



MINNESOTA STATE
Board of Trustees

AGENDA ITEM SUMMARY

NAME: Outreach and Engagement Committee

DATE: April 16, 2024

TITLE: Meeting a Statewide Industry Need: Medication Aides

Action

Review and Discussion

This item is required by policy

PRESENTERS

- Shannon Bryant, Executive Director for Workforce and Economic Development
- LeAnn Snidarich, Workforce Solutions Program Manager
- Elaine Vandenburg, Director of Healthcare Education and Industry Partnerships, Minnesota State HealthForce Center of Excellence

PURPOSE

The Outreach and Engagement Committee will learn how, through an integrated, system approach with campus delivery, the Minnesota State HealthForce Center of Excellence, in partnership with Continuing Education and Contract Training (CECT), has effectively addressed a crucial employer demand for medication aide training statewide. This training initiative, along with the Center's achievements coordinating Next Generation Nursing Assistant and Mental Health First Aid training throughout the state, can serve as valuable templates for other industry sectors.

BACKGROUND INFORMATION

Minnesota State heard that Monarch Health, a short-term rehabilitation and long-term care administrator, was frustrated by inconsistencies across the state regarding medication aide training. Their representative said, *"It is hard to know which campus we are supposed to contact. We also get different pricing and sometimes different class outlines. That is confusing to us. We just want to make this easier for the company as a whole."*

Having heard similar frustrations from employers like Monarch, Minnesota State funded and tasked The Minnesota State HealthForce Center of Excellence with leading the creation and deployment of a statewide medication aide curriculum that would:

- be available for use by all CECT departments in Minnesota State
- allow for statewide delivery through open enrollment and customized training
- allow for a revenue sharing model

- serve as a replicable model for other training needs in healthcare and other sectors

Three factors led Minnesota State to select this particular project as a test case:

1. A strong CECT sector partnership known as the Health Training Network
2. A strong Center of Excellence
3. An established relationship between the two

Medication Aide training was available through numerous CECT departments. This training is critically important to Minnesota's assisted living facilities and nursing homes. The number of people needing the training, however, can be small in any given community at any given time. This often led to class cancellations due to low enrollment. Moreover, inconsistencies in training content and pricing posed challenges for employers seeking uniformity in both product quality and cost.

Minnesota State Medication Aide

Working together, a Minnesota State Medication Aide Taskforce was formed. The taskforce was charged with two main deliverables:

- The creation of a revised medication aide curriculum so that CECT departments within Minnesota State have updated and consistent curriculum.
- Creation and testing of a process to allow implementation and delivery of shared statewide training across multiple campuses for open enrollment or customized training.

Phase 1: Curriculum

By bringing together experts, an updated, high-quality curriculum was created which had broad buy-in across the system. The Health Training Network was critical to identifying the expert faculty and in informing CECT healthcare professional staff at each step along the way.

- Release of Minnesota State Medication Aide curriculum materials which include syllabus, PowerPoints, skill videos, sample schedules, medication aide record templates, etc.
- Development of a [landing page on MinnState.edu](#) allowing for statewide marketing

Phase 2: Multi-campus Listing and Shared Training Model

The joint effort allowed for a much more robust roll-out of the revised curriculum, including paying attention to the training of instructors and instructor resources.

- Updated Train-The-Trainer for quick and consistent instructor onboarding
- Marketing materials that follow Minnesota State and campus marketing standards
- Prerecorded lectures to reduce instructor costs and increase flexibility
- Tested the “cross-listed” hybrid model with one campus serving as a “host” campus and others cross-listing the class and participating via a revenue sharing model

Benefits

- This approach allowed Minnesota State to meet the diverse needs of our students, instructors, as well as our industry, regulatory, and employer partners.
- By working as a system on a single, standardized curriculum, industry partners knew they were getting a consistent product when sending employees to training.

- Campuses in greater Minnesota are now able to offer classes with lower enrollment and maintain profitability.
- Delivery models allow for flexibility based on the needs of the students or employers.
- The development of an asynchronous Train-the-Trainer offering allowed schools to quickly hire, onboard, train, and deploy new teachers when needed.

Outcomes:

- 412+ students have been trained through CECT classes alone: 12 campuses in the cross-listed model, plus another four using materials for their own class.
- 11 campuses using the curriculum on the credit side.
- Estimated revenue since the roll out (for CECT course) is \$319,300.
- Minnesota State “acts like a system” while “delivering at a campus” to meet an identified and critical employer need effectively and efficiently.

A quote from an employer:

“The staff who completed the training found it to be easy to work into their schedules and the class was engaging.”

A quote from a customized training representative:

“Thank you all! I really appreciate the teamwork with this class – it has been a good process getting this class started at CLC – all of us doing the same/similar thing makes it so much easier.”

A quote from a campus after replicating the hybrid model for the Next Generation Nursing Assistant:

“Thank you for getting 10 new CNAs into our workforce! We have had such a shortage in International Falls; this will really help that situation... I hope we can partner again in the near future!”