

H-1B Rural Healthcare Grants

Overview of the H-1B Rural Healthcare Grant Program and Project Descriptions

The U.S. Department of Labor (DOL) awarded \$39,921,741 for the H-1B Rural Healthcare Grant Program to address rural healthcare workforce shortages in communities across the country. The COVID-19 pandemic has increased the need for healthcare workers, particularly in rural areas where there was already an acute need. Through the expansion of employment and training models for the healthcare industry, DOL's Employment and Training Administration (ETA) aims to help individuals gain the skills necessary to provide needed services, fill vacancies, and allow employers to find skilled workers more readily.

The purpose of this grant program is: 1) increase the number of individuals training in healthcare occupations that directly impact patient care; and 2) alleviate healthcare workforce shortages by creating sustainable employment and training programs in healthcare occupations (including behavioral and mental healthcare) serving rural populations. Grantees will incorporate new and emergent technologies, such as interactive simulations, personalized and virtual instruction, educational gaming, or digital tutors, into the educational component of their training design.

Of the 17 grants selected, one (1) is a healthcare employer, healthcare industry/occupation association; four (4) are nonprofit healthcare organizations affiliated with hospitals and other medical facilities; one (1) is a Primary Care Association designated by the Health Resources and Services Administration (HRSA); ten (10) are Workforce Innovation and Opportunity Act (WIOA) State or Local Workforce Development Boards and federally-recognized Indian/Native American Tribal Governments; and one (1) is a Native American Program entity. Fifteen of these grantees are serving Opportunity Zones.

Grants are located in the following sixteen states: Alaska, California, Maine, Colorado, Florida, Kentucky, Nevada, New Hampshire, Michigan, Wisconsin, Ohio, South Carolina, Indiana, South Dakota, New York, and Texas. Two grants are located in Colorado, one servicing the rural/frontier areas of Colorado and the other servicing the western slope of Colorado.

Grant summaries for these H-1B Rural Healthcare projects are below:

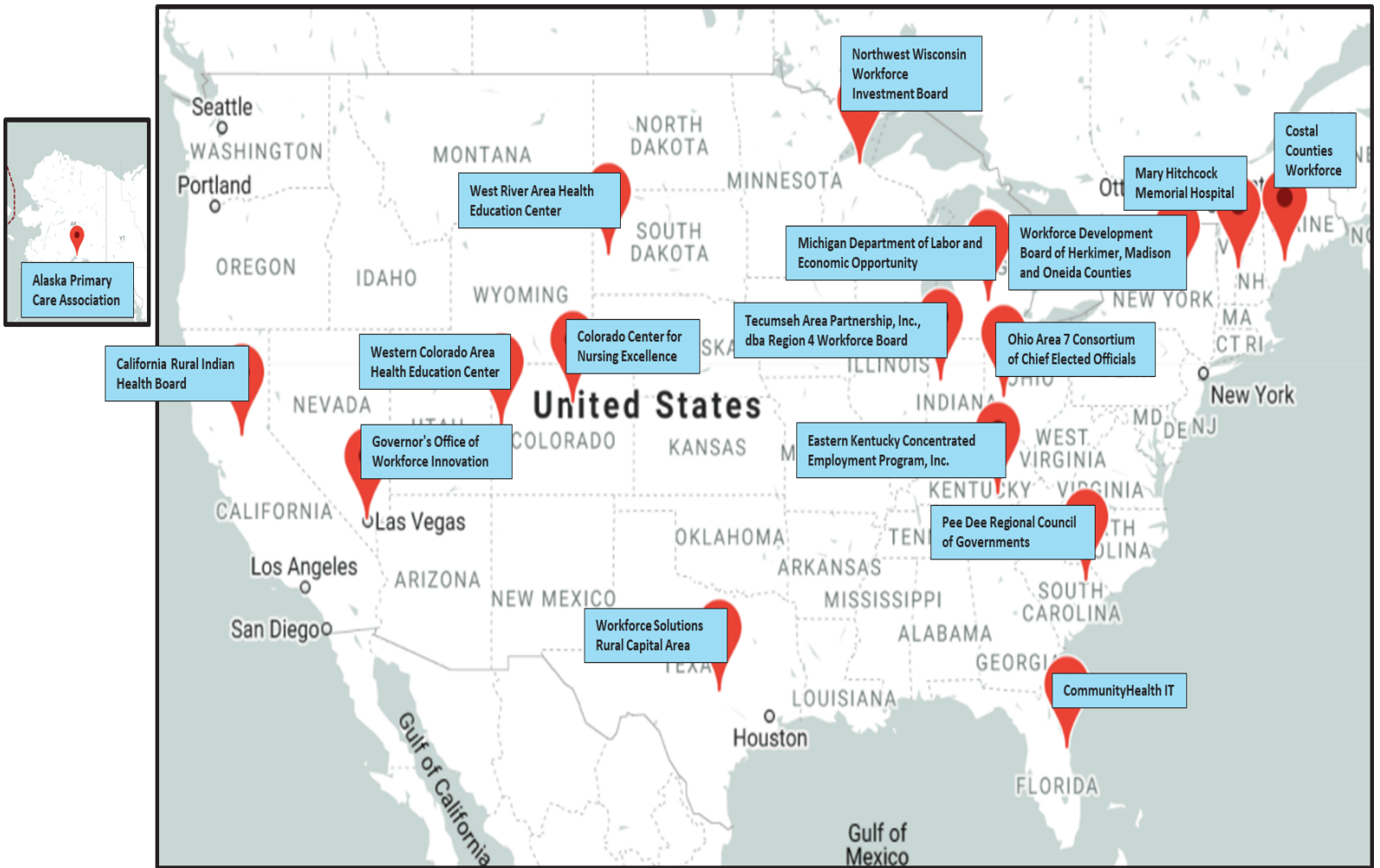
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H-1B Rural Healthcare Grants

