



*Seattle Community Colleges*



# Seattle Community-Based Health Care Training Partnership

**Community-Based Job Training Grant**  
*Round 1 (2005-2009)*

DOL Northwest Workforce Development Forum  
*April 20, 2010 | Seattle, WA*



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## Today's Presentation

- Project Overview
- Partnerships – General
- Partnerships – Dental Hygiene Program
- Project Strengths and Best Practices



## *Seattle Community Colleges*

*About the*

## **Seattle Community Colleges**

- Educate 54,000 students, most diverse in NW
- Offer more than 1,900 courses and 135 academic and workforce programs
- 3 colleges, a vocational training institute, 4 training centers and virtual campus
- Received two CBJTG awards (Rounds 1 & 4)



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## Seattle Community-Based Health Care Training Partnership Project

### **CBJTG Award**

- \$2.76 million for Nov. 2005 – Oct. 2009

### **Seattle Community Colleges**

- Seattle Central (*grant recipient*)
- North Seattle
- South Seattle
- Seattle Vocational Institute, a division of Seattle Central



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### **PROJECT OVERVIEW**

- Address shortage of skilled healthcare workers
- Build capacity and provide job training
- Support programs in nursing, dental hygiene and medical administration
- Provide career pathways



## Training Programs

### *Nursing*

Certified Nursing Assistant – South *(expansion)*

Nursing Assistant - Certified – North *(new)*

Licensed Practical Nursing – South *(expansion)*

Registered Nursing (LPN to RN Ladder) – North *(expansion)*

Registered Nursing (LPN to RN Ladder) – South *(new)*



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## Training Programs

### *Dental Hygiene/Medical Administration*

Dental Hygiene – Central *(expansion)*

Health Unit Coordinator – SVI *(expansion)*

IT for Healthcare – North *(new)*

ESL Healthcare Bridge – North *(new)*



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## Capacity Building Outcomes

- Developed curricula for new programs
  - LPN-to-RN Ladder
  - IT for Healthcare
  - Nursing Assistant – Certified
  - ESL Healthcare Bridge
- Expanded five programs
- Furnished laboratories and classrooms



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## Job Training Outcomes

- Trained more than 850 students
- Exceeded project goals for enrollments and completions
- Achieved 72% completion rate
- Most students got jobs in their field



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### Other Outcomes

- Increased partnerships from 34 to 80
- Received \$7.9 million leveraged resources, 51% from partners (mostly in-kind)
- Met project goals for instruction and support services



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## Sustainability

- Grant-funded innovations sustained
- Federal, state and private funds secured
- DOL investment positioned programs to help region respond to new federal initiatives



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## **STRATEGIC PARTNERS**

### *Key to project success*

- Employers and industry
- Local medical and clinical facilities
- Workforce development system
- Educational institutions
- Professional organizations



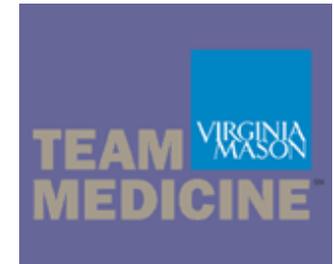
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## Partner Roles

- Assist student recruitment
- Critical to quality instruction
- Provide support services
- Offer employment opportunities



GroupHealth



SWEDISH MEDICAL CENTER





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## **DENTAL HYGIENE**

### *Background*

- Two-year program, first cohort in fall 2004
- 62% students of color
- 87% completion rate
- 93% pass rate on licensure exams (1<sup>st</sup> attempt)
- DOL grant helped build program capacity



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# Dental Hygiene *Partnerships*

## *Shift training to community clinics*

- Clinic pays instructor to train students
- DH program pays faculty to provide oversight
- Benefits

DH program: Reduce costs (\$50K) and expand capacity

Clinic: Reduce patient backlog and attract/retain personnel



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## Dental Hygiene *Partnerships*

*Career pathway for incumbent workers*

**Expanded Function Dental Auxiliary (EFDA) Program**

- Two-quarter program for incumbent workers
- Trains dental assistants to help place fillings
- Began summer 2009 through Continuing Ed
- Graduates admitted to Dental Hygiene program



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## Dental Hygiene *Partnerships*

### *Professional organizations*

- Student professional development
- Faculty recruitment / Clinical rotations
- Free dental services

### *K-12 outreach*

- Students, faculty & program director



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## **BEST PRACTICES**

### *Examples*

- Embedded career services
- Student orientation and assessment
- Integration of health care and basic skills/ESL instruction



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## **PROJECT STRENGTHS**

- Dedicated program managers
- Quality instruction
- Effective support services
- Strong partnerships
- Project management continuity
- Support from college and district leadership



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# Questions?

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