

Los Angeles Healthcare Competencies to Careers Consortium (LA H3C) Overview

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Los Angeles Trade-Technical College



Today's Agenda

- Program Strategies & Deliverables
- Consortium Outcome Measures
- Participant Flow
- Budget and Scope of Work Modifications

Overview

- \$19,224,969 Department of Labor (DOL) grant
- All 9 colleges within the Los Angeles Community College District (LACCD)
- October 1, 2013-September 30, 2017
- Priority goals
 - Develop competency-based stacked and latticed programs of study
 - Implement H-PACTS orientation across district
 - Increase collaboration and communication among the 9 LACCD community colleges



Program Strategies

7 Strategies

1. LA H3C Project Management Team
2. H-PACTS Stacked and Latticed Programs of Study
3. Implementation of H-PACTS
4. Formalizing Transportability & Articulation of H-PACTS Pathway Credentials
5. Development of Technology Enabled Learning Solutions
6. Strategic Alignment with Partners
7. Project Tracking & Reporting Outcome Measures

Strategy 1: LA H3C Project Management Team

- 1.1: Select & assign LA H3C Team
- 1.2: Develop LA H3C training manual
- 1.3: Hire, train, and orient program staff
- 1.4: Develop meeting schedules, template agendas, and minutes
- 1.5: Procure necessary supplies & equipment

Strategy 1, Activity 1

- LA H3C Project Team
 - Michelle Cheang, Dean
 - Rita Weingourt, Faculty Curriculum Coordinator
 - Linda Delzeit, Instructional Technology Coordinator
 - Systems & Research Coordinator, TBH
 - Specialist, TBH
 - Armine Javadyan, H-PACTS
 - Christina Anketell, Academic Connections

LA H3C College Management Team

- ELAC: Dorothy Hendrix & Gail Coyne
- LAHC: Priscilla Lopez
- LACC: Israel Fonseca
- LAMC: Gina Ladinsky
- LAPC: TBD
- LASC: Erica Mayorga
- LATTC: Michelle Cheang
- WLAC: Carmen Dones
- LAVC: Deborah diCesare (TBC)

LA H3C College Faculty Team

- ELAC: Dorothy Hendrix & Gail Coyne
- LAHC:
- LACC: Israel Fonseca
- LAMC: Gina Ladinsky
- LAPC:
- LASC:
- LATTC: Rita Weingourt
- WLAC: Carmen Dones
- LAVC:

Strategy 1, Activity 2

- Develop LA H3C Training Manual
 - Draft will be distributed to College Leads by January 23, 2015
 - Finalized by January 30, 2015

Strategy 1, Activity 3

- Hire, train, and orient program staff
 - Colleges: Hiring and/or assigning staff
 - Consortium: Posting Specialist & Systems Research Coordinator
 - Ongoing training

Strategy 1, Activity 4

- Develop meeting schedules, template agendas, and minutes*
 - Faculty Curriculum Mtgs: Every Fridays
 - College Leads: 3rd Wed of the Month
 - Site Visits: Bimonthly (Alternate TA & Program/File Review)
 - Feb: TA
 - April: Review
 - June: TA
 - Aug: Review
 - Oct: TA
 - Dec: Review

*Information will be posted on LA H3C Website

Strategy 2: Development of H-PACTS Stacked & Latticed Program of Study (POS)

- 2.1: Engage industry via Healthcare Employer Advisory Council meetings
- 2.2: Identification of common foundational competencies; development of HSFC utilizing digital badging
- 2.3: Create educational pathways between HSFC & POS
- 2.4: Develop & obtain approvals for four new credit bearing health science POS
- 2.5: Establish common prior learning assessment policies & procedures
- 2.6: Permission from the Dept. of Ed to award financial aid for assessment of prior learning competencies