H-1B Rural Healthcare Grants Across the US



H-1B Rural Healthcare Grants

Alaska Primary Care Association

Organization Type: Primary Care Associations

Project Name: *APCA H-1B Rural Healthcare*

Award Amount: \$1,231,238

Target H-1B Healthcare Occupations: Community Health Workers, Certified Clinical Medical Assistants, Pharmacy Technicians, and Home Health Aids

Credential(s) Awarded: Occupational certificates, credentials, degrees, continuing education credits, and undergraduate certificate training

Summary of Apprenticeship Program Activities: The Alaska Primary Care Association's *APCA H-1B Rural Healthcare* will expand H-1B Rural Healthcare employment and training programs in three rural Alaska regions: Bering Strait, Mat-Su Valley, and South Central. The H-1B Rural Healthcare project seeks to minimize barriers to healthcare training, as dispersed populations, high transportation costs, and limited local infrastructure. The project will address the lack of training opportunities for rural healthcare careers by developing a robust, community-based experiential training to create a pipeline programming for future healthcare professionals and provide continuing education for adult healthcare professionals. The project will develop a new Registered Apprenticeship Program for Pharmacy Technicians and Home Health Aids. It will continue to provide an undergraduate certificate training program and Registered Apprenticeship Program for Community Health Workers, and the Certified Clinical Medical Assistant Registered Apprenticeship program. For example, a new Certified Clinical Medical Assistant training program will be developed for employer partner Sunshine Community Health Center. The project will also support the *Preparing Alaskans for Training in Health Careers (PATH) Academy* pre-apprentice training and continue to support Alaska's Area Health Education Centers (AHEC) with AHEC Scholars. The grantee plans to award occupational certificates, credentials, and degrees to participants who complete training. The target populations to be served include underrepresented populations, specifically Alaska Natives, women, people of color, veterans, transitioning service members, and military spouses.

The Rural Healthcare Partnership

Employer Partners: Norton Sound Health Corporation, Sunshine Community Health Center; **Education and Training Providers:** University of Alaska, Anchorage, College of Health; Alaska Pacific University; University of Alaska, Alaska's AHEC; **WIOA Entities:** Alaska Department of Labor and Workforce Development, Alaska Workforce Investment Board; **Other Entity:** Providence Health and Services

Geographic Scope: Statewide

Opportunity Zone: Yes

Service Area: The Alaska rural regions of Mat-Su Valley, Nome/Bering Strait, and South Central Alaska

Proposed Total Participants Served: 440

Target Population: Unemployed, Underemployed, Incumbent Workers

Authorized Representative Contact: Nancy Merriman, Executive Director, nancy@alaskapca.org, 907-929-2725

H-1B Rural Healthcare Grants

California Rural Indian Health Board, Inc.

