

Maine Health Workforce Forum 2012 Annual Report to the Maine Department of Health and Human Services

March 29, 2013

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Maine statute (MRS §257) requires that the Maine Department of Health and Human Services at least once annually convene a health workforce forum to review the latest Department of Labor report regarding Maine's health workforce, to discuss health workforce issues, use the information gathered through the forum to develop its health policy and planning decisions and to make appropriate policy recommendations based on its analysis of the health care workforce. The Department is also required to post a report and recommendations on its website. In 2012 this requirement was met through a series of regional meetings that were held around the state during October and November.

This is the report of those meetings, and includes:

- Highlights and summaries of each meeting and the issues identified for further action
- A summary of survey responses from registering participants regarding the issues they felt needed to be addressed and the barriers they faced
- Highlights of some of the data presented at the meetings regarding regional needs
- An update of results under the Health Care Sector Grant
- A summary of projects undertaken as a result of the Maine Health Care Sector Grant

2012 Maine Health Workforce Forum Fall Regional Meetings

Highlights/Summary of 2012 Regional Meetings

During October and November the Forum held regional meetings from Presque Isle to Portland with over 180 people attending including health employers; educators from all levels; representatives from MDOL, DHHS, economic development, public housing and other social service agencies. The purpose of these meetings was to bring people together to provide them: some background information about the health employment needs in their region, an opportunity to network and then help initiate some action steps to address some of the needs that were identified. In their evaluation of the meetings, participants stated they really liked being able to network and hearing from employers and then brainstorming to solve problems. The charge to participants at each meeting was to identify issues that they wanted to work on to resolve in the next 12 – 18 months. Following are some of the issues and/or action steps identified at each meeting that different groups were going to pursue, with the initial assistance and support of the DOL grant funded regional coordinators in their areas. A summary of survey responses from registering participants is provided below.

Regional Meeting with Identified Action Steps

Lewiston – October 3, 2012 – 40 people attended

- An Elder Care Specialist credential that can be replicated and is recognized by the Maine Health Care Association
- Strengthening the health care career pipeline
- Providing information about available resources and trainings on a new website
- Restoring capacity at St. Mary's Hospital to offer clinical slots for close to 800 student/trainees

Washington County – Calais and Machias – October 12, 2012 – 12 people attended

- Need funds for an electronic medical record training

- Need an ICD 10 training for Washington County health care employers
- Exploring the development of a distance education CNA course

Bangor – October 16, 2012 – 57 people attended

- Identify who has implemented and incorporated nursing informatics into their curriculum and share with others
- Address shortage of physical therapists and occupational therapists possibly through an articulation agreement - 3+3 year program between UMO and Husson
- Development of a entry level clerical career pathway

Presque Isle – November 8, 2012 - 21 people attended

- Lack of physical therapists -> connect with Bangor Husson/UMO initiative
- Shortage of CNA instructors
- Need for well trained/dependable employees
- Reduce high turnover rate of CNAs

Portland – November 27, 2012 – 46 people attended

- Limited availability of in-state training for laboratory technicians
- Need for accurate and timely information regarding available training resources to be provided at CareerCenters
- Determine how best to communicate with and assist health care employers in meeting their hiring and training needs
- Gain additional input from long term care employers about their workforce needs
- Explore development of community health workers in Maine

Rockland – November 29, 2012 – 17 people attended

- Need further input from employers in region about their needs and means for connecting them to educators

Summary of Survey Responses

Overview

The Maine Health Workforce Forum held 6 regional meetings during October and November 2012 in Lewiston, Machias/Calais, Bangor, Presque Isle, Portland, and Rockland. The purpose of the meetings was to help identify regional workforce issues, provide opportunities to network and to determine actions for addressing identified needs. To help focus the issues for discussion at each meeting, people registering for the meetings were asked to respond to an anonymous survey. The survey included several questions regarding regional workforce needs, challenges, and barriers to meeting those needs. Those registering for the meetings included: educators, employers, health professionals and representatives from economic development, Maine Department of Labor, Maine Department of Health and Human Services and workforce development and other social services.

