In September of 2011, the U.S. Department of Labor announced that Missouri was among the first round awardees of federal grants to train community college students for careers in growing healthcare occupations.

The Trade Adjustment Assistance Community College and Career Training (TAACCCT) grant program launched a four-year expansion of healthcare education among a 13-member consortium of Missouri community colleges from 2011-2015.

The program, called MoHealthWINs, was aimed at workers who had lost jobs as a result of increased imports, were unemployed or underemployed, and those who were low-skilled or lacked academic preparation for college or career.

Five out of 10 best-paying jobs requiring an associate degree are health related, and individuals with an associate degree earn an average of $435,000 more over the course of their working lifetimes than those with only a high school diploma. The MoHealthWINs grant made it possible for students to achieve "stackable credentials" toward certificates or degrees.

MoHealthWINs served more than 4,200 individuals, many of whom moved into one of four career pathways in high-demand healthcare fields: health informatics, therapeutic services, diagnostic services and support services. Program requirements for certification were aligned with more than 229 industry partners to ensure graduates were work-ready upon employment.
MoHealthWINs Transforms Healthcare Education

By the year 2020, Missouri is predicted to have a 25 percent gap in the number of healthcare professionals practicing in the state compared to the number that is needed. The baby boom generation, those born between 1946 and 1964, are aging, increasing the number of elderly in Missouri's population by 30 to 40 percent. This growing demographic increases the need for healthcare practitioners in the state.

"Having access to quality health care requires having enough professionals to provide the services. In many areas of the state, there is a serious shortage of trained professionals in virtually every discipline within healthcare," said Rob Dixon, executive director of the Missouri Community College Association. "The MoHealthWINs grant enabled community colleges to work with their local businesses and industries to identify education needs and design academic programs to prepare students for meaningful employment."

Hal Higdon, chancellor of Ozarks Technical Community College, said, "MoHealthWINs is aptly named. It was a win for our college, our students, our local industries and the economy."

Although the three-year grant program has come to an end, colleges continue to use the strategies that made the program successful, such as wrap-around advising, program development built upon industry input and career pathways, hybrid and online class formats and redesigned developmental education that takes place within the context of the chosen field.

"The MoHealthWINs grant will have a long-lasting impact on our institutions," Dixon said. "They will apply what they learned for the next generation of students."
MoHealthWINs Introduces Innovations in Education

**Industry Partnerships:** MoHealthWINs administrators committed early in the grant process to work hand-in-hand with industry to design curricula that taught the skills needed to be work-ready from Day One of employment.

**Intentional Advising:** Low skilled or academically unprepared students, or adults who are returning to school or enrolling for the first time often have barriers to completion, such as childcare, housing and transportation. Intentional advising means working one-on-one with students to connect them with the services they need to make their journey through college seamless and efficient.

**Credit for Prior Learning:** Adult learners who enroll in college to upgrade their skills often have prior knowledge they have acquired on the job that applies to certificate or degree programs in their fields. Awarding credit for prior learning based on comprehensive assessments allows them to progress at an accelerated rate through their chosen academic programs.

**Contextualized Developmental Education:** Many students enroll in college without the academic preparation they need to succeed. Contextualized developmental education addresses skills gaps in reading, writing and math within the context of the field they are studying.

**Scaling Innovation:** Successful MoHealthWINs strategies are intended to be adopted throughout the institutions — they are "scaled up" to increase retention and completion rates, improve developmental education, accelerate academic progress and enhance digital literacy.

**Open Educational Resources:** All of the resources, materials and curricula developed through the MoHealthWINs grant are "open source." They are licensed by Creative Commons (see attribution at the end of this document) so they can be made available to re-use or adapt.