Organization Type: Native American Program Entity

Project Name: *Rural Healthcare Partnership*

Award Amount: \$2,136,612

Target H-1B Healthcare Occupations: Certified Medical Assistants, Community Health Workers, and Health Educators

Credential(s) Awarded: National certificates in Certified Medical Assistant, Community Health Worker, and Health Educator

Summary of Apprenticeship Program Activities: The **California Rural Indian Health Board, Inc.**

(CRIHB)'s *Rural Healthcare Partnership* will target the service area encompassing 19 Health Professional Shortage Areas (HPSA) Tribal Health Programs (THP) in Del Norte, Humboldt, Inyo, Modoc, Mono, Siskiyou, and Tulare counties, serving 132,373 patients annually, and whose median household incomes in these rural communities are depressed due to a slow and declining economy. These areas have the highest need for primary care, dental, and mental health professionals. CRIHB will provide supportive strategies for our students to reduce barriers to participation, including paid tuition, fees, books, Chromebooks, and supplies to support education/training activities; paid internships paid by CRIHB directly to the participant; paid On-the-Job Training, a portion of which is reimbursed to eligible employers; and supportive services stipends paid directly to the participant. The project will provide customized On-the-Job Training (OJT) and distance-learning hybrid training in healthcare occupations such as certified medical assistants, community health workers, and diabetes health educators. CRIHB has three goals: train 214 participants from rural California Tribal communities; recruit and enroll at least 238 students in a CMA, CHW, or Health Educator cohort each year; and decrease unemployment and underemployment among program participants. The project will serve underrepresented populations, including women, and American Indian Alaska Natives.

The Rural Healthcare Partnership

The Rural Healthcare Partnership includes the existing 19 Tribal Health Consortia throughout Northern, Central, and Southern California. **Employer Partners:** Mathiesen Memorial Health Clinic, Sonoma County Indian Health Project, Warner Mountain Indian Health Project; **Education and Training Providers:** San Francisco State University College of Extended Learning, Diabetes Training and Technical Assistance Center (DTTAC) at Emory University, Washington State Department of Health; **WIOA Entities:** California Indian Manpower Consortium (CIMC), Northern California Indian Development Council (NCIDC)

Geographic Scope: Statewide

Opportunity Zone: Yes

Service Area: The California counties of Butte, Del Norte, Fresno, Humboldt, Inyo, Lake, Modoc, Mono, Nevada, Placer, Plumas, Riverside, San Bernardino, San Diego, Santa Barbara, Shasta, Siskiyou, Sonoma, Sutter, Tehama, Trinity, Tulare, and Tuolumne

Proposed Total Participants Served: 238

Target Population: Unemployed, Underemployed, Incumbent Workers

Authorized Representative Contact: Dr. Mark LeBeau, Ph.D., Chief Executive Officer, mlebeau@crihb.org, 916- 929-9761 ext. 1300

H-1B Rural Healthcare Grants

Coastal Counties Workforce, Inc. (CCWI)

Organization Type: Local Workforce Development Board

Project Name: *Maine Rural Healthcare Partnership*

Award Amount: \$2,500,000

Target H-1B Healthcare Occupations: Nursing Assistants, Home Health Aides, Medical Assistants, Pharmacy Technicians, Registered Nurses, and Pharmacists

Credential(s) Awarded: College credit, Associates degrees, and Bachelor's degrees