229 people registered for the meetings

101 people completed a survey

183 people attended the meetings

Summary of Responses Regarding Regional Health Workforce Needs

Participants reported that recruitment and retention of qualified healthcare professionals was the biggest workforce need. A lack of skilled health workers including: primary care physicians, RNs, CNAs, PTs, PAs, medical assistants, and mental health workers was reported. Issues with health professionals aging out of the workforce and the anticipated shortage of RNs were reported, as well as a need for workforce statistics in order to plan for the necessary investment in workforce training to cover the shortages. The ability to retain qualified health workers because of budget cuts, low wages for entry level positions, and increasingly lowered employee benefits also emerged as a major concern for employers. Overall concern was reported regarding how the Affordable Care Act (2009) will affect insurance coverage and reimbursement on a systemic level and how this could affect employment potential within the healthcare sector.

Education and training issues were reported as second to recruitment and retention concerning regional health workforce needs. The need for more clinical placements, training sites, quality instructors, and employer supported training was reported. Fast track options for a wider variety of healthcare professions, stackable credentials, access to affordable continuing education, increased career readiness at entry level positions, as well as increased soft skills training were reported as necessary for program development to address health workforce shortages and evolving workforce needs. The lack of educational support services such as career counseling and financial funding for low income students emerged as a barrier in attracting potential students to academic programs in allied health professions.

Regional Health Workforce Barriers

Rural socio-economic issues emerged as a major barrier to regional recruitment and retention of qualified healthcare professionals. Lack of work opportunities for spouses, lack of transportation, and pay inequities for high skilled positions were reported as deterrents in recruitment and retention.

Lack of program funding was reported as the largest barrier in workforce education and training. Participants reported the need for educators to be more aligned with employers and their needs in the development of future healthcare programs in order to address post-secondary readiness for students and work readiness of graduates entering the workforce. The lack of internships tied to employment, limited career ladders in organizations, limited training opportunities in health information and train the trainer programs, and limited support for employed professionals to acquire continued education trainings were also identified as barriers to regional workforce needs in all sectors of workforce recruitment, retention, and training and education. (Summary of Survey Responses prepared by Lisa Bowie, USM MSW Student Intern)

Highlights of Data Regarding Regional Needs - Prepared for Maine Health Workforce Forum Fall 2012 Regional Meetings

Data regarding specific employment needs was gathered for each regional meeting. That data is presented according to each meeting date in the following charts:

October 3, 2012 – USM Lewiston-Auburn College, Lewiston - Franklin, Kennebec, Oxford, Androscoggin and Somerset Counties

Priority Allied Professions Initially Identified by Employers in Region	Occupational Training of Grant Enrolled Participants (Allied + Nurse + CNA)	Wanted Analytics* July 2012 for Selected Counties (listed most frequent to least frequent ads)	Wanted Analytics* July 2012 for Maine (listed most frequent to least frequent ads)
Medical Assistant Medical Coding Paramedics PT and OT Assistants Radiology Specialists	Sim Ed Training BSN Rep Therapy Rad Tech Paramedic OTA MSN Clinical Nurse Inst. Medical Coder Medical Assist Med Lab Tech LPN HIT Assoc Degree EMT Intermediate Computed Tomography CNA med tech CNA BSN ADN	<ul style="list-style-type: none"> • Registered Nurses • Medical Assistants • Nursing Aides, Orderlies and Attendants • Medical Records and Health Information Technicians • Physician Assistants • Physical Therapists • Speech-Language Pathologists • Diagnostics Medical Sonographers • Healthcare Support Workers • Others 	<ul style="list-style-type: none"> • Registered Nurses • Nursing Aides, Orderlies, and Attendants • Physician Assistants • Home Health Aides • Medical Assistants • Physical Therapists • Licensed practical and Licensed Vocational Nurses • Speech-Language Pathologists • Medical Records and Health Information Technicians • Family and General Practitioners • Others

October 16, 2012 – Husson University, Bangor - Penobscot, Hancock and Piscataquis Counties

