NCWorks Certified Pathway

One Year Check-in Report

Health Care

Submitted by:

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Regional Operations Director – Northeast

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Career Pathways Facilitator -- Northeast

April 10, 2017

Northeastern NC Career Pathways

Health Care Pathway One-Year Check-in

April 10, 2017

Overview

This first official year of implementation for the health care pathway in the Northeast region has been eventful and productive. Our implementation strategies have focused on four general areas –

1. Stakeholder engagement, reviewing/revising pathways and the sharing of best practices
2. Developing and implementing a certification process to support and encourage local implementation efforts
3. Comprehensive career guidance planning and implementation
4. Increasing career center engagement and providing pathway professional development to front line staff

Following is a brief description of these strategies. Many of the required elements of the "check-in" will be linked back to these narratives.

1. Stakeholder engagement – The regional health care pathways are formally reviewed on a regular basis. The partnership sponsored the third **Health Care Pathway Periodic Review** on March 17, 2017 (see agenda, *attachment 1*). Fifty-five stakeholders participated in this event at College of The Albemarle. As noted in the minutes (*attachment 2*) some of the features of the event included an employment trend status report from a major employer – Sentara Healthcare, the sharing of accomplishments and best practices, and breakout sessions to formally review and revise the regional pathway templates.

2. **Local Pathway Implementation Certification** – A local health care pathway certification process was developed and approved by the partnership to support the efforts of local workforce development boards, community colleges, LEAs and employers in implementing the regional pathways at the local level. A copy of the implementation criteria including a narrative explaining the process is attached to this report (*attachment 3*). Local partnerships are in the process of organizing their stakeholders and resources to meet the criteria. The first local implementation certifications are scheduled to be awarded at the September regional leadership council meeting.

3. Comprehensive Career Guidance – The partnership hosted the third annual Career Pathway Guidance Retreat on November 10, 2016 at Beaufort County Community College. Ninety-nine counselors and career guidance stakeholders representing LEAs, Community Colleges and NCWorks Centers participated in this event (see agenda, *attachment 4*). The topics of the conference included -- moving the career guidance needle from random acts of counseling toward comprehensive career guidance for all consumers, defining the difference between

career pathways and courses of study, and strategies/best practices for developing comprehensive career development plans.

4. NCWorks Career Center Engagement – This year, one of the identified needs/challenges of our pathway work is to more fully engage the managers and staff of the NCWorks Centers. One new strategy that some of the centers will be incorporating in the next few months is identifying a center staff person to be the "champion" for health care pathways for the center. This individual will be the point person for networking and collaborating with the community colleges and LEAs regarding health care pathway activities. Another strategy to more actively engage center managers has been the inclusion of pathways topics on the agenda items of the bi-monthly prosperity zone leadership team meetings.

Notes on Required Attachments

- **Number of consumers enrolled** – As noted in our application, our primary metric for measuring our progress is not *enrollees* but "*completers.*" Our goal is to increase the number of consumers who have the skills, degrees and/or certifications for gainful employment in a health care career. The metrics and data sets that address this goal are shared and discussed in the *Evaluation Section* of this report. We have 37 high schools, 9 community colleges and 3 workforce development boards in the partnership which make the collection of actual enrollment data very complex, especially at the community college level where continuing education enrollments are handled separately from curriculum enrollment. There is also the issue of determining when an individual is actually enrolled in a pathway. However, since enrollees is a metric that is of interest to the state office we have tried to make some broad estimations. Based on the information and assumptions outlined in the table below, our best estimate is that we have about 4,760 health care pathway enrollees in the region.

Health Care Pathway Enrollment (Estimate)	
Conservative estimate of high school students enrolled in health care pathway	
Based on 37 high schools x 25 students (estimate) enrolled in health care pathway	925
Conservative estimate of community college and adults enrolled in a health career pathway	
Based on completers plus 25%	3,835
Total	**4,760**

- **Type of consumer** – Again, based on some assumptions, our best estimate is that of those 4,760 consumers, approximately 925 are youth and 3,835 are adults. We have a further breakdown of some of our consumer groups in the "completer" data included in the Evaluation Section.

- **Efforts to attract /recruit consumers** – As referenced earlier, we believe recruitment begins with a comprehensive and appropriately sequenced career guidance program that starts in grade 6. As a part of the career exploration component of this guidance plan middle schools, high schools, community colleges and workforce development boards throughout our region offer pathway showcases, job shadowing experiences, career fairs, community college and health care facility tours and classroom speakers that focus on health career pathways. Flyers have recently been developed collaboratively between workforce development and community college staff to promote health care and our other three regional pathways. Samples of these recruitment materials are included in the Career Awareness criteria section of this report.

- **Number of small/large employers** – We have a combination of over 491 small and large employers providing health-care work-based learning opportunities for students (see Evaluation Section). Most of these employers provide clinical training and internships for students. In addition to work-based learning experiences, we have many additional health care employers who participate in career fairs, expos and classroom activities.

- **Efforts to attract/recruit additional employers** -- Our high school and community college health science teachers and our WDB BSRs have a great relationship with health care employers. Their personal contact and networking have worked well in our employer recruitment efforts. In addition, our periodic health care reviews are a good forum for attracting and recruiting employers.

- **Unexpected successes and challenges** – An unexpected success has been the level of continued interest and support from our partners. We have had an additional community college (Wilson) join our work, our collaboration meetings are well-attended and folks continue to be enthusiastic about the pathway work. While that is a good thing, it also presents challenges. As we expand the number of regional pathways, focus on local implementation, and engage new partners, the logistics of keeping all "the plates spinning" presents both an opportunity and a challenge.

- **Modifications to implementation not addressed in initial certification application** – The most significant modification to implementation has been the development of the local implementation certification process noted on page 1, section 1 of this narrative. This certification process was the partnership's response to the challenge of supporting and incentivizing local collaboration and pathway implementation. At this point the strategy appears to be positively impacting those objectives.

Eight Criteria Updates

1. Demand – Driven and Data Informed –

As indicated from the most recent Northeast Top 15 Star Jobs report below, health care pathway careers continue to dominate regional job openings requiring postsecondary training and associate degrees.