Summary of Apprenticeship Program Activities: Coastal Counties Workforce, Inc. (CCWI)'s *Maine Rural Healthcare Partnership* project will partner with employers that serve predominantly rural areas of the Coastal Counties Workforce Region to train rural workers for high-wage, high-skills career pathways in nursing and pharmacy. Maine is the most rural state in the nation; it is also the oldest, and the pipeline of health worker graduates from Maine's education and training programs is insufficient to address the influx of skilled worker retirement and an aging population. The *Maine Rural Healthcare Partnership* has three goals: to address workforce shortages in rural areas by delivering innovative and virtual models that train workers for in-demand occupations providing direct patient care; to reduce technology barriers that limit participation of students in rural areas; and to increase student retention and completion of healthcare training programs through access to supportive services, career advising, and remedial academic preparation. Facilitated at the frontline by a network of Healthcare Career Advisors, the *Maine Rural Healthcare Partnership* will deliver existing education and training programs at the certificate and associate level through the following strategies: On-The-Job Training; apprenticeship; accelerated learning; online training; stackable credits and credentials; fast track credentials; subsidized training and education; and support services. The targeted populations include unemployed low-income residents, out-of-school youth, persons with disabilities, veterans, dislocated workers, the formerly incarcerated, underemployed new immigrants, and unskilled incumbent workers.

The Rural Healthcare Partnership:

Employer Partners: MaineHealth, Northern Light Health, and CVS Pharmacy; **Education and Training**

Providers: Maine Community College System, State Office of Adult Education; **State Apprenticeship**

Agency: Maine Department of Labor; **WIOA Entities:** Workforce Solutions, operated by Goodwill of

Northern New England, Maine Department of Labor (State Workforce Board); **Optional Partner:** Maine Department of Health and Human Services

Geographic Scope: Statewide

Opportunity Zone: Yes

Service Area: The Maine counties of Cumberland, Knox, Lincoln, Sagadahoc, Waldo, and York

Proposed Total Participants Served: 480

Target Population: Unemployed, Underemployed, Incumbent Workers

Authorized Representative Contact: Antoinette Mancusi, Executive Director,

director@coastalcounties.org, 207-725-5472

H-1B Rural Healthcare Grants

Colorado Center for Nursing Excellence

Organization Type: Healthcare industry and/or occupation associations

Project Name: *Project WINN (Workforce Innovation Nursing Network)* **Award Amount:** \$2,500,000

Target H-1B Healthcare Occupations: Nursing

Credential(s) Awarded: Residency Completion credential

Summary of Apprenticeship Program Activities: The **Colorado Center for Nursing Excellence's** *Project WINN (Workforce Innovation Nursing Network)* aims to make the transition to clinical practice smoother by providing newly graduated/licensed Registered Nurses (RN) with the support they need to quickly get up to speed and serve as invaluable clinical resource for healthcare facilities in underserved rural/frontier areas of Colorado, which require RNs with sufficient real-world training to address the extensive healthcare needs of residents living on the ranches, farms, and small towns that compose the target areas. *Project WINN* will establish a Nurse Residency Apprenticeship Program (NRAP) using the University of Iowa online curriculum and creating a new primary care-focused, rural curriculum not offered currently through the Iowa program, focusing on critical access hospitals and augmented with relevant content on primary care. The project will hybridize academic and industry interests allowing customization for virtual learning in the time of COVID. The program will include the creation of preceptor and mentor training course curriculum to train rural facility staff in working with new NRAP participants as they transition to practice. The goal is to not only get the new nurses fully functioning beyond the novice level, but also retain them following their residency apprenticeship in these healthcare provider shortage areas. The program will provide a one-year nursing residency in rural/frontier areas of Colorado for recently graduated/licensed RNs. Apprentice nurse residents will advance beyond novice levels of clinical competence. The target population is newly graduated/licensed RNs in rural/frontier Colorado, with an emphasis on low-income, unemployed/underemployed, and otherwise disadvantaged persons.