Programs of Study

COLLEGE	PROGRAM OF STUDY													
	Athletic Training and Sports Medicine	Community and Other Health Aides	Dental Technician	Emergency Medical Technician	Health Information Technology	Medical Assistant	Medical and Clinical Lab Technician	Pharmacy Technician	Radiological Technician	Registered Nursing (including LVN to RN Bridge)	Respiratory Therapy	Dietetic Technician & Service Supervisor	Geriatric Technician	Autism & Related Disorders
LACC					Enhance				Enhance Technologist			Enhance		
ELAC	Offered	Enhance		Offered	Enhance	Enhance	Offered	Offered			Offered			
LAHC		Offered		Enhance						Enhance				
LAMC		Develop CNA				Develop post CNA		Certification	Certification FA 2016					
PC														
LASC		Develop Certificate/Degree	Develop Certificate/Degree	Develop Certificate/Degree	Develop Certificate/Degree					Offered				
LATTC	Enhance	Revive CNA (Tentative)				Revive (Tentative)				Enhance			New	
WLAC		Enhance CNA	AS degree to BS Dent Tech	Enhance		Enhance								
LAVC				Enhance Paramedic				Noncredit to Credit						Develop Industry Certificate

HSFC

- The Health Science Foundation Credential (HSFC) is a competency based set of 4 courses that prepares students for the rapidly changing health care career environment. It can be taught in high school, college or industry setting. HSFC includes:
 - Fundamentals for the Health Care Professional (2.5 units or 45 hours)
 - Basic Medical Terminology, Pathophysiology and Pharmacology for the Health Care Professional (2 units or 36 hours)
 - Cultural and Legal Topics for the Health Care Professional (2 units or 36 hours)
 - Skill Set for the Health Care Professional (2 units or 72 hours)
- Total: 7.5 units. The courses can be taken in any order.

Competencies

Competency	Effective
Professionalism/ Ethics/ Integrity	<ul style="list-style-type: none"> • Demonstrates accountability in given situations • Recognizes ethical dilemmas involving patients and team members • Uses critical thinking to analyze ethical dilemmas and guide choices • Dresses appropriately for the setting • Uses appropriate chain of command • Advocates for patient or team preferences and needs • Maintains composure and speaks respectfully • Resists pressure to change point of view based on opposition • Makes decisions based on understanding of what is right rather than on pressure from above • Models professional conduct under difficult circumstances • Demonstrates understanding of personal strengths and limitations • Presents situations truthfully and accurately
Diversity and Cultural Awareness	<ul style="list-style-type: none"> • Demonstrates knowledge of cultural differences i.e. values, beliefs, customs • Demonstrates awareness of LGBTQQ issues • Demonstrates respect for cultural differences i.e. values, beliefs, customs • Uses critical thinking to take cultural differences into account when making work related decisions • Takes responsibility when problem solving work place issues that involve understanding and consideration of cultural diversity
Teamwork, Collaboration, Conflict Resolution	<ul style="list-style-type: none"> • Uses teamwork to complete assigned tasks • Uses critical thinking when attempting to resolve team conflicts • Exhibits understanding of assigned role on the team • Uses a variety of communication skills to solve problems and complete tasks • Uses team approach and critical thinking to creatively complete complex tasks or meet unanticipated challenges • Uses critical thinking to deal with conflicts in a professional manner • Able to use active listening and summarization in a complex situation
Customer Service, Compassion, Empathy	<ul style="list-style-type: none"> • Identifies clues that a person needs special attention • Able to establish positive relationship in-person and over the telephone • Communicates understanding of the situation • Interprets non-verbal behavior to better understand specific patient or co-worker situations • Uses a variety of communication skills/techniques to increase understanding of specific situations • Uses critical thinking and empathy to problem solve specific situations • Establishes trust in situations involving conflicting points of view
Safe Practice/ Infection Control	<ul style="list-style-type: none"> • Recognizes unsafe environmental situations • Demonstrates knowledge of appropriate actions in specific situations • Uses critical thinking to minimize an unsafe situation • Immediately and appropriately reports the situation • Helps identify the need for policies or procedures to increase environmental safety
Skill Set	<ul style="list-style-type: none"> • Consistently performs accurate vital sign assessment • Consistently performs basic first aid skills • Consistently communicates effectively when gathering patient information • Consistently gives coherent, concise, accurate written or oral report
HIPAAA	<ul style="list-style-type: none"> • Recognizes protected information • Recognizes dangers to protected information • Acts to protect patient information
CPR	<ul style="list-style-type: none"> • American Heart Association certification