NORTHEAST Top 15 Star Jobs

Top careers with high wages and employment growth by education requirements

High School & Work Experience	OES Hourly Wage*	Annual Openings**
First-Line Supervisors of Office & Admin. Support Workers	$21.32	80
First-Line Supervisors of Constr. Trades & Extraction Workers	$25.00	51
Carpenters	$16.95	48
Electricians	$21.31	36
Electrical Power-Line Installers & Repairers	$24.97	17
Plumbers, Pipefitters & Steamfitters	$14.83	17
First-Line Supervisors of Food Preparation & Serving Workers	$13.35	104
Bookkeeping, Accounting & Auditing Clerks	$15.84	73
First-Line Supervisors of Mechanics, Installers & Repairers	$27.67	33
Operating Engineers & Other Constr. Equipment Operators	$16.31	18
Painters, Construction & Maintenance	$12.78	17
Structural Iron & Steel Workers	$16.15	15
Property, Real Estate & Community Association Managers	$27.28	13
Substance Abuse & Behavioral Disorder Counselors	$19.10	11
Transportation, Storage & Distribution Managers	$42.42	4

Associate Degree	OES Hourly Wage*	Annual Openings**
Registered Nurses	$28.22	234
Diagnostic Medical Sonographers	$29.01	9
Cardiovascular Technologists & Technicians	$31.66	6
Paralegals & Legal Assistants	$17.26	15
Medical & Clinical Laboratory Technicians	$17.02	14
Radiologic Technologists	$23.81	10
Physical Therapist Assistants	$27.20	6
Respiratory Therapists	$24.53	6
Dental Hygienists	$31.54	6
Avionics Technicians	$24.95	4
Occupational Therapy Assistants	$29.49	3
Medical Equipment Repairers	$21.87	3
Magnetic Resonance Imaging Technologists	$29.83	2
Nuclear Medicine Technologists	$31.88	2
Web Developers	$17.34	2

Postsecondary Training		
Licensed Practical & Licensed Vocational Nurses	$19.22	49
Aircraft Mechanics & Service Technicians	$25.38	23
Computer User Support Specialists	$20.15	22
Heavy & Tractor-Trailer Truck Drivers	$15.67	75
Emergency Medical Technicians & Paramedics	$14.60	41
Heating, A/C & Refrigeration Mechanics & Installers	$19.02	27
Medical Records & Health Information Technicians	$15.56	17
Telecom. Equipment Installers & Repairers, *Except Line Installers*	$23.79	9
Surgical Technologists	$17.84	8
First-Line Supervisors of Fire Fighting & Prevention Workers	$27.28	5
Massage Therapists	$18.18	3
Medical Assistants	$13.25	22
Hairdressers, Hairstylists & Cosmetologists	$12.48	20
Firefighters	$16.73	12
Phlebotomists	$12.13	8

Bachelor's Degree		
General & Operations Managers	$44.87	92
Accountants & Auditors	$28.12	44
Sales Managers	$48.86	24
Financial Managers	$47.17	24
Medical & Health Services Managers	$43.47	19
Cost Estimators	$26.50	17
Market Research Analysts & Marketing Specialists	$23.65	15
Construction Managers	$39.48	14
Loan Officers	$28.72	11
Securities, Commodities & Financial Services Sales Agents	$20.13	11
Management Analysts	$30.98	10
Computer & Information Systems Managers	$46.89	8
Computer Systems Analysts	$33.32	8
Industrial Production Managers	$47.87	8
Marketing Managers	$51.29	7

2. Employer Engagement –

Documentation of continued and increased employer engagement includes **–**

- Increased number of both large and small health care employers engaged in reviewing/revising and implementing our pathways. These employers are listed with the active team members referenced in Section 3 Collaboration. The employer group will continue to grow as the local implementation process moves forward.
- Increased number of employers providing work-based learning opportunities (see table below). The number of employers documented as providing health care pathway related work-based learning experiences almost doubled in one year.

While part of that increase may be due to better record keeping, it represents a significant number of employers engaged in providing learning opportunities.

Health Care Pathway

Community College Progress Measures

Work-based Learning, Community College Completers, Employer Engagement

Summary Data*

Progress Measure	2014-15	2015-16	2016-17	2017-18
Number of **employers** providing **health care** related **work-based learning experiences** to students	**249**[1]	**491**[2]		

- Employer focused periodic health care pathway reviews

Northeastern North Carolina Career Pathways

Health Care Pathways Review

Owens Health Sciences Center/YMCA

Room 117

College of The Albemarle

1208 N Road St, Elizabeth City, NC

March 17, 2017

9:30 a.m. – 12:30 p.m.

AGENDA

1. Call to order and introductions	Walter Dorsey, Chair NE Pathways Leadership Council
2. Welcome	Kennon Briggs Interim President College of The Albemarle
3. Review status of pathways work in Northeast and overview of health care pathway annual review process	Rob Boyce, Facilitator Northeastern NC Career Pathways
4. Celebration & sharing of health care pathway and education accomplishments and best practices	Group
5. Employer perspective regarding the state of the health care business sector in Northeastern N.C, status of career opportunities, skill requirements, needed curriculum changes in secondary schools and community colleges, etc.	**Introduction** Loretta Williams Recruitment Specialist Sentara Healthcare **Presenter** Andrea V. Arnett Workforce Planning & Dev. Consultant/ Recruitment Specialist Sentara Healthcare

3. Collaboration –

The following strategies are being implemented to maintain and recruit stakeholder partners

- Established a regional community college pathway partnership. All nine community colleges are represented. This partnership group meets three to four times a year with WDB managers, BSRs and the regional CTE Director to discuss, plan and advance pathway activities.

- The Periodic Health Care Pathway Review sessions discussed earlier also help to maintain and recruit stakeholders and promote collaboration.

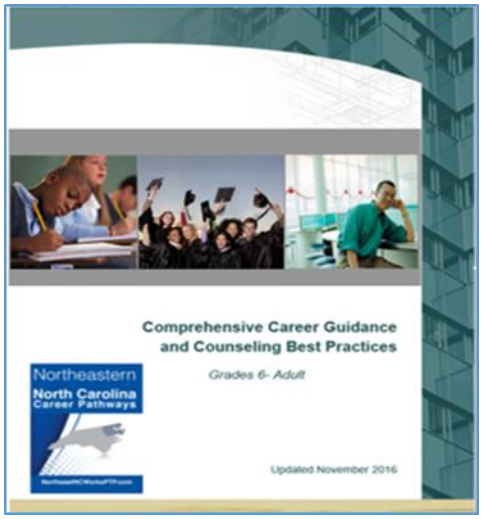
- The pathways work is a recurring agenda item on the bi-montly Northeast Prosperity Zone Leadership Team meetings as well as the LEA CTE directors regional monthly meetings.