Priority Allied Professions Initially Identified by Employers in Region	Occupational Training of Grant Enrolled Participants (Allied + Nurse + CNA)	Wanted Analytics* July 2012 for Penobscot, Hancock and Piscataquis County (listed most frequent to least frequent ads)	Wanted Analytics* July 2012 for Maine (listed most frequent to least frequent ads)
PT* OT* PA* RN Medical Assistant Medical Records/HIT	ADRN BSN CNA Medical Assist Clinical Lab Technologist/ BS MSN Clinical Nurse Inst. Rad Tech/AS/Ultrasound Cert Surg Tech/Assoc Degree	<ul style="list-style-type: none"> Registered Nurses Nursing Aides, Orderlies, Attendants Physician Assistants Home Health Aides Physical Therapists Occupational Therapists Pharmacists Medical Assistants Licensed Practical and Licensed Vocational Nurses Medical Records and Health Information Technicians 	<ul style="list-style-type: none"> • Registered Nurses • Nursing Aides, Orderlies, and Attendants • Physician Assistants • Home Health Aides • Medical Assistants • Physical Therapists • Licensed practical and Licensed Vocational Nurses • Speech-Language Pathologists • Medical Records and Health Information Technicians • Family and General Practitioners • Others

October 12, 2012 – University of Maine Machias and Washington County Community College - Washington County

Priority Allied Professions Initially Identified by Employers in Region	Occupational Training of Grant Enrolled Participants (Allied + Nurse + CNA)(Washington and	Wanted Analytics* August 2012 for Washington County (listed most frequent to least frequent ads)	Wanted Analytics* July 2012 for Maine (listed most frequent to least frequent ads)

	Aroostook Counties)		
PT* OT* PA* RN PTA OTA Home Health Aide Medical Assistant	ADN BSN CNA CNA med CNA med tech Critical Care Training Medical Assist Medical Technology Physical Therapy Respiratory Therapy	<ul style="list-style-type: none"> Registered Nurses Physical Therapists Occupational Therapists Physical Therapy Assistants Home Health Aides Dentists, General Diagnostic Medical Sonographers Radiologic Technologists Licensed Practical and Vocational Nurses Occupational Therapy Assistants 	<ul style="list-style-type: none"> Registered Nurses Nursing Aides, Orderlies, and Attendants Physician Assistants Home Health Aides Medical Assistants Physical Therapists Licensed practical and Licensed Vocational Nurses Speech-Language Pathologists Medical Records and Health Information Technicians Family and General Practitioners Others

November 8, 2012 – Northern Maine Community College, Presque Isle - Aroostook County

Priority Allied Professions Initially Identified by Employers in Region	Occupational Training of Grant Enrolled Participants (Allied + Nurse + CNA)(Washington and Aroostook Counties)	Wanted Analytics* September 2012 for Aroostook County (listed most frequent to least frequent ads)	Wanted Analytics* September 2012 for Maine (listed most frequent to least frequent ads)
PT* OT* PA* RN PTA OTA Home Health Aide Medical Assistant	ADN BSN CNA CNA med CNA med tech Critical Care Training Medical Assist Medical Technology Physical Therapy Respiratory Therapy	<ul style="list-style-type: none"> Registered Nurses Physical Therapists Occupational Therapists Physician Assistants Nursing Aides, Orderlies, and Attendants Occupational Therapy Assistants Physical Therapist Assistants Family and General Practitioners Speech-Language Pathologists Medical Records and Health Information Technology 	<ul style="list-style-type: none"> Registered Nurses Nursing Aides, Orderlies, and Attendants Physical Therapists Physician Assistants Home Health Aides Medical Assistants Family and General Practitioners Internists, General Speech-Language Pathologists Licensed practical and Licensed Vocational Nurses

November 27, 2012 – University of Southern Maine, Portland - Cumberland and York Counties

Priority Allied Professions Initially Identified by Employers in Region(York, Cumberland and Mid-Coast Counties)	Occupational Training of Grant Enrolled Participants (Allied + Nurse + CNA)(Cumberland York and Mid-Coast Counties)	Wanted Analytics* October 2012 for Cumberland and York Counties (listed most frequent to least frequent ads)	Wanted Analytics* October 2012 for Maine (listed most frequent to least frequent ads)
RN PT* OT* PA*	ASN Behavioral Health Professional. BSN	<ul style="list-style-type: none"> Registered Nurse Nursing Aides, Orderlies, and Attendants Home Health Aides 	<ul style="list-style-type: none"> Registered Nurses Home Health Aides Nursing Aides, Orderlies, and Attendants