Strategy 2 Deliverables

- Approved HSFC
- Documented pathway between HSFC to POS
- Documented alignment of digital badging
- 4 new Approved POS
- Approved Prior Learning Assessment policies & procedures
- DOE approval letter to award financial aid

Strategy 3: Implementation of H-PACTS

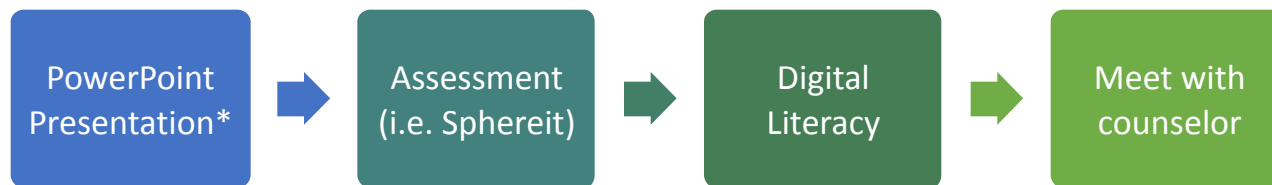
- 3.1: Health Science Pathway Orientation with online component
- 3.2: Outreach & enrollment plan with partners
- 3.3: Enroll students and assist them with completing H-PACTS orientation and HSFC
- 3.4: Assist students in selecting & completing POS

Strategy 3, Activity 1

- 3.1: Health Science Pathway Orientation with online component
 - Currently developing draft PowerPoint template and structure
 - Launch Spring 2015

Deliverables: Orientation enrollment, digital badges, assessments, & prior learning credits

H-PACTS Example:



*Career Exploration, Healthcare Branches, Career Ladder, Wages, Competencies, etc.

Strategy 3, Activity 2

- 3.2: Outreach & enrollment plan with partners
 - Negotiation contract with City WIB
 - Identify partners with College Leads
 - Funding available for outreach supplies
 - Discuss at Leadership Meetings

Strategy 3, Activity 3

- 3.3: Enroll students and assist them with completing H-PACTS orientation and HSFC

H-PACTS

Orientation

- HSFC

- Developmen

Strategy 3, Activity 4

- 3.4: Assist students in selecting & completing POS

Strategy 4: Formalizing Transportability & Articulation of H-PACTS Pathway Credential

- 4.1: Transition 4 existing pathways from non-credit to credit bearing
- 4.2: Formal articulation agreements between colleges documenting transferability of competencies/credentials
- 4.3: Explore plans to pilot competency based transfer process with CSU

Strategy 5: Development of Technology Enabled Learning Solutions

- 5.1: Develop and implement 6-8 adaptive learning modules (Tier 2 & 3 Courses)
- 5.2: Develop and implement competency mapping technology
- 5.3: Develop and implement eAssessment content
- 5.4: Develop digital badges & badge platform

Strategy 6: Strategic Alignment with Partners & Previously Funded TAACCCT Recipients

- 6.1: Convene Healthcare Employer Advisory Council bimonthly
- 6.2: Convene WIBs and American Job Center partners
- 6.3: Coordinate design & development of initial and ongoing Healthcare Competency Institutes with H2P
- 6.4: Collaborate with the H2P & NN2

Strategy 7: Project Tracking & Reporting Outcome Measures

- 7.1: Develop data management protocols
- 7.2: Research Analysts meet monthly
- 7.3: Develop Score Card

7 Strategies: Next Steps

- Update website with information & progress (Michelle)
- Develop action plans & roles during monthly Director meetings