- A regional Pathway Leadership Council meets annually to approve plans for the upcoming year and a plannning subcommittee of the council meets in the summer to develop the plans that are submited to the leadership council. These subcommittee members also serve as agency contacts throughout the year.

List of active team members – ***Attachment 5*** is a chart listing active health pathway team members disaggreated by stakeholder group. We have a unigue approach to pathway development and implementation. All stakeholders are not engaged at the same point. Our "team" continues to expand as we conduct review/revise sessions and establish our local implementation certification process.

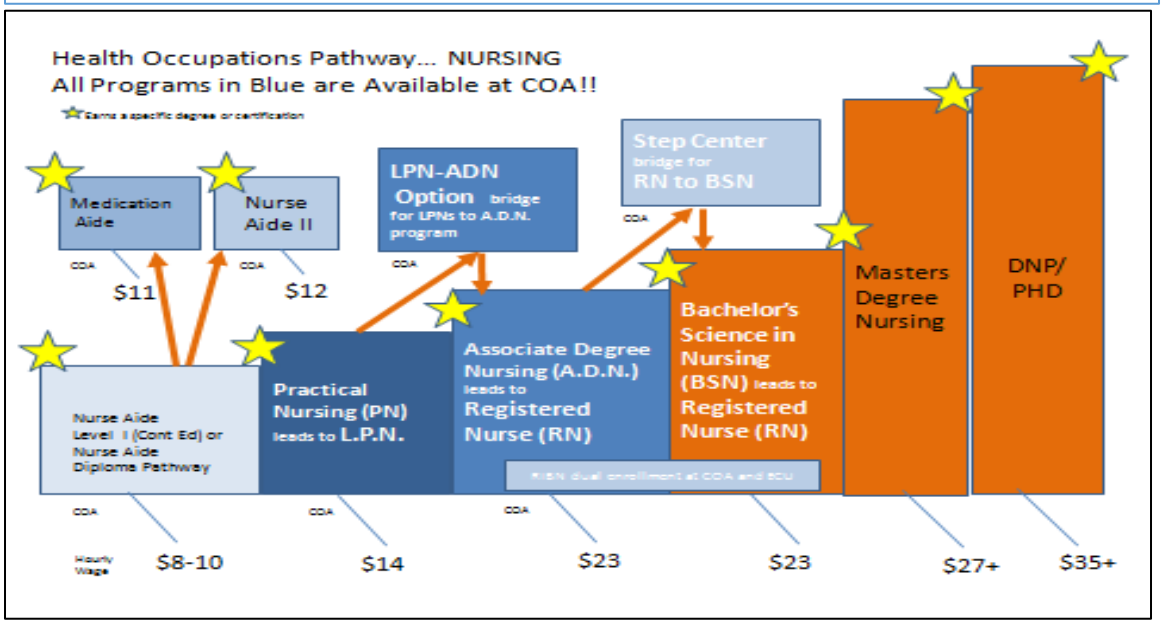
4. Career Awarness --

- Comprehensive career guidance for all consumers grades 6 through adult continues to be a focus of the pathway partnership. Our partners collaboratively work at identifying, reviewing and revising best career guidance practices for middle school, high school, community college and career centers. The guide is available on the regional website http://www.northeastncworksptp.com/.



- The partner agencies, middle schools, high schools, community colleges and career centers are all involved in career fairs, career expos, job-shadowing, guest speakers, etc. to promote health care careers. See https://www.nashcc.edu/campus-life/community-events/career-technical-education-showcase for an example.

- A current and future initiative is to focus on NCWorks Career Center awareness materials and activities. Two collaborative efforts to date include a career pathway flyer and an adult health care pathway counseling tool developed jointly between community college and WDB staff (see below)



5. Articulation and Coordination –

One of the purposes and values of the periodic health care pathway reviews is to provide a forum for discussing challenges and opportunities aimed at reducing education and training duplication. The regional pathways have been adjusted after each of these meetings to reflect changes purposed at the review sessions.

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Networking Break (refreshments complements of Northeastern WDB)

7. Health Care Career Pathways Review

Pathways overview	Christina Harris, Coordinator Northeast Career/Technical Ed.

Break into focus groups to vet pathways
- Group 1 Leader – *Ida Lane, CTE Director, Camden County Schools*
- Group 2 Leader – *Casey Bass, CTE Director, Edenton-Chowan Schools*
- Group 3 Leader – *Jean Taylor, CTE Director, Dare County Schools*