Medical Assistant Medical Records/HIT Nursing Aides Home Health Aides	BSN Pilot Clinical Instructor Medical Lab Tech Med Tech Exam RT/BS Health Science	<ul style="list-style-type: none"> • Medical Assistants • Licensed Practical and Vocational Nurses • Physical Therapists • Massage Therapists • Pharmacy Technicians • Dental Assistants • Occupational Therapists 	<ul style="list-style-type: none"> • Physical Therapists • Physician Assistants • Medical Assistants • Speech-Language Pathologists • Family and General Practitioners • Licensed practical and Licensed Vocational Nurses • Occupational Therapists
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November 29, 2012 – Rockland Public Library, Rockland - Sagadahoc, Lincoln, Knox and Waldo Counties

Priority Allied Professions Initially Identified by Employers in Region (Cumberland, York and Mid-Coast Counties)	Occupational Training of Grant Enrolled Participants (Allied + Nurse + CNA)(Cumberland York and Mid-Coast Counties)	Wanted Analytics* October 2012 for Sagadahoc, Lincoln, Knox and Waldo (listed most frequent to least frequent ads)	Wanted Analytics* October 2012 for Maine (listed most frequent to least frequent ads)
RN PT OT PA Medical Assistant Medical Records/HIT Nursing Aides Home Health Aides	ASN Behavioral Health Professional. BSN BSN Pilot Clinical Instructor Medical Lab Tech Med Tech Exam RT/BS Health Science	<ul style="list-style-type: none"> • Home Health Aides • Registered Nurses • Nursing Aides, Orderlies, and Attendants • Physical Therapists • Licensed Practical and Licensed Vocational Nurses • Pharmacy Technicians • Medical Assistants • Radiologic Technologists • Pharmacists • Medical Records and Health Information Technicians 	<ul style="list-style-type: none"> • Registered Nurses • Home Health Aides • Nursing Aides, Orderlies, and Attendants • Physical Therapists • Physician Assistants • Medical Assistants • Speech-Language Pathologists • Family and General Practitioners • Licensed practical and Licensed Vocational Nurses • Occupational Therapists

* From The Conference Board Help Wanted Online – a proprietary analytics of online job ad sources representing the universe of employment opportunities, adjusted to ensure consistency and minimize duplication.

Update of Results under the Health Care Sector Grant

As of November 19, 2012:

- 785 people have been trained (original grant goal was 400)
- The average wage increase for incumbent worker trainees was \$4.55/hour
- 261 people have been placed into jobs
- \$11.09 /hour average starting wage (range from \$7.73/hr. for CNAs to \$37.50/hour for an RN).

In addition to the number of individuals trained and employed listed above, a number of projects and collaborations were undertaken as part of the grant. Following is a list of those projects as of November 2, 2013. The above listed Update of Results and the following grant project summary information were prepared for the regional meetings by Joan Dolan, Program Manager, Health Care Sector Training Grant, Maine Department of Labor, <http://www.mainecareercenter.com/workforce/hcgrant/>.

Maine Healthcare Sector Grant, Project Update, November 2, 2012

Project Title	Partners	Trainees Targeted	Description	Status/Update of Project
CNA Elder Care Specialist Program	St Mary's Hospital Central Maine Community College Region 3 Initiative	Incumbent CNA's of a long term care facility	12 month program designed to give incumbent CNA's additional skills and confidence within their scope of practice. Successful completion of program will result in 9.5 CEU's and a pay increase	Program began in January 2012. Program is going well and on track to conclude in December 2012.
MGH Nurse Residency Program	Maine General Hospital Region 3 Initiative	Recent nursing school graduates	New Orientation Program is designed to prepare newly graduated nurses to be fully functioning and independent medical/surgical nurses	Program manager hired in November 2011 Program began in February of 2012 with 7 trainees and is proceeding as scheduled.
MGH Nurse Apprenticeship Program	Maine General Hospital Maine Apprenticeship Program Region 3 Initiative	Incumbent trainees interested and qualified to develop skills necessary for success in hospital specialty units.	The 2 year apprenticeship program focuses on expanding the clinical skills of existing nurses to prepare them to meet the needs of patients in specialty areas. Goal is for a minimum of 15 apprentices to be enrolled in the program by February 2013.	Apprenticeship standards developed for critical care; 9 critical care nurses currently enrolled Emergency room apprenticeship standards close to completion anticipate enrollment of apprentices in fall of 2012
MGH ADN-BSN Nurse	Maine General Hospital University of Maine Augusta Region 3 Initiative	Incumbent ADN nurses in training to earn their BSN degrees	Support incumbent ADN nurses as they move to BSN status through a newly developed process of shared learning that will ensure that related BSN theory is applied to day-to-day patient care. Improve delivery and success rate of incumbent ADN nurses earning their BSN through ongoing dialogue between and amongst trainees/employer and educational institution	Cohort of 10 incumbent trainees began the program in January, 2012.