Consortium Outcome Measures

Consortium Outcome Measures

1	Unduplicated participants enrolled	7,800
2	Participants completing grant-funded program of study (70%)	5,475
3	Participants retained in their program of study (28%)	2,209
4	Participants completing credit hours (88%)	6,885
5	Participants earning credentials (70%)	5,475
6	Participants enrolled in further education after completion of program (31%)	2,453
7	Participants employed after completion of grant-funded program (36%)	2,833
8	Participants retained in employment after completion of grant-funded program (31%)	2,407
9	Participants employed at enrollment who increased wage post-enrollment (5%)	360

Breakdown per Campus

OUTCOME MEASURES/DELIVERABLES		CAMPUS								
		LATTC	ELAC	LACC	LAHC	LAMC	LAVC	LAPC	LASC	WLAC
YEARS: 1-3	Unduplicated participants enrolled	1,240	1,371	815	742	663	242	769	601	1,357
	Participants completing grant-funded program of study (70%)	870	962	572	521	465	170	540	422	953
	Participants retained in their program of study (28%)	351	388	231	210	188	69	218	170	384
	Participants completing credit hours (88%)	1,094	1,210	720	655	585	214	679	530	1,198
	Participants earning credentials (70%)	870	962	572	521	465	170	540	422	953
	Participants enrolled in further edu after completion of grant-funded program (31%)	390	431	256	233	208	76	242	189	427
YEARS: 1 - 4	Participants employed after completion of grant-funded program (36%)	450	498	296	269	241	88	279	218	493
	Participants retained in employment after completion of grant-funded program (31%)	383	423	252	229	205	75	237	185	419
	Participants employed at enrollment who increased wage post-enrollment (5%)	57	63	38	34	31	11	36	28	63

Consortium Outcome Measures



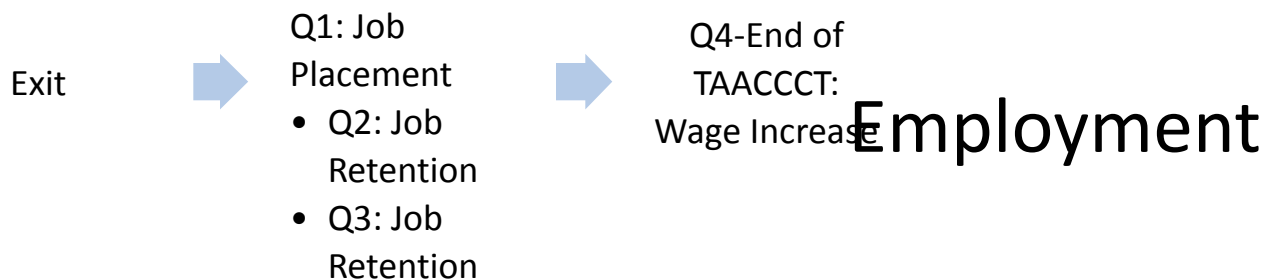
- Students who participate in H-PACTS orientation **AND/OR** (1)
- Students who complete credit hours in any TAACCCT course (developed or enhanced) (4)
- Students who are retained in the POS (3)

- Students who enroll in further education (4-year, another POS, non-TAACCT related POS) (6)
- Students who complete certificate, credential, or degree (2 & 5)
- Students who get employed and are retained (7 & 8)

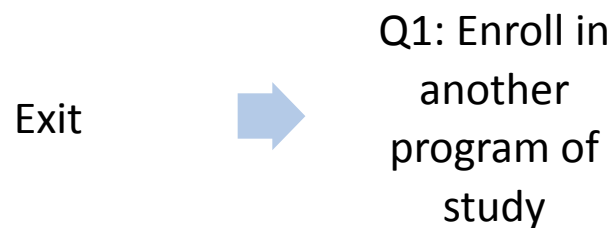


Students who increase wages (9)