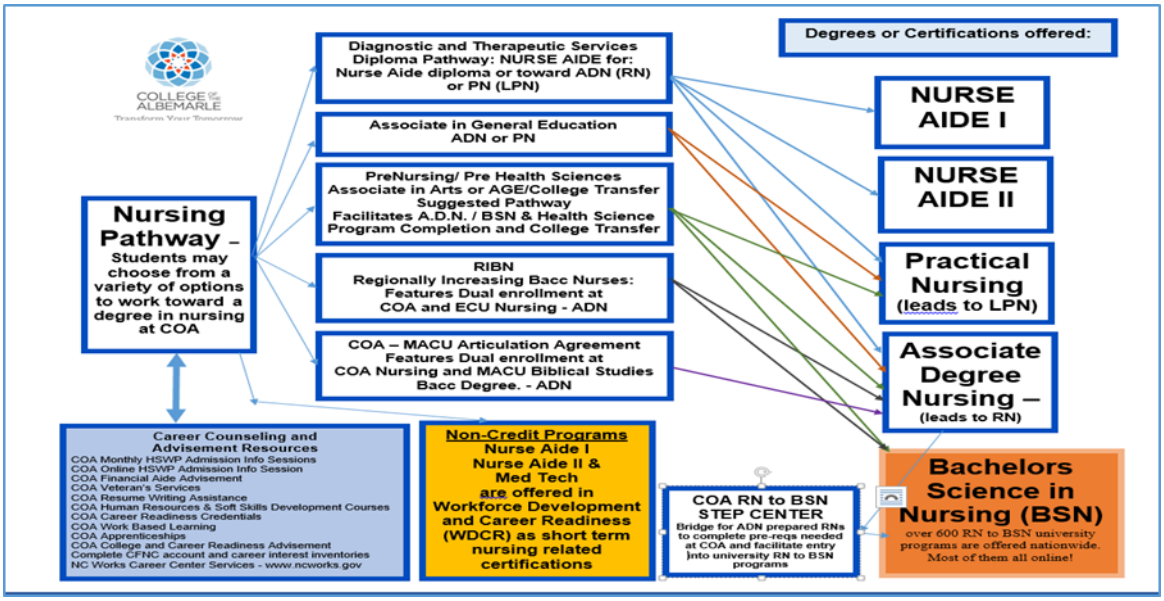
Reports from groups

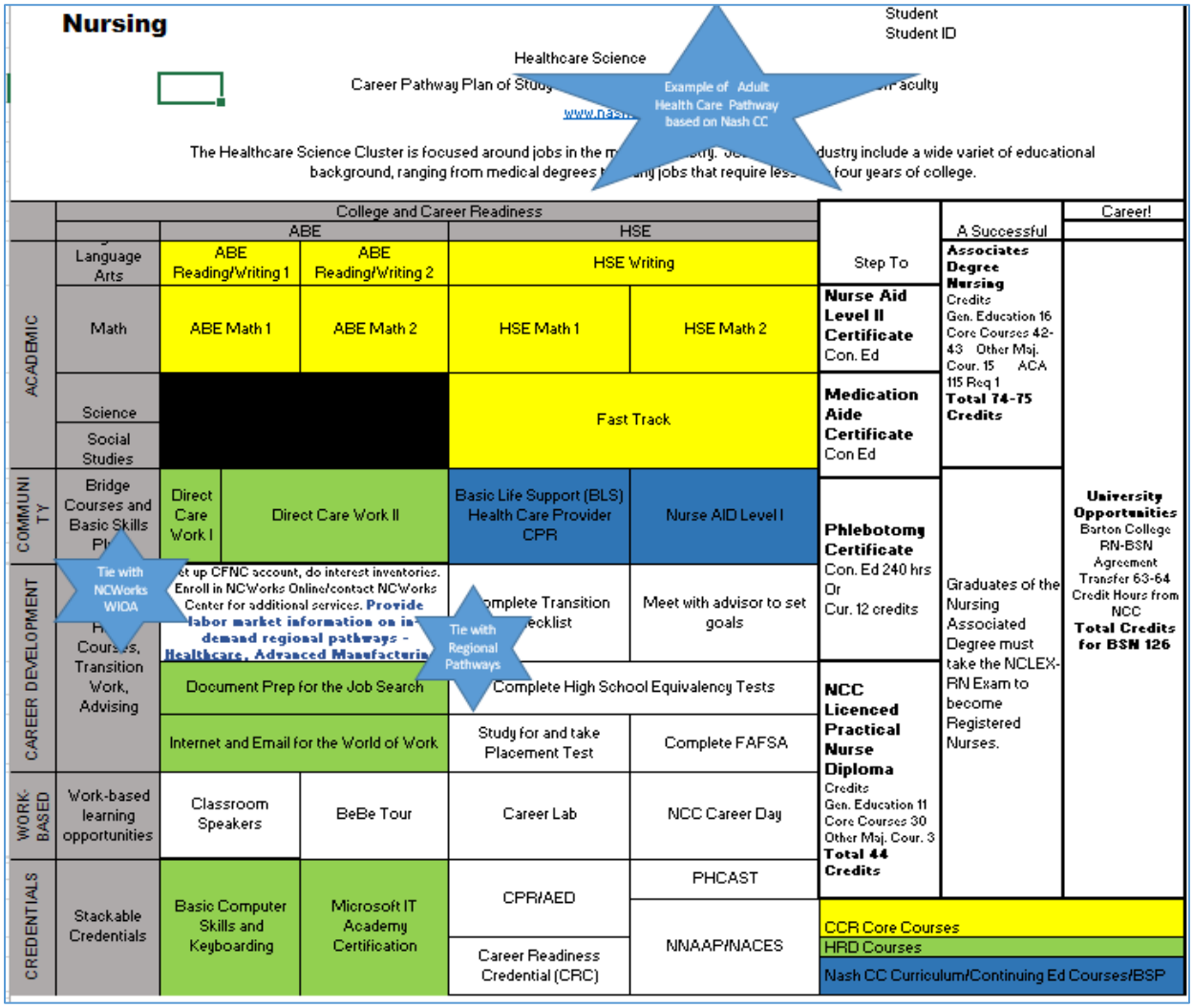
6. Work-Based Learning --

As noted earlier in the employer engagement section, the number of health care work-based learning opportunities continues to increase due to the good relationships that have developed between the high school and community college health science teachers and the health care providers. Many of the health care credentialing pathways require clinicals, and the health care professionals in our region understand and appreciate the vital role they play in providing these experiences.

7. Multiple Points of Entry and Exit --

Creating what we are calling adult pathways (i.e. non-tradtional pathways) is a current focus of our work. A criterion in our local implementation certifiction process is documentation of collaboration between the local workforce development board and the community college in developing and promoting pathways that provide non-traditional consumers the necessary on-ramps to the health career pathways. The two examples that follow are from College of The Albemarle and Nash Community College.


COLLEGE OF ALBEMARLE
Transform Your Tomorrow
Nursing Pathway – Students may choose from a variety of options to work toward a degree in nursing at COA
Diagnostic and Therapeutic Services Diploma Pathway: NURSE AIDE for: Nurse Aide diploma or toward ADN (RN) or PN (LPN)
Associate in General Education ADN or PN
PreNursing/ Pre Health Sciences Associate in Arts or AGE/College Transfer Suggested Pathway Facilitates A.D.N. / BSN & Health Science Program Completion and College Transfer
RIBN Regionally Increasing Bacc Nurses: Features Dual enrollment at COA and ECU Nursing - ADN
COA – MACU Articulation Agreement Features Dual enrollment at COA Nursing and MACU Biblical Studies Bacc Degree. - ADN
Degrees or Certifications offered:
NURSE AIDE I
NURSE AIDE II
Practical Nursing (leads to LPN)
Associate Degree Nursing – (leads to RN)
Bachelors Science in Nursing (BSN)
over 600 RN to BSN university programs are offered nationwide. Most of them all online!
Career Counseling and Advisement Resources
COA Monthly HSWP Admission Info Sessions
COA Online HSWP Admission Info Session
COA Financial Aide Advisement
COA Veteran's Services
COA Resume Writing Assistance
COA Human Resources & Soft Skills Development Courses
COA Career Readiness Credentials
COA Work Based Learning
COA Apprenticeships
COA College and Career Readiness Advisement
Complete CFNC account and career interest inventories
NC Works Career Center Services - www.ncworks.gov
Non-Credit Programs Nurse Aide I Nurse Aide II & Med Tech are offered in Workforce Development and Career Readiness (WDCR) as short term nursing related certifications
COA RN to BSN STEP CENTER Bridge for ADN prepared RNs to complete pre-reqs needed at COA and facilitate entry into university RN to BSN programs