The Rural Healthcare Partnership

Employer Partners: Lincoln Community Hospital, Wray District Community Hospital and Clinic, Yuma District Hospital, Denver Health, Eastern Plains Healthcare Consortium, Colorado Rural Health Centers, Colorado Community Health Network, Colorado Hospital Association - rural arm; **Education and**

Training Providers: University of Iowa; **WIOA Entities:** Colorado Workforce Center

Geographic Scope: Statewide **Opportunity Zone:** Yes

Service Area: Rural areas of Colorado

Proposed Total Participants Served: 160

Target Population: Unemployed and Underemployed Workers

Authorized Representative Contact: Dr. Ingrid Johnson, President and CEO,

ingrid@coloradonursingcenter.org, 720-699-7831

H-1B Rural Healthcare Grants

CommunityHealth IT

Organization Type: Non-Profit

Project Name: *Rural Roads to Connected Care (RRCC)*

Award Amount: \$2,500,000

Target H-1B Healthcare Occupations: Community Health Workers, Diagnostic Medical Sonographers, Licensed Practical and Licensed Vocational Nurses, Home Health Aides, Medical Assistants, Substance Abuse and Behavioral Disorder Counselors, Mental Health Counselors, Child, Family and School Social Workers, and Psychiatric Technicians

Credential(s) Awarded: Registered Apprenticeship Program (RAP) and Industry-Recognized Apprenticeship Program (IRAP) certificates

Summary of Apprenticeship Program Activities: CommunityHealth IT's *Rural Roads to Connected Care (RRCC)* project will increase the availability of direct care occupational training to meet the needs of rural healthcare employers and to establish a sustainable system for training workers for rural healthcare systems. The *RRCC* project will expand and develop of apprenticeship models; engage healthcare employers and recruit of eligible participants. This project will emphasize the use of RAPs and IRAPs to train workers while receiving instruction and on-the-job customized training. *RRCC* will leverage existing approved RAPs such as community health worker, medical assistant, substance abuse and behavioral disorder counselors, mental health counselors, and child, family and school social workers. *RRCC* will provide rural healthcare employers with apprenticeship return on investment information that will allow them to make informed decisions and become program sponsors in existing and new RAPs and IRAPs. This training model reflects the identified needs of employer partners in the identified rural counties in Florida. The *RRCC* provides priority of service to veterans and other eligible individuals and will dedicate outreach to veterans, military spouses and transitioning service members and the organizations that serve them.

The Rural Healthcare Partnership

Employer Partners: Public Consulting Group, Inc., Virtual Physicians Services, Meridian Health, Shadow Health, Desoto Memorial Hospital, VPS Virtual Health Desk, and Baptist Health Care Corporation;

Education and Training Providers: University of Florida - One Florida Clinical Research Consortium, South Florida State College, Indian River State College, Florida Career College; **State Apprenticeship**

Agency: Florida Department of Education, Apprenticeship Office; **WIOA Entities:** CareerSource North Florida, CareerSource Florida Crown, CareerSource Heartland

Geographic Scope: Statewide

Opportunity Zone: Yes

Service Area: The Florida counties of Baker, Bradford, Calhoun, Columbia, DeSoto, Dixie, Franklin, Gadsden, Gilchrist, Glades, Gulf, Hamilton, Hardee, Hendry, Highlands, Holmes, Jackson, Jefferson, Lafayette, Levy, Liberty, Madison, Okeechobee, Putnam, Suwanee, Taylor, Union, Wakula, Walton, and Washington

Proposed Total Participants Served: 250

Target Population: Unemployed, Underemployed, Incumbent Workers

Authorized Representative Contact: Timmy Connor, Program Manager, timmyconnor@truevine.net, 352-300-0855

H-1B Rural Healthcare Grants

Eastern Kentucky Concentrated Employment Program, Inc. (EKCEP)

Organization Type: Workforce Development System Agency

Project Name: *Healthcare Pathways Partnership Program (H3P)*

Award Amount: \$2,500,000

Target H-1B Healthcare Occupations: Nursing Assistants, Medical Assistants, Licensed Practical Nurses, and Registered Nurses