Project Title	Partners	Trainees Targeted	Description	Status/Update of Project
MGH Clinical Capacity Building	Maine General Hospital (MGH) University of Maine Augusta (UMA) Kennebec Valley Community College (KVCC) Region 3 Initiative	Nursing students needing clinical rotations	The innovative partnership between industry and education is designed to increase the number of clinical rotation opportunities for nursing students at KVCC and UMA. Hospital staff willing and qualified to provide clinical instruction to students will be identified by MGH and paid their hospital wages (rather than the lower clinical instructor wages) to ensure that undergraduates receive the clinical rotations needed to earn their nursing degrees.	1 group of nursing students was supported through winter semester 2012. MGH is currently providing clinical staff for 1 group at UMA and for ½ staff for 1 clinical group at KVCC during the fall semester, 2012.
MGH Medical Assistant Program	Maine General Hospital (MGH)	All incumbent MA's in MGH owned outpatient practices	MGH will provide in-house training as a job requirement to all of their MA's which will result in three tiers of MA's providing for the first time an ability to advance within the job title through a series of 10 training modules developed by a group of volunteer practice administrators and clinicians. This innovative approach will allow MGH to move towards goals of patient-centered practices. Additionally 20 MA's will sit for their national certification during the grant period	57 are enrolled in the first three classes that started in July and August. 49 have completed their course work and received their MA certificates. Anticipate the remaining two classes to complete by the end of November, 2012 with a new wage plan to meet the three levels implemented by then.
St. Mary's Medical Assistant Program	St. Mary's and the National HealthCareer Association	All incumbent MA's in the St Mary's Health System	St. Mary's after extensive research to find the best MA Certification program in the country decided to use training materials and the national exam for MA Certification from the National HealthCareer Association out of Stilwell, KS. With grant money they purchased 56 online tutorials and 50 online clinical MA Certification exams. This is required of all MA's in order to remain employed with St. Mary's.	Many have already started the training, 11 have earned their MA certification and an additional 40 are enrolled in the program.

Project Title	Partners	Trainees Targeted	Description	Status/Update of Project
<p>Entry Level Enhanced CNA Training</p>	<p>Mt. Blue RSD 9 Adult Ed. Wilton CareerCenter Potential Employer collaboration: FCHN, North Country Associates (2 facilities), Care & Comfort, Sandy River Nursing Home, Androscoggin Home Health, LEAP, etc. Region 3 Initiative</p>	<p>Entry level CNA's. Prior to acceptance into the program each potential participant will successfully complete skills and interest assessments, background check, and CASAS. Candidates must be willing to accept work assignments that include night and weekend shifts.</p>	<p>In addition to receiving CNA certificates, trainees will receive certifications in CPR; First Aid; Work skills; OSHA10. A team leader will be hired for the program and act as a representative of the students - to advocate, coach and mentor and to act as liaison between potential employers, student participants and Adult Education.</p> <p>Mirrors the successful ARRA funded expanded CNA project held in Franklin County during 2010.</p>	<p>Program concluded in January 2012. At least 6 graduates are currently employed as C.N.A's with one who went on to get BA degree in Rehab.</p>
<p>Health Information Technology Pathway</p>	<p>Mt. Blue RSD 9 Adult Ed. FCCN Franklin County Healthcare Employers Region 3 Initiative</p>	<p>Trainees interested in gaining entry level position in health information technology.</p>	<p>The goal of the program is to provide individuals with HIT skills necessary to obtain entry level positions in the HIT field; start them on a career pathway in HIT and prepare them for entry into a post secondary training. Students completing the program will earn the following certificates: Medical terminology/coding, Office skills, Technology, Workplace soft skills. As appropriate, trainees will take part in paid or unpaid work experiences, pre-apprenticeship and on the job training programs.</p>	<p>Program began in Region 3 in January of 2012 and concluded in July, 2012. A major employer partner had to cut existing staff and was unable to follow through in hiring program graduates. Staff is working with trainees to place them in clinical experiences and OJT programs that will lead to employment. Most have been placed in clinical training provided by local health care employers.</p>