Positive Exits & Outcomes after Exits



Enrolled in Further Education





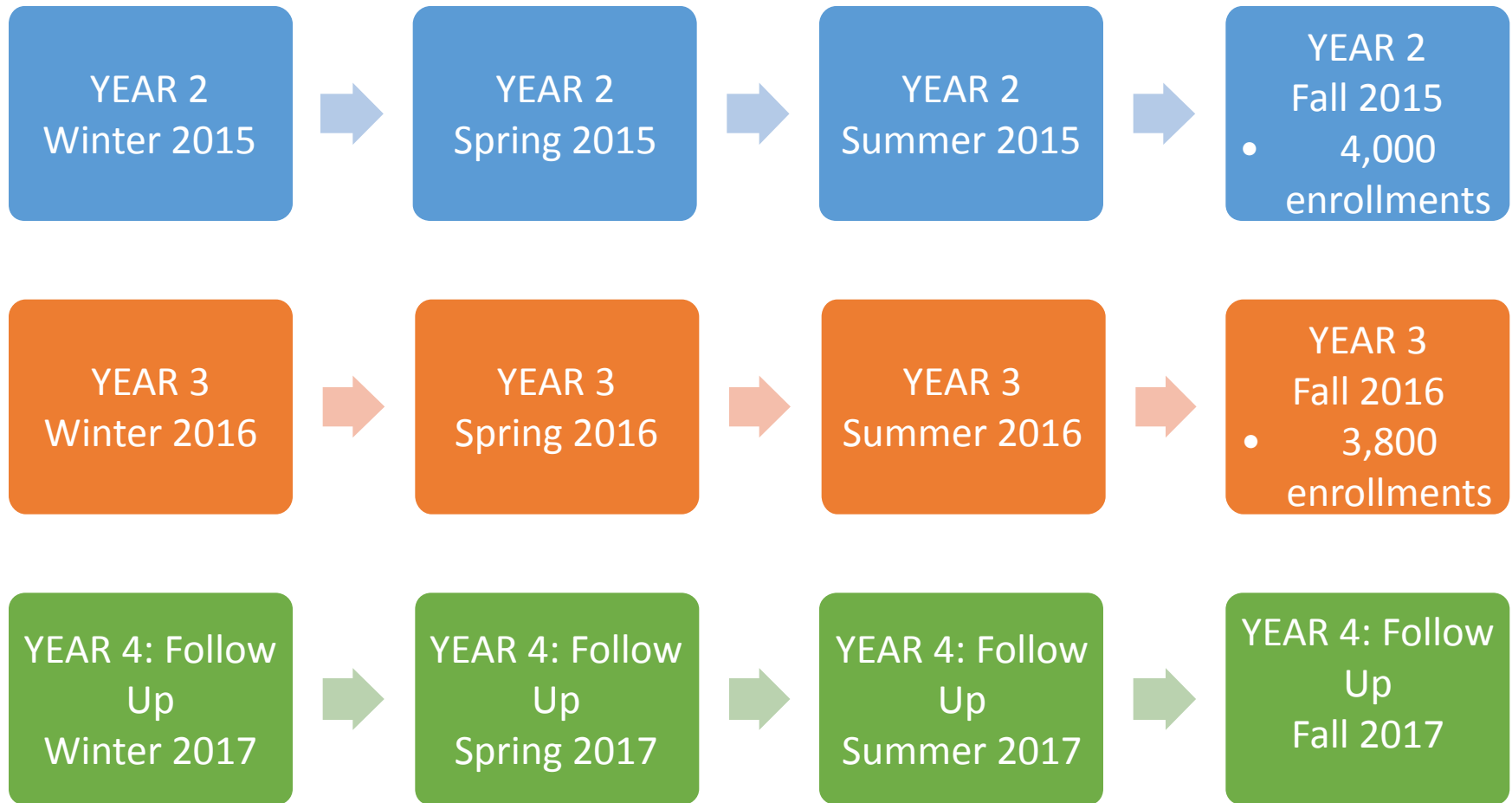
Participants

Enrollment

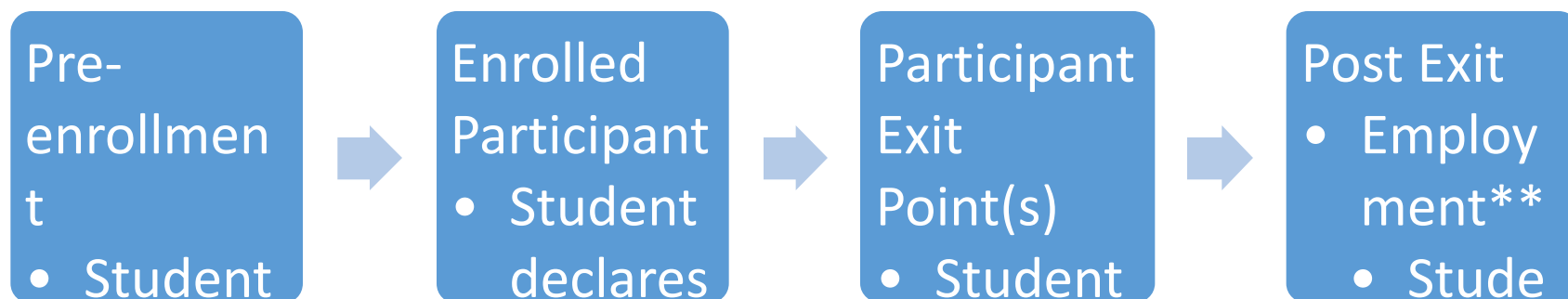
Enrollment Form

1. Enrollment Form
2. Office Use Only Section
3. Release of Information
4. Equal Opportunity is the Law
 - Need: Colleges' Compliance Officer information