Nursing
Student
Student ID
Healthcare Science
Career Pathway Plan of Study
Example of Adult Health Care Pathway based on Nash CC
The Healthcare Science Cluster is focused around jobs in the m
background, ranging from medical degrees
four years of college.
College and Career Readiness
ABE
HSE
ACADEMIC
Language Arts
ABE Reading/Writing 1
ABE Reading/Writing 2
HSE Writing
Math
ABE Math 1
ABE Math 2
HSE Math 1
HSE Math 2
Science
Social Studies
Fast Track
COMMUNITY
Bridge Courses and Basic Skills
Direct Care Work I
Direct Care Work II
Basic Life Support (BLS) Health Care Provider CPR
Nurse AID Level I
CAREER DEVELOPMENT
Tie with NCWorks WIOA
Tie with Regional Pathways
Enroll in NCWorks Online/contact NCWorks Center for additional services.
Meet with advisor to set goals
Transition, Advising
Document Prep for the Job Search
Complete High School Equivalency Tests
Internet and Email for the World of Work
Study for and take Placement Test
Complete FAFSA
WORK-BASED
Work-based learning opportunities
Classroom Speakers
BeBe Tour
Career Lab
NCC Career Day
CREDENTIALS
Stackable Credentials
Basic Computer Skills and Keyboarding
Microsoft IT Academy Certification
CPR/AED
PHCAST
Career Readiness Credential (CRC)
NNAAP/NACES
Step To
Nurse Aid Level II Certificate Con. Ed
Medication Aide Certificate Con Ed
Phlebotomy Certificate Con. Ed 240 hrs Or Cur. 12 credits
NCC Licenced Practical Nurse Diploma Credits Gen. Education 11 Core Courses 30 Other Maj. Cour. 3 Total 44 Credits
A Successful
Associates Degree Nursing Credits Gen. Education 16 Core Courses 42-43 Other Maj. Cour. 15 ACA 115 Req 1 Total 74-75 Credits
Graduates of the Nursing Associated Degree must take the NCLEX-RN Exam to become Registered Nurses.
Career!
University Opportunities Barton College RN-BSN Agreement Transfer 63-64 Credit Hours from NCC Total Credits for BSN 126
CCR Core Courses
HRD Courses
Nash CC Curriculum/Continuing Ed Courses/BSP

8. Evaluation –

As stated in our application, "the two prongs of our health career pathway goal are to –

1) Increase the number of individuals who have a postsecondary credential that leads to a stable and satisfying health care career, and

2) Provide employers the highly skilled workforce needed to meet the needs of the high demand health care industry in Northeastern North Carolina.

The two outcomes that will define success will be 1) a steady year-to-year increase in the numbers of those who attain health care credentials, and 2) a steady year-to-year increase in health care work-based learning opportunities, and employer engagement activities…"

The tables that follow include the latest summary data sets from our community colleges, secondary schools and workforce development boards. We are pleased and encouraged that almost all of our metrics document positive gains. Our goal of "steady year-to-year" increases is off to a good start.

Amended 1.20.16
Updated 2.14.17

North Carolina Northeast Career Pathways

Health Care Pathway

Community College Progress Measures

Work-based Learning, Community College Completers, Employer Engagement

Summary Data*

Progress Measure	2014-15	2015-16	2016-17	2017-18
Number of **employers** providing **health care** related **work-based learning experiences** to students	**249**	**476**		
Number of **students** who experienced a **health care** related **work-based learning opportunity**	**2,318**	**3,849**		
Number of **health care programs** in which students earned certificates, diplomas, and/or associate science degrees	**31**	**42**		
Number of **students** who earned **health care** certificates, diplomas, and/or associate science degrees	**2,324**	**3,600**		

***This table compares the totals of the seven community colleges that submitted data for 2014-15 with the 2015-16 totals for the same seven community colleges**

Amended 1.20.16
Updated 2.14.17

North Carolina Northeast Career Pathways

Health Care Pathway

Community College Progress Measures

Work-based Learning, Community College Completers, Employer Engagement

Summary Data*

Progress Measure	2014-15	2015-16	2016-17	2017-18
Number of **employers** providing **health care** related **work-based learning experiences** to students	**249**[1]	**491**[2]		
Number of **students** who experienced a **health care** related **work-based learning opportunity**	**2,318**[1]	**4,406**[2]		
Number of **health care programs** in which students earned certificates, diplomas, and/or associate science degrees	**31**[1]	**43**[3]		
Number of **students** who earned **health care** certificates, diplomas, and/or associate science degrees	**2,324**[1]	**4,027**[3]		

***This table compares the totals of the seven community colleges that submitted data for 2014-15 with the nine community colleges that submitted data for the 2015-16 school year**

[1] Seven community colleges submitting data

[2] Eight community colleges submitting data

[3] Nine community colleges submitting data

North Carolina Northeast Career Pathways
Health Care Pathway
Secondary School Measures
Summary Data

Progress Measure	2013-14	2014-15	2015-16	2016-17
Concentrator and Industry Credentials Measures				
Number of students who complete the high school requirements to be recognized as a health care pathway concentrator	**460**	**472**		
Number of students who achieve health care related industry credentials CRC Health Science	 2,751 716	 2,887 1,288		
Work-based Learning and Employer Engagement Measures				
Number of employers providing health care related work-based learning opportunities	**83**	**164**		
Number of students provided a health care related work-based learning opportunity	**535**	**1,534**		
Number of employers engaged in activities related to health care instruction other than work-based learning	**142**	**168**		
Activities that Support Pathway Completion Measures				
No./% of LEAs offering 7 or more career guidance activities in which 75% or more of a grade level participated	**6/30%**	**8/38%**		
Number of NC Career and College Promise courses completed in a health care pathway	**48**	**22**		
Number of CCP college transfer courses completed	**1,134**	**1,765**		

North Carolina Northeast Career Pathways
Health Care Pathway
Workforce Development Board
Summary Data

Progress Measures	PY 2014	PY 2015	PY 2016	PY 2017
Adult Measures				
The number of clients enrolled in a health care pathway at a community college	**539**	**549**		
The number of clients who earned a health care credential	**303**	**406**		
The number of clients employed in a health care field	**221**	**328**		
Youth Measures				
The number of youth clients enrolled in a high school diploma program	**197**	**193**		
The number of youth clients enrolled in a high school equivalency program	**134**	**201**		
The number of youth clients enrolled in a health care pathway at a community college	**34**	**54**		
The number of youth clients enrolled in pathways other than health care	**73**	**80**		

Attachments

Northeastern North Carolina Career Pathways

Health Care Pathways Review

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Networking Break (refreshments complements of Northeastern WDB)

7. **Health Care Career Pathways Review**

Pathways overview	Christina Harris, Coordinator Northeast Career/Technical Ed.

