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

<table>
<thead>
<tr>
<th>High School Diploma/GED &amp; Training</th>
<th>Associate's Degree/Vocational Training</th>
<th>Bachelor's Degree of Higher</th>
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</thead>
<tbody>
<tr>
<td><strong>Job Title</strong></td>
<td><strong>No. Jobs</strong></td>
<td><strong>% Growth</strong></td>
</tr>
<tr>
<td>Home Health Aides</td>
<td>415</td>
<td>53.3</td>
</tr>
<tr>
<td>Nursing Aides, Orderlies and Attendants</td>
<td>185</td>
<td>15.5</td>
</tr>
</tbody>
</table>

**Health Careers in Local Growth Operations**
Section 2: Access to Health Care

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.

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.

Michigan Physician Supply, 2012

<table>
<thead>
<tr>
<th>MD/DO</th>
<th>Osteopathic (DO)</th>
<th>Allopathic (MD)</th>
</tr>
</thead>
<tbody>
<tr>
<td>5,187</td>
<td>6,954</td>
<td>32,489</td>
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Practice Capacity of Active Physicians, 2012

<table>
<thead>
<tr>
<th>Full</th>
<th>Nearly Full</th>
<th>Far from Full</th>
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</thead>
<tbody>
<tr>
<td>12%</td>
<td>46%</td>
<td>42%</td>
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Active Physician Plans to Continue Practicing (Years), 2012

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<tr>
<th>Years</th>
<th>1-5</th>
<th>6-10</th>
<th>11-15</th>
<th>16-20</th>
<th>21-30</th>
<th>30+</th>
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<tbody>
<tr>
<td>24%</td>
<td>22%</td>
<td>20%</td>
<td>14%</td>
<td>13%</td>
<td>8%</td>
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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 subspecialities
- Quality Improvement, Research, Community Service, Population Health, Advocacy
Partners in Battle Creek Residency

- Bronson Healthcare Group - Bronson Battle Creek is the main teaching site
- Grace Health - home of the Family Medicine Practice
- WMed - employs faculty, residents and some staff

Other support: Community Partners
Kellogg Foundation
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
**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
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)
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
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
BATTLE CREEK COLLEGE
ACCESS NETWORK

Pipeline Programs
KELLOGG COMMUNITY COLLEGE

iACT Training Program
iACT Program – Innovative, Accelerated, Credentialed Training

AN INITIATIVE OF KELLOGG COMMUNITY COLLEGE
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
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

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**Short-Term Certificate**
- < 30 credit hour
- < One semester
- Occupational specific
- Foundational Skills

**Certificate Degree**
- 30 credit hours (approx.)
- One to two semesters (or more)

**Associate Degree**
- 60 credit hours (approx.)
- Multiple semesters
- General Education
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-skill 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**
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-foypp@kellogg.edu
  Phone: 269-965-3931 ext. 2362
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

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<td>RMTC - Rooms A &amp; B</td>
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<td>Maggie Murphy</td>
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<td>Financial Literacy Training</td>
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<td>Interview Instructions</td>
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<td>Patricia Casey</td>
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<td>(Office Supplies)</td>
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</tbody>
</table>

- **Financial Literacy (10-hours)**
- **Job Search Tools (6-hours)**

**Coaching and wrap around supports**
# NURSING ASSISTANT TRAINING PROGRAM EXPANDED WITH iACT

<table>
<thead>
<tr>
<th>Time</th>
<th>Monday, October 3</th>
<th>Tuesday, October 4</th>
<th>Wednesday, October 5</th>
<th>Thursday, October 6</th>
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<td>CNA - Theory</td>
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<td>(Pain to distribute Books, Sylabas, B watches)</td>
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### NURSING ASSISTANT TRAINING PROGRAM EXPANDED WITH iACT

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<td>Room</td>
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</table>

**Graduation Dinner:**
- KCC Main Campus
- Student Center - Kellogg Room

**Job Search Tools**
- Rooms A, B, D, F, CR
- Patrick Casey
  - Class ends at 11:30
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
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.
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.
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