Consortium Timeline: October 1 – September 30



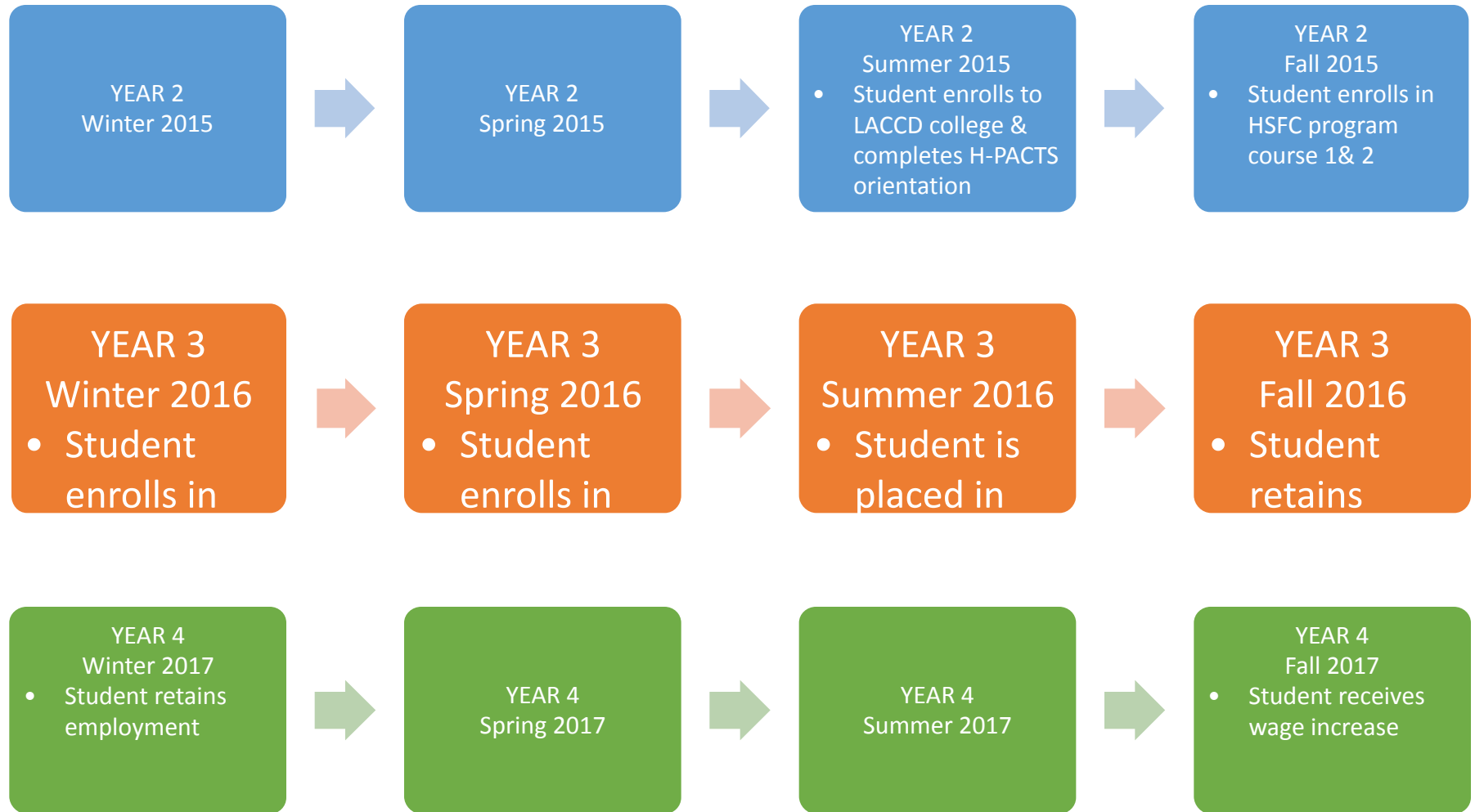
Participant Flow