Break into focus groups to vet pathways

- Group 1 Leader – *Ida Lane, CTE Director, Camden County Schools*
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- Group 3 Leader – *Jean Taylor, CTE Director, Dare County Schools*

Reports from groups

8. Tour of College of The Albemarle Health Science Labs	James White Simulations Inst. – Health Programs College of The Albemarle
Adjourn	

Regional Health Science 18 Month Review
Friday, March 17, 2017
College of The Albemarle Health Sciences Bldg.
9:30 AM-12:30 PM
Notes by Christina Harris

Walter Dorsey called to order at 9:35.
Everyone introduced themselves.
Welcome from Kennon Briggs, Interim President COA.

Rob Boyce reviewed pathway work from beginning to date. He explained the foundation of collaboration and focus on identified sectors to provide a clear goal to employment. The handout provided details on regional pathway elements. Mr. Boyce invited people to join the Business Support Services pathway team, the next regional pathway. After showing the website address, Mr. Boyce began with the purpose of the review process.

Mr. Boyce shared celebrations in the health care pathways from LEA's and Community Colleges, recorded in slides.

Rob explained that pathway work has two levels:
Level 1- Regional Pathway work
Level 2-local career pathway implementation

Larry Donley, NCWorks Regional Operations Director, shared the framed certificates which will be awarded for local pathway implementation and press release kit (under development). To heighten the collaboration, the Vocational Rehab of Greenville are creating the frames.

Loretta Williams, Recruitment Specialist from Sentara Health introduced Andrea V. Arnett, Workforce Planning and Consultant in Recruitment Specialists for Sentara Healthcare. Ms. Arnett shared her passion for our work and thanked us for the invitation. She encouraged partnerships and shared the future forecast. Registered nurses are top need. Physician Assistant, Nurse Practitioners, Physical Therapy/Assistant, and Home Health Providers are needed. Hospice care is growing. She encouraged internships with long term care facilities and in home health. Pharmacy Tech is needed. Respiratory therapy is a need also.

Dr. Evonne Carter, Dean of Instructional Services for COA, introduced Robin Harris, Dean of Health Science and Wellness Programs in the College of The Albemarle. Ms. Harris shared the COA Health Science pathways allied with Eastern NC and Lower VA labor market need. She proposed Nursing, Allied Health, and College Transfer as 3 pathway needs. Within these pathways, Ms. Harris explained the need to address multiple on and off ramps. She shared the adult and high school flow charts. Ms. offered to share all pathway work with us.

The participants disbanded into 3 discussion groups to review the existing pathways and offer suggestions for revision and investigation. After small group discussion led by Ina Lane, Camden County CTE Director; Casey Bass, Edenton/Chowan CTE Director; and Jean Taylor, Dare County Director, the groups returned to share discussion.

NOTES FROM BREAKOUT DISCUSSIONS: Red denotes changes which will appear on pathway documents.

- Discussion of other high school offerings not currently listed in pathways, including Project Lead The Way (PTLW). Issues of deciding what to courses to invest in should be driven by local pathway need. The price/cost is prohibitive. If adopted these courses should be listed on a local articulation agreement.
- The group noted staffing issues in high schools. Many health science programs are one person programs.
- High schools explained the market is becoming saturated in local hospitals with clinicals from the adult learners and high school interns. (Refer to Andrea Arnett's suggestion in above notes.)
- Wayne Rollins shared information about the Maximizing Carolina Sector grant in which he expressed that he would investigate the grant' rules about promoting staffing and/or recruitment.
- The groups noted that the OSHA certification in Health Science and CPR be added as credentials.
- The group noted that more employer input is needed.
- Health Care Fair with lab opportunities was one suggestion to increase participation and awareness of the health care pipeline.
- Investing in Career and Technical Student Organizations (CTSO) such as Skills USA and HOSA on high school and community colleges is an important strategy.
- Other recruiting and awareness options included auditing community college courses, exploratory community college classes such as Pitt Community College's HSC 110, exploration experiences in STEM, and summer boot camps.
- The group encouraged investing in soft skill programs. Conover and Working Smart were discussed as options.
- Getting "Hot Job" information and career information down the pipeline to students was an issue.
- One group explained how chemistry and anatomy should be promoted when appropriate. Physical Science was more appropriate for the Health Sciences pathway (as defined by Mrs. Robin Harris's schematic). Psychology courses should be added to all health science pathways.
- Course and program names should be updated on the plans along with labor market websites. Wage data should be for eastern NC ad Southern VA.
- The groups noted local implementation should investigate investment in dietician, home health, community wellness initiatives.
- Counselor training is necessary at ALL Levels,
- Counselors should develop plans to disseminate and utilize testing results including CRC results.
- The group supports investing in coaches in high school and community college devoted to pathways and health science.
- The group suggested adding NCWorks.gov to each pathway.
- Other work-based experiences to consider: youth health service corps, service learning, AHEC opportunities, volunteering.

The meeting adjourned at 12:20 to allow for a tour of the simulation labs at College of the Albemarle, led by James White, Simulations Instructor at COA.

Health Care

Local Career Pathway Implementation
Certification Process
Northeast NC Career Pathways

Northeastern NC Career Pathways

Local Health Care Career Pathway Implementation Certification

In February 2016 the Northeastern Regional Health Care Career Pathway was the first pathway officially certified by the NCWorks Commission. This pathway meets the state's rigorous eight best practice criteria including collaboration among education, workforce development and industry partners; employer engagement at the highest levels, work-based learning opportunities for pathway enrollees; and comprehensive career awareness and development activities.

What happens next?

The Northeastern Career Pathway model is a two-level process. The first level of work addresses the pathway development criteria from a regional stakeholder perspective. Employer identified skills and competencies required for specific health care careers is the focus of this work. A strategic planning committee consisting of employers, educators, workforce development staff and other stakeholders develop the sequence of courses and learning experiences that span middle school through post-secondary education that lead to the acquisition of the identified skills and competencies needed for health career success. An advantage of this regional approach, especially for large rural areas like ours, is that it broadens the participation and input across all of the stakeholder groups, and raises the bar for creating and sustaining high quality, comprehensive pathways. The success of this effort by the Northeast is evidenced in meeting the standards of the NCWorks Certification process.