Credential(s) Awarded: Credentials in nursing career pathway

Summary of Apprenticeship Program Activities: Eastern Kentucky Concentrated Employment Program, Inc. (EKCEP)'s *Healthcare Pathways Partnership Program (H3P)* will help healthcare employers, education and training providers, the regional workforce development agency and Kentucky Chamber Talent Pipeline Management collaborate to develop an employer-driven healthcare pathway program that will serve the 23 rural Appalachian counties in eastern Kentucky. Most counties in EKCEP's region have an unemployment rate more than double the national average. The region also has a drastic imbalance with more sick people and fewer primary care professionals per capita than most counties in America. This healthcare pathway program will reshape the region's current nursing infrastructure to meet the demands of future workforce needs using a four-prong approach: (1) Develop Regional Healthcare "Career Navigator" Positions; (2) Adjust Advanced Skills Training Programs to Include Employer-Driven Skillsets; (3) Develop Regional Healthcare Career Ladder Advancement Partnerships between Employers, Training Programs, and EKCEP; and (4) Create a Regional Healthcare Virtual Career Fair Platform. During this project, Career Navigators will help employer and training provider partners work together to update training activities to confirm the skills taught are appropriate for the region's workforce and ensure new graduates are floor-ready. *H3P* is designed to help unemployed and underemployed individuals in the region take advantage of this opportunity, and to help a small number of incumbent workers move up the career ladder while mentoring and encouraging upward mobility of others.

The Rural Healthcare Partnership

Employer Partners: Appalachian Regional Healthcare, Highlands Regional Medical Center, Rockcastle Regional Hospital and Respiratory Care Center, Mountain Comprehensive Health Corporation, Pikeville Medical Center, Primary Care Centers of Eastern Kentucky, Juniper Health; **Education and Training**

Providers: University of Pikeville, Hazard Community and Technical College, Big Sandy Community and Technical College, Galen Hazard, Southeast Kentucky Community and Technical College; **WIOA Entities:** The Eastern Kentucky Concentrated Employment Program, Inc. (EKCEP) Workforce Investment Area;

Optional Partners: Kentucky Chamber Workforce Center's Talent Pipeline Management Team

Geographic Scope: Statewide

Opportunity Zone: Yes

Service Area: 23 rural Appalachian counties in eastern Kentucky

Proposed Total Participants Served: 500

Target Population: Unemployed, Underemployed, Incumbent Workers

Authorized Representative Contact: Jeff Whitehead, Executive Director, jwhitehead@ekcep.org, 606-233-2033

H-1B Rural Healthcare Grants

Governor's Office of Workforce Innovation (OWINN)

Organization Type: Workforce Innovation and Opportunity Act (WIOA) State and Local Workforce Development Boards

Project Name: *Health Care Workforce Development Program*

Award Amount: \$2,500,000

Target H-1B Healthcare Occupations: Registered Nurse, Re-Entry Nurse, Licensed Practical Nurse, Radiology Technologists, Physical Therapy Assistant/Aide, Certified Nursing Assistant, Medical Assistant, Certification/Licensure, Phlebotomist, Psychiatric Technician, and Pharmacy Technician

Credential(s) Awarded: Associates Degree; Refresher Courses; Diploma; Licensure; Certification

Summary of Apprenticeship Program Activities: The **Governor's Office of Workforce Innovation (OWINN)**'s *Health Care Workforce Development Program* will support the proposed Rural Nevada Healthcare Grant Program, which aims to increase access to healthcare occupations in rural Nevada communities. Residents in Nevada's rural communities are not only geographically isolated, but also economically and medically vulnerable. Specifically, the program will expand access to training in occupations in the healthcare field (including behavioral and mental healthcare) that directly impacts patient care, alleviates workforce shortages, and serves populations in rural northern Nevada counties. The project will develop partnerships between healthcare, government, and education to ensure adequate healthcare resources to meet the growing healthcare needs in northern Nevada. The project will offer training, job placement, advocacy, career coaching and job search assistance, On-the-Job Training (OJT), occupational skills training, customized assessments, resume writing, interviewing skills, dress for success, and supportive services. The target populations are veterans, military spouses, transitioning service members, and underrepresented populations, including women, people of color, and ex-offenders, individuals with disabilities, and other populations with employment barriers that hinder movement into middle-to high-skilled H-1B healthcare occupations.