Project Title	Partners	Trainees Targeted	Description	Status/Update of Project
Advanced Pharmacy Technician Program	Kennebec Valley Community College Region 3 initiative	Unemployed trainees	Advanced pharmacy technicians are in high demand, particularly with chain drugstores in Maine. Program will conclude in October, 2012 and graduates will be prepared to take advance pharmacy tech. license	Program began in June, 2012 with 15 participants in the Math course and continues with 13 in the Pharmacy Tech course with expected completion 10/31/12.
Entry Level CNA Project	Eastern Maine Medical Center Husson University Eastern Maine Development Corp. Career Technical High Schools Region 2 Initiative	Ten recent high school graduates of Career Technical Center	Trainees participated in a summer work experience designed to enhance their skills and better prepare them for the challenges they will encounter as CNA's. The 10 trainees earned their CNA licenses while in high school. They received eight weeks of additional training in acute health care techniques, working in 6 different acute care units; completed simulation training at Husson University and earn additional healthcare certifications that will assist them in gaining employment.	10 individuals completed the program in August, 2011 and 9 obtained employment as CNA's. Several trainees are pursuing additional training in the health field. Beginning an additional cohort of entry level CNAs is being discussed with goal of starting the training by December 1, 2012.
Train the Trainer Program	Husson University Region 2 Initiative	CAPACITY BUILDING Incumbent nurse educators employed at nursing schools	2 day workshop designed to enhance teaching capabilities of nurse educators using simulation equipment	First workshop was held in August, 2011 – positively received 2 additional workshops will be held in August of 2012 (1 in Bangor and 1 in Presque Isle) and potentially an additional Bangor workshop in January of 2013.
Health Information Technology Pathway	Bangor Adult Education Bangor CareerCenter Region 2 Initiative	Trainees interested in gaining entry level position in health information technology.	The goal of the program is to provide individuals with HIT skills necessary to obtain entry level positions in the HIT field; start them on a career pathway in HIT and prepare them for entry into a post secondary training. Students completing the program will earn the following certificates: Medical terminology/coding, Office skills, Technology, Workplace soft skills.	Program began in May 14, 2012. Trainees have completed a 60-hour WorkReady Program and many are now engaged in a clinical experience as part of their training program. OJT's may be developed to assist in job placement. Four of the trainees have been hired as per diem employees by PCHC with their time counting as hours for their internship. Internships are being developed for the remaining trainees. Two trainees have left the program for a full time employment

				<p>opportunity (unrelated to their training). The training is scheduled to end by 12/15/12.</p> <p>Bangor Adult Education hopes to offer another cohort training beginning in January 2013.</p>
Project Title	Partners	Trainees Targeted	Description	Status/Update of Project
Experienced CNA Certificate Program	<p>Eastern Maine Community College (EMCC)</p> <p>Mount Desert Island Hospital</p> <p>Blue Hill Memorial Hospital</p> <p>Maine Coast Hospital</p> <p>Mayo Regional Health Care</p> <p>Downeast Community Hospital</p> <p>C.A. Dean Hospital</p> <p>Region 2 Initiative</p>	<p>Top performing incumbent CNA's of rural hospitals</p>	<p>The Experienced CNA Certificate Program is a collaborative effort between 6 rural hospitals and Eastern Maine Community College. The program is designed to enhance the skills of incumbent CNA's within their scope of practice in a variety of hospital specialty areas. Top performing CNA's from each of the 6 hospitals involved with the project will be engaged in a 12 month training program that will lead to an industry recognized academic credential and an increase in wages.</p>	<p>Program began for 13 incumbent trainees in November, 2011.</p> <p>12/13 initial trainees remain engaged in the program.</p> <p>Feedback from trainees and employers to date has been very positive.</p> <p>Graduation is slated for December 4, 2012</p> <p>Plans are underway to replicate the program in the future; beginning in January of 2013.</p>
Nurse Residency Project	<p>Mid Coast Hospital</p> <p>Region 4 Initiative</p>	<p>Recent nursing graduates</p>	<p>Mid Coast Hospitals Nurse Residency Program is an enhanced orientation and training program designed for new grad nurses. The goal of the program is to build expert clinicians in a nurse specialty area and to decrease attrition of new grad nurses from the workforce due to "reality shock." The program provides an example of an innovative partnership between industry and workforce developments</p>	<p>7 trainees successfully completed the program. The employer was very pleased with the outcomes. A new cohort of 8 students began their nurse residency program at Mid Coast in July of 2012.</p>