In the second level of the career pathway process, the focus moves from regional pathway development to **local pathway implementation**. This process is guided by the formation of **local teams** consisting of representatives from the local community college, workforce development board, K-12 education agencies (LEAs) and local health care employers working together to 1) modify the regional pathway to meet local needs, and 2) develop and execute an implementation plan that aligns with the regional strategies resulting in increasing the number of youth and adults who become health care pathway completers with the skills and competencies needed to enjoy successful careers and meet employer expectations.

The Northeastern Local Health Care Career Pathway Implementation Certification (LHCCPIC) is designed to recognize local partnerships that not only develop but also **implement** high quality health care pathways. Each entity of the local partnership (LEA/high school/community college/workforce development board) upon successfully meeting the criteria established by the Northeastern NC Career Pathways partnership will be awarded a framed dual certification in recognition for meeting both the criteria of the NCWorks Pathway Certification Program and the Local Northeastern NC Career Pathways Implementation Certification Program.

Updated 12.5.16

Northeastern NC Career Pathways

Health Care Career Pathway Local Implementation Certification Program

Community College: _____ **WDB:** _____

(add lines for additional LEAs as needed)

LEA: _____ **High Schools:** _____,
_____, _____, _____

LEA: _____ **High Schools:** _____,
_____, _____, _____

Lead Contact: _____ **Email** _____

Position/Organization: _____ **Phone:** _____

To be considered for the first round of implementation certifications, this completed application plus attachments must be submitted to the email address below (to be determined) in one PDF file by the end of business on TBD.

NCWorks Regional Career Pathway Certification

Northeastern NC Local Pathway Implementation Certification

THE FOLLOWING SECTION IS FOR EVALUATOR USE ONLY

Criteria	K-12 (CTE) Met/Not Met (for evaluator use only)	Community College/ University Met/Not Met (for evaluator use only)	Workforce Development Board Met/Not Met (for evaluator use only)
1. Local Partnership Team Members			
2. Modified Local Pathways (Sequence of offerings)			
3. Collaboration			
4. Work-based Learning			
5. Career Awareness			
6. Adult Learner Focus			
7. Evaluation			

Overall readiness
Final Determination:
Approved _____ Approved with revision _____ Not approved _____

Comments (for evaluator use only):

1. Local Partnership Team Members

K-12_____
CC/U_____
WD_____

2. Modified Local Pathways (Sequence of Offerings)

K-12_____
CC/U_____

3. Collaboration
K-12_____
CC/U_____
WD_____

4. Work-based learning
K-12_____
CC/U_____
WD_____

5. Career Awareness
K-12_____
CC/U_____
WD_____

6. Adult Learner Focus
CC/U_____
WD_____

7. Evaluation
K-12_____
CC/U_____
WD_____

Northeastern NC Career Pathways

Health Career Pathway Implementation Certification Criteria

1. **Local Partnership Team Members -** List the team members that participated in the development of the health care pathway(s) implementation plan. Team members may be attached with representations clearly delineated. At a minimum, the team must consist of the following –

a._____ at least two **community college representatives** who are stakeholders in the implementation of the health career pathway(s)
Name and position at the college
1.
2.
List additional community college team members

b._____ at least one **LEA representative** from each of the LEAs in the local partnership
Name, LEA and position
1.
2.
3.
4.
List additional LEA team members

c._____ at least one representative from the local **workforce development board** or NCWorks Career Center
Name and position
1.
List additional WDB team members

d._____ at least one **health care employer**
Name, health care provider, position
1.
List additional health care employer team members

e. _____ **Additional Team Members** (optional)
1.
2.

2. Modified Local Pathway(s) - Attach modified local pathway(s) that include at a minimum the following elements of the regional health care pathway(s). Elements must be specific and reflect the involvement of all entities.

_____ sequence of courses and learning experiences that begin in high school and continue through post-secondary that result in earned stackable certifications, diplomas and degrees.
_____ work-based learning experiences
_____ sequenced career counseling experiences
_____ Career and College Promise Courses
_____ stackable credentials
_____ graphic and/or narrative that explains pathway entry options for adult learners

3. Collaboration - Date(s) of meetings with all partnering entities present to gather input and develop/finalize local pathways, and implementation plans (minimum of one face-to-face meeting required). Documentation of collaboration, i.e. agenda(s), sign-in sheets is required.
Provide meeting documentation below (expand this section to include additional meetings). Documentation may be attached. Team member representations must be clearly defined.

Meeting Date _____ Location _____

List Names of Team Members Present

Community College –
LEAs –
Workforce Development Bds. –
Health Care Employers –
Others (list agency/position) --

4. **Work-based Learning** - On the regionally developed attached document **"Continuum of Key Work-Based Leaning Components"** recruit and list local employers who will commit to one or more of the work-based experiences listed. **The minimum requirement for this criteria is at least five employers within the local partnership will commit to provide work-based learning opportunities in one or more of the components designated with an "*".** Each LEA in the partnership will be responsible for recruiting at least one employer in meeting the required five employer minimum. You may use the attached continuum (or a chart created by the team) to list employer names, contact information, and approximate number of students affected by experience.

_____ self-check indicates minimum criteria has been met

5.1 **Career Awareness** – Using the regionally developed **"Comprehensive Career Guidance and Counseling Planning Tools (Grades 6 – Adult)"** updated November 2015 as a guide, and the career counseling planning forms attached, design a local implementation plan for a balanced comprehensive middle school through adult career guidance system. Please specify grade levels, classes, or other means of delivery to explain the comprehensiveness of the plan.
_____ self-check indicates minimum criteria has been met

5.2 **Certified Pathway Career Awareness** – Each of the local educational and training partners will document at least one health care career awareness activity that was implemented over the past twelve months.
____ LEA and/or school, describe health care career awareness activity or activities –

____ Community College, describe health care career awareness activity or activities –

____ WDB, describe health care career activity or activities-

6. **Adult Learner Focus** – (a WDB led implementation initiative focused on unemployed, underemployed and incumbent workers)

check when each of the following indicators has been met
_____ all of the NCWorks Center counselors and advisors have been trained in the Northeast regional approach to career pathways
____ targeted marketing materials that feature local health care careers and educational opportunities have been developed and are being used in the counseling/advising process (attach samples of the marketing materials)
____ a pathway has been developed and published in collaboration with the community college partners specifically for adult learners that clearly lays out pathway entry options and directions for 1) enrolling in NCWorks Online, 2) how to contact the local NCWorks Center for additional services and 3) setting up a CFNC account.