The Rural Healthcare Partnership

Employer Partners: South Lyon Medical Center, William Bee Ririe Hospital, Nevada Hospital Association (NHA), Humbolt General Hospital; **Education and Training Providers:** Great Basin College; Truckee Meadows Community College; Western Nevada College; Scott Consulting, LLC; University of Nevada, Reno; **WIOA Entities:** NevadaWorks, Nevada Governor's Workforce Development Board

Geographic Scope: Statewide **Opportunity Zone:** Yes

Service Area: The Nevada counties of Carson, Churchill, Douglas, Elko, Humboldt, Lander, Lincoln, Lyon, Mineral, Pershing, and White Pine

Proposed Total Participants Served: 100

Target Population: Unemployed, underemployed, incumbent workers, veterans, military spouses, transitioning service members, and individuals with disabilities, unrepresented populations, and other populations with employment barriers

Authorized Representative Contact: Ansara Martino, Senior Program Administrator/Officer, amartino@gov.nv.gov, 702-486-8080

H-1B Rural Healthcare Grants

Mary Hitchcock Memorial Hospital (MHMH)/Dartmouth-Hitchcock

Organization Type: Non-Profit

Project Name: *Developing NH's Rural Healthcare Workforce* **Award Amount:** \$2,496,943

Target H-1B Healthcare Occupations: Licensed Nurse Assistant, Licensed Practical Nurse, Medical Assistants, Registered Nurse, Phlebotomist, Medical Lab Technician/Technologists, Behavioral Health Counselor, Medical Equipment Preparer, Surgical Technologist, Pharmacy Technician, Radiology Technician, and Social Worker

Credential(s) Awarded: Recognized postsecondary credential(s), such as Certified Pharmacy Technician, Certified Clinical Medical Assistant, Certified Surgical Technologist, Licensed Nurse Assistant, etc.

Summary of Apprenticeship Program Activities: The **Mary Hitchcock Memorial Hospital (MHMH) / Dartmouth-Hitchcock's** *Developing NH's Rural Healthcare Workforce* will empower New Hampshire's ability to engage, train, and advance enough workers to meet current and projected healthcare workforce needs, which are threatened by low population growth, an aging workforce, and persistent low unemployment. The project will utilize an existing Registered Apprenticeship Program (RAP) and training infrastructure to address gaps in recruiting, growing and retaining individuals in H-1B healthcare occupations using a three-pronged training strategy. The In-Roads program will increase enrollment in NH's existing RAP and other unregistered apprenticeship programs through enhanced outreach and recruitment initiatives, (e.g. Mobile Skills Lab & career pathfinding tool), and establish a new training program to address readiness gaps for entrance into RAP or advancement in H-1B career path. The Up-Roads program will provide scholarship opportunities to incumbent workers for advanced education into established and newly developed degree/credential programs for hard-to-fill and/or high-volume H-1B roles. The Out-Road Prevention program will develop a Direct Care Supervisor Training Program to address turnover and support incumbent advancement. The project will serve military, veterans and spouses; individuals in low-pay seasonal jobs, with physical and developmental disabilities and with financial/social barriers to work.

The Rural Healthcare Partnership

Employer Partners: Alice Peck Day Memorial Hospital, Bi-State Primary Care Assn., Cheshire Medical Center, New London Hospital, North Country Health Consortium; **Education and Training Providers:** NH Dept. of Education, Adult Education and Career Development; Community College System of NH; Colby Sawyer College; **WIOA Entities:** State WIB, Office of Workforce Opportunity; Southern NH Services; **Optional Partners:** Div. of Public Health Services' Rural Health and Primary Care; Bureau of Employment Supports, NH Dept. of Health and Human Services; NH Healthcare Sector Strategy.

Geographic Scope: Statewide **Opportunity Zone:** No

Service Area: The New Hampshire counties of Belknap, Carroll, Cheshire, Coos, Grafton, and Sullivan

Proposed Total Participants Served: 935

Target Population: Incumbents, Under and Unemployed Workers

Authorized Representative Contact: Jennifer J. Lopez, Director of Research Operations Finance,

Awards@Hitchcock.org, 603-650-1821

H-1B Rural Healthcare Grants

Michigan Department of Labor and Economic Opportunity, Employment & Training

Organization Type: State Workforce Agency

Project Name: *Michigan Rural Enhanced Access to Careers in Healthcare (MiREACH)*