Project Title	Partners	Trainees Targeted	Description	Status/Update of Project
Nurse Educator Certificate Program	Maine Medical Center University of Southern Maine Region 4 Initiative	CAPACITY BUILDING BSN prepared incumbent trainees interested in becoming nurse educators and beginning the pursuit of their master's degrees	3 course, 9 credit pilot program designed to provide experienced nurses with the tools they need to be successful as clinical nursing instructors. Beginning in the fall of 2011, 1 course will be held each semester; concluding in December of 2012.	Coursework began in Sept. 2011 Coursework is proving too intensive for full time workers to complete. 16 students initially enrolled; 5 remain. Working to bring employer and educational institution together to discuss feedback from participants and modify expectations for the future
Nurse Educator Certificate Program	University of Maine, Orono	CAPACITY BUILDING BSN prepared incumbent trainees interested in becoming nurse educators and beginning the pursuit of their master's degrees	3 course, 9 credit pilot program designed to provide experienced nurses with the tools they need to be successful as clinical nursing instructors. Blended on line and on campus curriculum. 10 trainees involved.	Final semester of the program is underway. Many participants are now committed to pursuing their Master's degrees and have already been hired as adjunct clinical instructors
Clinical Expansion Software	RWJ Foundation Maine Partners in Nursing Education and Practice Maine Medical Center	CAPACITY BUILDING Nursing school and hospital staff responsible for scheduling clinical placements of nursing students.	Customized training for hospital and nursing school staff on how to use clinical expansion software. Software was developed in Mass. and resulted in a 60% expansion of clinical placements there. We are planning for similar expansion in Maine once the software system training concludes.	Phase I of pilot project with Maine Medical Center began in March of 2012 and includes 11 (out of 44) hospitals and 8 (out of 13) academic institutions. The 5 remaining nursing schools and 16 additional hospitals have committed to participating in Phase II of the project which begins on October 4, 2012.

Project Title	Partners	Trainees Targeted	Description	Status/Update of Project
Dental Assistant Program	NMCC Region 1 initiative	Dental Staff of area dentists in Aroostook County	Pilot project to provide unemployed/underemployed individuals with training as dental assistants. Training will prepare participants to sit for the general chair side certification through the Dental Assisting National Board.	Finalizing details on project with NMCC.
Special Care Training	Calais Regional Hospital Region 1	Nursing staff of CRH	Customized training program for CRH staff on how to care for critically ill patients who require very specialized care.	In process. Clinical skills should be completed by end of September.
Charge Nurse Training	Calais Regional Hospital Region 1	Nursing staff of CRH	Customized training for staff to guide them in the role of Charge Nurse.	Finalizing dates of training.
Accelerated BSN Program	Maine Medical Center University of Southern Maine Region 4 Initiative	Individuals with bachelor's degrees in non- nursing fields	Individuals with non-nursing bachelor's degrees will earn their BSN degrees and be guaranteed employment as nurses in an accelerated 15 month program. The program will address the industries increased and future need for a highly skilled and prepared nursing workforce	Program is complete, healthcare grant paid \$1000 each toward the purchase of books for 21 nursing students involved in pilot. All 21 trainees graduated with BSN degrees in May, 2012. 5 are currently employed and case managers are working diligently to place the other 16 in nursing positions
ICD 10 Training	Calais Regional Hospital Region 1	Medical Coding Staff of CRH	Training staff in new methods that will be required to implement new system of coding.	Students are attending trainings at seminars.

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