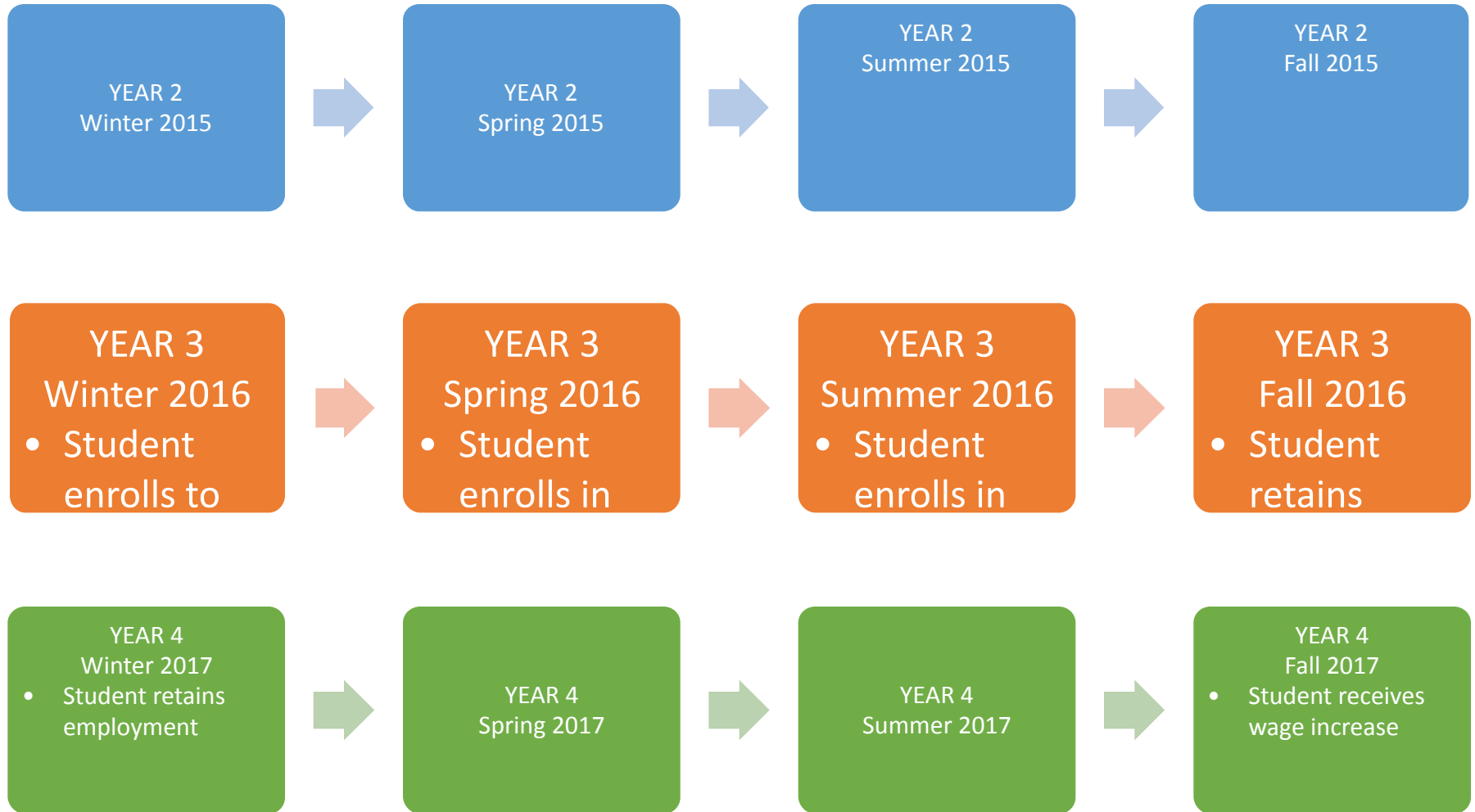
***Only post-exit job placement will count towards outcome measures*