7. Evaluation – The LEAs, Community College and Workforce Development Board agree to track and turn in the health care metrics data sets (first collected in 2013-14) as prescribed by the regional pathway partnership
Check indicates the agreement to provide the prescribed data
____ LEAs ____ Community College ____ WDB

Northeastern NC Career Pathways
Career Guidance Retreat
Beaufort County Community College
November 10, 2016

Pathway Advisement –
Moving Toward Deeper Levels of Career Development Implementation

Agenda

1. Welcome	Dr. Crystal Ange Vice President, Academics BCCC
2. Introductions	Christina Harris, DPI Coordinator Northeast Region CTE
3. Overview	Rob Boyce, Career Pathways Facilitator NCWorks, Northeast Region
4. Clarifications Difference in a program of study and a career pathway? What is career pathway advising? What are the elements of career pathway advising?	Christina Harris
5. What is a Certified Career Pathway?	Rob Boyce
6. Table Talk Best Practice Activity	Group
7. Networking Break	
8. Best Practice Activity Report Out	
9. Counselor/Case Worker Role in Certified Pathway Local Implementation Certification Process	
10. Lunch and Networking	
11. Partner Group Sessions – Vertical/Horizontal Communication, Alignment and Articulation 1. Middle School/High School 2. Community College/NCWorks Career Center	
12. Reassemble for Reports from Partner Groups	
13. Wrap-up and Final Comments	

Health Care Career Pathway Development and Implementation Team

The following are the representatives from LEAs, community colleges, workforce development boards, health care employers/support agencies, four-year universities, community leaders, chambers of commerce, etc. that are active members of the health care pathway development and implementation team

LEAs CTE Directors, Counselors, Teachers	Community College VPs, Deans, Faculty, Counselors	Workforce Dev. Board WDB Managers, BSRs, Career Center Managers	Health Care Employers & Support Agencies	Four-yr. College, Chamber, Economic Dev. etc.
Wanda Cofield, *Bertie*	Dr. Evonne Carter, *COA*	Walter Dorsey, *Region Q*	Lisa Lassiter, *Vidant Health*	Rob Boyce, *Pathway Facilitator*
Casey Bass, *E-Chowan*	Dr. Brian Busch, *Martin CC*	Jennie Bowen, *Region Q*	Rebecca Edwards, *Martin General Hospital*	Larry Donley, *Dept. of Com.*
Sandra Hardy, *Bertie*	AJ Tyson, *Martin CC*	Damien Revelle, *Turning Point*	Penny Coltrain, *Vidant Health, Beaufort*	LuAnn Riddick, *ECSU*
Ina Lane, *Camden*	Erica Caracoglia, *Beaufort CC*	Wayne Rollins, *Region Q*	Bonnie Thrift, *Sentara Healthcare*	
Kimberly Winslow, *E-Chowan*	Callie N.-Herring, *Martin CC*	Emily Nicholson, *Northeastern*	Andrea Arnett, Sentara Healthcare	
Rebecca Leary, *Gates*	Crystal Pugh, *Martin CC*	Carisa Rudd, *Turning Point*	Patricia Jordan, *Vidant Chowan*	
Ann Harrell, *Gates*	Jaime Heckstall, *RCCC*	Dave Whitmer, *Northeastern*	Nicole Spell, *Vidant Health*	
Sheila Hughes, E-City Pasq	Jaime Burns, *RCCC*	Michael Williams, *Turning Point*	Mary E. Smith, *E-City Health and Rehab*	
Jennifer Kovacs, *Dare*	Lori Ann Priest, *Pitt CC*	Neal Anderson, *NCWorks Career Center*	Claire Mills, Eastern AHEC	
David Jenkins, *Martin*	Billy Barber, *Martin CC*	Nannette Turner-Williams, *NCWorks Career Center*	Dawn Morriston, *Eastern AHEC*	
Felicia Booker, *Roanoke Rapids*	Michelle Waters, *COA*	Kenneth Key, *NCWorks Career Center*	Batinna Armstrong, Eastern AHEC	
Beth Ann Trueblood, *Pitt County*	Sheila Hoskins, *ECC*		Alice Schenall, *Areal L AHEC*	
Jennifer Johnson, *Pitt County*	Dr. Crystal Ange, BCCC		Jilian Robinson, Eastern AHEC	
Beverly Harrison, *E-Chowan*	Dr. Deryl Fulmer, *HCC*			
Katrina Williams, *Hertford Cnty*	Vic Marrow, *HCC*			
Sheila Porcher, *Edgecombe Cnty*	Rachel Bridgers, *Pitt CC*			
Christy Harris, *NCDPI*	Ivana Stevens, *Nash CC*			
Pam Lewis, *Nash-Rocky Mount*	Wil Van Der Meulen, *Nash CC*			
Wendy Petteway, *Beaufort Cnty*	Mike Starling, *ECC*			
Linda Wiggins, *Weldon City*	Donna Neal, *Pitt CC*			
Dr. Pamela Chamblee, Halifax Cnty	Dr. Barbara Hasty, *Halifax CC*			
Jill Cohen, *Perquimans County*	Jennifer Jones, *Halifax CC*			
Krystal Cox, *Wilson County*	Lori Preast, *Pitt CC*			
Angie Jenkins, *Northampton Cnty*	Margaret Deans, *COA*			
Becky Tate, *Currituck County*	Murray Elliott, *Martin CC*			
Deborah Meekins, *Beaufort Cnty*	Robin Harris, *COA*			
Jean Taylor, *Dare County*	Amber Sanderford, *Halifax CC*			
Jennie Rook, *Dare County*	Michael Starling, *ECC*			
Jessica Wiliams, *Camden County*	Mary Kellettle, *Wilson CC*			
Kelly Woolard, *Martin County*	Bruce Panneton, *Wilson CC*			
Kristie Bass, *Camden County*	Sue Gurley, *Martin CC*			
Laua Gardner, *Perquimans Cnty*	----------			
Leanne Blake, *Currituck Cnty*	Alfreda Smith, *Halifax Cnty*			
Rhonda James-Davis, *E-City Pasq*	Andrienne Whitaker, *Martin Cnty*			
Vinya Ward, *Martin County*	Linda West, *Washington Cnty*			
Natalie Robertson, *Roanoke Rapids*	Kim Mayo, *Beaufort Cnty*			