

# Partnerships for Workforce Pipelines

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# Partnerships for Workforce Pipelines

## HACC's Community Connection

- ➔ First community college in PA (1964) with five campuses serving 11 counties and beyond
- ➔ Robust healthcare program offerings including entry-level occupational skills training
- ➔ Partnerships with regional healthcare systems, skilled nursing facilities, independent practices, etc.

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## The way it was (pre-COVID)

- ➔ Most healthcare programs ran at maximum capacity!!
- ➔ Clinical sites able to take several students
- ➔ Many students hired after program graduation

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## Life as we know it (post-COVID)

- ➔ Healthcare worker exodus / staff shortages
- ➔ Individuals opting for jobs making \$20/hr vs. education
- ➔ Student enrollment decline across all post-secondary education institutions
- ➔ Healthcare facilities limiting number of clinical slots (nurse aide to nursing students) due to staff shortages unable to precept.

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## Innovative Approaches & Collaborations

- ➔ School district leadership discussions about campus visits, dual enrollment, HACC Academies, etc.
- ➔ Healthcare partner focused discussions
- ➔ New (not so new) concept – healthcare apprenticeships

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## Partnerships Reinvented

Existing relationships taken to a new level to build internal pipelines . . .

- ➔ Contracts between HACC and healthcare systems to upskill employees & community members at large to assume vital vacant positions
- ➔ Facility staff become HACC instructors in exchange for “free” employee tuition

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## Some examples . . .

### ➔ Penn State Health – GROW Career Pathways

- PSH pre-pays tuition for HACCC's Medical Assistant/CCMA and Phlebotomy Technician program in exchange for a one-year work commitment.
- Nursing, Surgical Technology, Medical Lab Technician and Respiratory Therapy – existing students have had last semester tuition reimbursed in exchange for a pre-determined work commitment.

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## ➔ **UPMC in Central Pa. –**

- HACCC Pharmacy Technician program students can work (wages paid) as a “Tech in Training” while completing the program.
- Program grads are offered full-time pharmacy technician positions with benefits.

## ➔ **WellSpan Health (York, Lancaster, Chambersburg) –**

- WSH pre-pays tuition for employees to take HACCC’s Medical Assistant/CCMA program in exchange for a two-year work commitment. WSH goal: 150 MAs/year

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- ➔ **Sharing skilled nursing facility staff nurses –**
- In exchange for a nursing facility to provide a staff nurse to teach nurse aide classes, facility receives free seats in each class. (Currently five facilities and growing)
  - HACC retains strictly-regulated administrative oversight of the NA curriculum and the facility fills up to five NA positions.

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## ➔ **Healthcare Apprenticeships –**

- What does a healthcare apprenticeship look like?
- Long considered only viable for the skilled trades industry, the Commonwealth of PA has issued grants to introduce and support non-traditional apprenticeships.
- Through a PAsmart grant, HACC has been retained as the RTI (Related Training Instruction) provider with ASHLIN Management Group, LLC, as the medical assistant/CCMA apprenticeship sponsor.
- Six independent medical practices and facilities have placed 20 combined employees into the HACC MA apprenticeship.
- We anticipate additional grants being issued

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## ➔ Other ways to innovate –

- Customizing the needs of the facility/facilities while maintaining the required skills of the occupation.
- Varying program delivery formats to the needs of the student and facility: Zoom, online, face-to-face for skills, hybrid
- Students from different organizations in the same class

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## Q&A

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