**Grant-funded program/courses: a course where the curriculum, equipment, classroom, instructor is funded partially or in whole by LA H3C

Example 1: Credential & Employment



Example 2: Credential, PSE, & Employment



Budgets

Consortium funding
will be utilized for
district-wide staff and
activities

Each college has
its own budget



Budgets

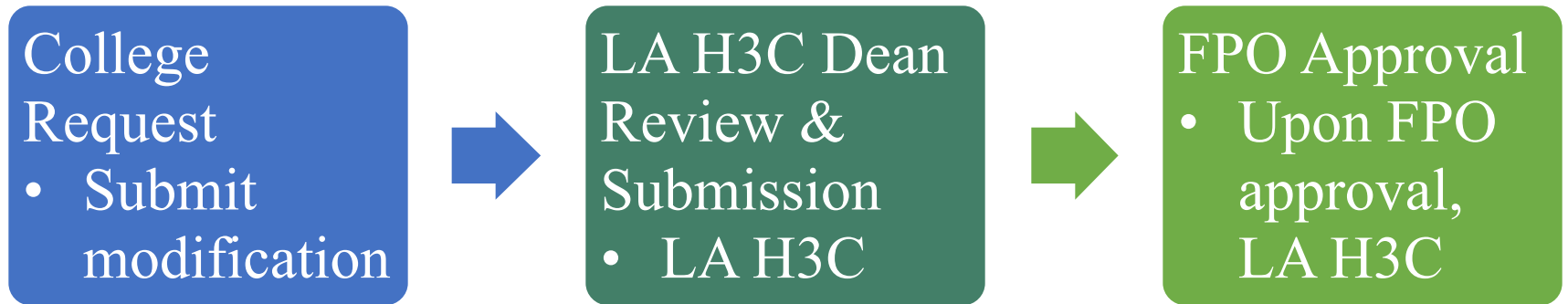
College

- Personnel
 - May includes faculty stipends
- Fringe
- Travel
- Supplies
- Indirect Cost Rate

Consortium

- Personnel
- Fringe
- Travel
- Supplies
- Contractual
- Other

Modification Requests



Next Training

- Data & Participant Files
- Developing H-PACTS for your campus

Action Item: Select Date

Options: Friday, January 16 or Wednesday, January 21



Q&A

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