**Digital Literacy:** Many individuals lack the skills needed to navigate today's digital universe. MoHealthWINs provided digital technology classes to address the gap. Additionally, many courses were delivered online or in hybrid formats to help remove barriers of time and location.
Industry Partners Made MoHealthWINs Possible

Angels on Duty, Aschinger Electric, Associated Hearing Professionals, Audibel Hearing Aid Center, Audrain Medical Center, B and S United Agency, Barnes Jewish Hospital, Bates County Memorial, Beltone, Bethesda Health Group, Better Hearing Solutions, BJG Health Care, Bothwell Regional Health Center, Breeze Park, Cameron Regional Medical Center, Capital Region Medical Center, Carondelet Manor, Carroll Co Memorial Hospital, Cedarcrest Manor, Central Missouri Medical Park, Central Ozarks Private Industry Council, Inc., Cerner, Charleston Manor Nursing Center, Clarks Pharmacy, Clarksville Visitor's Center, Clinton Health Care and Rehab, Clinton Hearing Center, Comtre, Cooper County Memorial Hospital, Costco, Cox Health, Crystal City School District, Crystal Clear Hearing and Audiology, Cypress Point Nursing Center, Deaconess Parish Nursing, Delmar Gardens, Department of Veterans Affairs, Elsby Methodist Church, Encircle Technology, Enhanced Hearing, Equal Sound All Around, Excel Home Health, Festus Police Dept., Fitzgibbon Hospital, Fort Leonard-Wood MEDDAC, Freeman Health Systems, Frene Valley Healthcare South, Gardenview, Gasconade Manor, Gerald Nursing and Rehab, Glennon Place, GO Partners, Golden Living Nursing Home, Golden Valley Memorial Hospital, Gosney Pharmacy, Grandview Healthcare Center, Grove Integris Hospital, Half Price Hearing Aids, Hannibal Clinic, Hannibal Regional Medical Center, Hearing Connection/Enhanced Hearing, Hearing ProHeartland Hearing Center, Heartland Hearing Center, Heartland Regional Medical Center, Hedrick Medical Center, Heritage Nursing Center, Hermann Area Medical Center, Hometown Hearing and Audiology, HometownPharmacy, Hy-Vee Pharmacy, Interstaff Home Health, Jackie Hartman, John Knox Village, Jones Beltone, Jones Hearing Center, Jordan Valley, Kansas City Digital Inclusion Alliance, Kansas Workforce Partnership, Kelly Services, Lake Professional Hearing Aid Center, Lake Regional Health System, Libel Hearing, Life Care Center of Sullivan, Lincoln County Medical Center, Lincoln County Nursing and Rehab, LMC, Lowry Hearing Center, Lutheran Senior Services, Madison County Memorial Hospital, Mark Twain Caring Center, Marymount Manor of Eureka, MasterCard, Mayo Clinic (Doorchester branch), McDonald County Health Department, McDonald County Schools, Meramec Bluffs, Meramec Nursing Center, Mercy Hospital, Mercy Medical Arts, Mercy/McCune Brooks Hospital, Mid-America Hearing Center, Mineral Area Regional Medical Center, Missouri Baptist Hospital, Moberly Radiology and Imaging Center, Moberly Regional Medical Center, Mount Carmel Senior Living, Mozart Hearing Centers, National Healthcare Association, NECAC, Nemaha County Hospital, New Haven Care Center, NHC Care Center, North Kansas City Hospital, Nurses to Go, Pacific Care Center, Parkland Health Center, Parkland Health Center Pharmacy, Perry County Memorial Hospital, Pharmax Pharmacy, Pike County Medical Center, Preferred Hearing Care, Prescription Plus, Price Memorial, Professional Hearing Center, Progress West Hospital BJC, Prosperity Center, Royal Canin, Safeco Insurance, Sam's Club (Hearing Lab Technology), Samuel Rogers Health Clinic, SEMO Behavior Health, Semo Quality Care, Seneca House, ShopKo Pharmacy, Shriners Hospital for Children, Southern MO ENT, Southwestern Hearing Center, Springfield Hearing Center, SSM Health Care, St. Alexius Hospital, St. Clair Nursing Center, St. Francis Medical Center, St. Mary's Hospital / JCMG, St. Peters Manor, StarResource, Ste Genevieve Co. Memorial Hospital, Strictly Pediatrics, Sunrise, Sunset Health Care Center, Surrey Place, Swope Ridge Geriatric Center, The Manor Nursing Center, Troy Probation and Parole, Tru-Ear Hearing Aid Centers Inc., UAW - Labor Employment and Training Corporation (LETC), University of Kansas Medical Center, University of Missouri Women's and Children's Hospital, Villages of St. Peters, Vocational Rehabilitation, Walgreens Pharmacy, Washington County Memorial Hospital, Western Missouri Medical Center, Westwood Hills Nursing Center, Yon Hearing

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