



CTE Partnership Profile

Project Name:	Flint Healthcare Career Pathways Project
Location:	Flint, Michigan
Partner College(s):	Mott Community College
Partner Organization(s):	Flint STRIVE
Target Industry:	Nursing, Allied Health Careers, Dental Assistant and Medical Office Administration
Target Population:	Racially diverse mix of low-income (WIA and TANF eligible) adults. Graduates of previous Nursing Assistant training. Most participants have a work history in very low-wage jobs. Participants are required to have a high school diploma or a GED.

Project Innovations

» Development of strategy to expand existing entry-level certificate program to an advanced educational pathway

» 8-week Operation Fastbreak program provides rapid developmental education alternative at college

» Recruitment of incumbent workers from local healthcare providers

Partner Organizations:

Mott Community College serves the Flint metropolitan region and offers both certificate and Associate Degree health care occupations education and training programs. The College operates an extensive range of education programs for WIA and TANF recipients as well as for dislocated workers and area residents who qualify for Michigan's *No Worker Left Behind* education benefits. In addition to education and training services, the college assists students with accessing financial aid to pay for tuition, books and materials as well as coordinating supports such as childcare and transportation assistance. Mott Community College is engaged in a number of higher education forums that are exploring innovative practices to improve student persistence, and has paid particular attention to increasing the number of students who move from developmental to college level coursework.

Flint STRIVE is a community-based organization whose mission is to help individuals to establish self-sufficiency by providing job preparation training and long-term employment opportunities. The organization offers intensive soft skill, job- and school-

readiness training as well as job development and long-term employment retention supports.

Project Summary:

Together, Mott Community College and Flint STRIVE provide career advancement training and academic and non-academic support services to adult participants who enroll at a variety of education levels at the college. Participants receive financial assistance with tuition, books and supplies as well as case management and assistance with a broad range of skills needed to navigate and succeed in college.

Academic/Vocational Program:

The partnership offers applicants the opportunity to pursue college certificate and degree programs at Mott Community College in Medical Assistant, Health Unit Coordinator, Pharmacy Technician, Medical Billing, Dental Assistant, Licensed Practical Nurse, and Registered Nurse/Associate Degree in Nursing occupations. Applicants must have completed a high school diploma or GED. Students have a range of academic proficiencies, with many needing developmental education prior to enrolling in college coursework, and some having already completed some college credits and enrolling directly in college coursework. All applicants are screened with WorkKeys and Accuplacer to determine where they start in their education path.

Supportive Services:

Students participate in an Empowerment Training and Support program, and through this forum they receive both academic and non-academic instruction in a range of life-skills and college success topics such as time management, communication, learning styles, test-taking strategies, managing stress, managing grief and loss, and money management. Students attend twice-monthly support groups, facilitated by a counselor who conducts topical information sessions as well as learning about difficulties students are experiencing.

Students are provided with funding for tuition and books and access to case management services through the Empowerment forum. They also have access to mental health counseling and tutoring. Some funds for support services such as childcare and transportation are available.

Advanced Educational Pathway:

Students will begin at the education level appropriate to their skills at the time of enrollment. For students who need academic developmental level work, Mott Community College offers their 8-week Operation Fastbreak academic instruction program. When students have completed academic preparation, they then enroll in college level coursework.

The programs offered to students range from short-term (1-semester) certificates, which require less in terms of academic preparation, to long-term (4+ semester) Associate Degrees, which require students to complete both academic preparatory work as well as academic pre-requisite coursework. The length of time a student is engaged will vary

based on his or her level of skill at entry as well as duration of the program he or she chooses to pursue.

Industry/Employer Engagement:

Mott Community College participates in a regional health care industry consortium convened by the Greater Flint Health Coalition, and several hospital leaders are involved in advising the Flint Healthcare Career Pathways Project. Through these forums, the partners learn about employment demand for specific healthcare occupations as well as the types of issues employers are having with employee recruitment and retention. A number of the students supported by the collaboration are recruits from incumbent entry-level workers employed with local healthcare providers.

Notes on Funding Sources and Strategies:

Mott Community College and Flint STRIVE have ongoing funding relationships with the Charles Stewart Mott Foundation. The Foundation has a strong interest in promoting and supporting Flint area programs that provide opportunities for local low-income residents to gain skills and improve their employment experiences. MCC also receives a range of funding from public sources to support workforce development programming for low-income residents.

CTE Project Contacts:

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