Award Amount: \$2,500,000

Target H-1B Healthcare Occupations: Medical Assistants, Certified Nursing Assistants, Registered Nurses, Licensed Practical Nurses, Medical Equipment Preparers, Surgical Technologists, Home Health Aides, Psychiatric Aides, Substance Abuse and Behavioral Disorder Counselors, Rehabilitation Counselors, and Social Workers

Credential(s) Awarded: Postsecondary credential, college credit

Summary of Apprenticeship Program Activities: The Michigan Department of Labor and Economic Opportunity, Employment & Training (LEO-E&T)'s *Michigan Rural Enhanced Access to Careers in Healthcare (MiREACH)* will serve skilled healthcare workers in Michigan's rural communities. Michigan Rural Enhanced Access to Careers in Healthcare (MiREACH) reaches into rural communities to address critical healthcare workforce shortages that are devastating their ability to respond to health crises such as Opioid addiction and COVID-19. Michigan rural communities need more healthcare workers both to significantly improve access to healthcare and to strengthen their local economies. Through a proposed statewide partnership of Michigan Works! agencies, employer-led collaboratives (ELCs), and education and training providers, MiREACH will connect employers with skilled healthcare workers in occupations such as medical assistants, Registered Nurses, surgical technologists, substance abuse and behavioral disorder counselors and social workers. The target populations include individuals with disabilities and veterans; opportunity youth; individuals with disabilities and learning differences; veterans; and incumbent workers

The Rural Healthcare Partnership

Employer partners: Alcona Health Center; Hillsdale Hospital; Mid-Michigan Health-Alpena; McLaren Health-Caro Region; **Education and Training Providers:** Baker College; Michigan Career and Technical Institute (MCTI); Monroe Community College; **WIOA Entities:** Michigan Works! Northeast Consortium; Upper Peninsula Michigan Works!; West Michigan Works!; **Optional Partners:** Michigan Health Council, Michigan Primary Care Association

Geographic Scope: Statewide

Opportunity Zone: Yes

Service Area: Michigan

Proposed Total Participants Served: 430

Target Population: Unemployed and Underemployed Individuals

Authorized Representative Contact: Jennifer Tebedo, Director, Office of Grants & Acquisition, tebedoj1@michigan.gov, 517-243-7882

H-1B Rural Healthcare Grants

Northwest Wisconsin Workforce Investment Board, Inc.

Organization Type: WIOA Local Workforce Development Board

Project Name: *Collaboration of Wisconsin: Rural Investment in Community Healthcare (COW)*

Award Amount: \$2,499,843

Target H-1B Healthcare Occupations: Associates degree in nursing (ADN) Registered Nurse, Home Health Aide, Medical Assistant, Medical and Clinical Lab Technician, Substance Abuse Counselor, Social & Human Services Assistant, Phlebotomists

Credential(s) Awarded: Recognized postsecondary credential(s)

Summary of Apprenticeship Program Activities: The **Northwest Wisconsin Workforce Investment Board, Inc.'s** *Collaboration of Wisconsin: Rural Investment in Community Healthcare (COW)* will serve individuals that will close the enormous current skills gap, fill the gaping number of open jobs, and address the double-digit projected job openings in the healthcare industry. Each of the 17 counties in the *Collaboration of Wisconsin: Rural Investment in Community Healthcare (COW)* Rural Healthcare grant program is in a Health Professional Shortage Area (HPSA) for either Primary Health Care and/or Mental Health Care and will serve communities in grave need. The Rural Healthcare partners are committed to expanding, developing, and providing employment and training in direct patient occupations developing new programs such as Medical Assistant Registered Apprenticeship, telehealth certificate, and clinical laboratory science: medical technology. These programs will use virtual or hybrid training, including the use of simulation machines. The project will primarily serve a concentration of Native Americans, women, and formerly incarcerated individuals.

The Rural Healthcare Partnership

Employer Partners: Advocate Aurora Health, Aspirus, Marshfield Medical Center, Marshfield We Care, Menominee Indian Tribe of WI, NorthLakes Community Clinic, Spring Valley Sr. Living, St. Claire Memorial Hospital, