Literacy Training RMTC - Rooms A & B Dawn Dean	No Class			

NURSING ASSISTANT TRAINING PROGRAM EXPANDED WITH iACT

			Monday, October 3	Tuesday, October 4	Wednesday, October 5	Thursday, October 6	Friday, October 7
Week 3	AM	8:00-9:30	<u>CENA - Theory</u> Main Campus Lab - 206 Background Check (Pam to distribute Books, Syllabus, & watches)	<u>CENA - Theory</u>	<u>CENA - Theory</u>	<u>CENA - Theory</u>	<u>Financial Literacy Training</u> RMTC - Rooms A & B Dawn Dean
		9:30 -9:45	Break	Break	Break	Break	
		9:45-12:00	<u>CENA - Theory</u> (Pam to distribute uniforms)	<u>CENA - Theory</u> (Students required to wear uniforms)	<u>CENA - Theory</u>	<u>CENA - Lab</u>	Starts at 10:00 <u>Professionalism</u> RMTC - Rooms A & B Maggie Murphy
	PM	12:00-12:30	Lunch, on your own - 12:00- 12:30 PM	(Uniform Distribution)	Lunch, on your own - 12:00- 12:30 PM	Lunch, on your own - 12:00- 12:30 PM	Lunch, on your own - 12:00- 12:30 PM
		12:30-3:45	<u>CENA - Theory</u> Class Ends at 3:30	<u>CENA - Theory</u> Class ends at 3:00	<u>CENA - Theory</u> Class ends at 3:00	<u>CENA - Lab</u>	<u>Professionalism</u> RMTC - Computer Lab Maggie Murphy Class ends at 2:30
			No Class				No Class
			Monday, October 10	Tuesday, October 11	Wednesday, October 12	Thursday, October 13	Friday, October 14
Week 4	AM	8:00-9:30	<u>CENA - Theory</u>	<u>CENA - Theory</u>	<u>CENA - Theory</u>	<u>CENA - Theory</u>	<u>Financial Literacy Training</u> RMTC - Rooms A & B Dawn Dean
		9:30 -9:45	Break	Break	Break	Break	
		9:45-12:00	<u>CENA - Lab</u>	<u>CENA - Lab</u>	<u>CENA - Lab</u>	<u>CENA - Lab</u>	Starts at 10:00 <u>Professionalism</u> RMTC - Rooms A & B Maggie Murphy
	PM	12:00-12:30	Lunch, on your own - 12:00- 12:30 PM	Lunch, on your own - 12:00- 12:30 PM	Lunch, on your own - 12:00- 12:30 PM	Lunch, on your own - 12:00- 12:30 PM	Lunch, on your own - 12:00- 12:30 PM
		12:30-3:45	<u>CENA - Lab</u>	<u>CENA - Lab</u>	<u>CENA - Lab</u>	<u>CENA - Lab</u> Class ends at 3:15	<u>Professionalism</u> RMTC - Rooms A & B Maggie Murphy Class Ends at 2:30
						No Class	No Class

NURSING ASSISTANT TRAINING PROGRAM EXPANDED WITH iACT

			Monday, October 17	Tuesday, October 18	Wednesday, October 19	Thursday, October 20	Friday, October 21
Week 5	AM	6:45-9:00	CENA - Clinical *	CENA - Clinical *	CENA - Clinical *	CENA - Clinical *	No Class
		9:00- 10:30	Lunch, on your own - 10:30-11:00 AM	Lunch, on your own - 10:30-11:00 AM	Lunch, on your own - 10:30-11:00 AM		Job Search Tools RMTC Rooms A,B, D,E,C,R Patrick Casey Class ends at 11:30
		10:30-11:00					
		11:00-2:30	CENA - Clinical *	CENA - Clinical *	CENA - Clinical *	No Class	
	PM						
		5:30 - 7:00	No Class			Graduation Dinner KCC Main Campus Student Center - Kellogg Room	

ADDITIONAL OPTIONS: HOME CARE CODING SPECIALTY COURSE

- Employer-partner driven; Quality in Real Time (QIRT)
- 10 Credit-hour online course
- 20 self-paced learning modules with instructor support
- Spring 2017 pilot cohort with 15 students
- Industry Credential:
 - Home Care Coding Specialist – Diagnosis (HCS-D)
- Next enrollment is Fall 2017
- Starting wage: Mid \$30,000 – Mid \$50,000

www.kellogg.edu/homecarecoding



Work from home as a Home Care Coding Specialist

Qualifications for success as a HCS-D coder

- highly self-directed
- organized
- detail-oriented
- accurate
- able to meet deadlines

Home Care Coding Specialty
CSTR 45 10 credit hours

The Home Care Coding Specialty course (CSTR 45) is an online, self-paced course with instructor support. It is organized in 20 learning modules to be taken within a semester.

Students will learn how to:

- Access relevant patient documentation
- Assign the accurate diagnosis codes
- Confer with physicians, clinicians and practice administrators
- Maintain the legal and ethical standards determined by policy, regulation and professional expectations

Upon successful completion students will be prepared to take the Home Care Coding Specialist - Diagnosis (HCS-D) certification exam through the Board of Medical Specialty Coding and Compliance (BMSC).

Students who have no previous health care background are encouraged to enroll in the OIT 227 Medical Terminology course prior to or concurrent with completing the Home Care Coding Specialty course.

www.kellogg.edu/homecarecoding

Course Cost

Tuition	
KCC service area resident and active military	\$ 2,107.50
Non-resident*	\$ 2,762.00
Textbook (required)	\$ 273.60 (plus tax and shipping)

* For Indiana and other out-of-state tuition rates call KCC Admissions at 269-965-4153 or go to www.kellogg.edu/homecarecoding

Home Care Coding Specialist – Diagnosis HCS-D exam (after successful course completion, test fee is not included in tuition cost) \$329.00

Technology Suggestions for Course

Computer

- Computer specification suggestions for coding work:
 - 8 ggs RAM
 - Intel i5 (minimum) processor
 - Strong antivirus (Not McAfee)
 - Two monitors

High speed internet connection

To Register for the Orientation Session
Call or email Melinda Hall in Workforce Solutions at 269-565-2823 or HallM@kellogg.edu.

Orientation session is on **Monday, March 20th** from 1 pm – 2:30 pm
Regional Manufacturing Technology Center (RMTC), Room E
405 Hill Brady Rd, Battle Creek, MI.

QUESTIONS?

Levi Good
Director, Workforce Solutions
Regional Manufacturing Technology Center
Goodl@Kellogg.edu

Lisa Larson
Program Coordinator
Regional Manufacturing Technology Center
LarsonM@Kellogg.edu



Bronson Battle Creek Pharmacy Programs

- Pharmacy Practice Residency
- Clerk-to-Technician Training





Pharmacy Practice Residency

- Founded in 2010 at Battle Creek Health System, and now part of Bronson Pharmacy Education Services
- Accredited by the American Society of Health Systems Pharmacy and recognized by CMS
- Accepts exceptional Doctor of Pharmacy graduates from universities around the country
- Designed to be a traditional clinical pharmacy training program, with extra emphasis on Rx leadership
- Will be graduating our 7th and 8th residents in July
- About half of the graduates continue to work as pharmacists for Bronson in roles such as Pharmacy Education, Heart Failure Clinics, Anticoagulation Clinics, and Primary Care Medication Management.





Clerk-to-Technician Training

- Pharmacy technician jobs used to be great entry-level jobs for people interested in medication preparation and distribution
- Since 2015, pharmacy technicians require state licensure
- Such licensure requires either training through a licensed, proprietary school or on-the-job experience combined with didactic study
- Bronson quickly realized there were not sufficient training programs in the area to meet the demand for pharmacy techs
- Through Bronson's Clerk-to-Tech career plan, workers can gain the experience and knowledge required to pass technician licensure exams and earn their pharmacy technician license
- To date, two clerks have completed the technician licensure requirements, with many more in process currently.



Local Partnerships



- In addition to internal programs, Bronson also works with local colleges and universities to allow student rotations and experiences at our facilities and pharmacies.

Q & A

The image features a solid blue background with a gradient from light blue at the top to a darker blue at the bottom. In the center, the text "Q & A" is displayed in a white, sans-serif font. In the bottom right corner, there are several thin, white, parallel lines that create a sense of motion or a stylized graphic element.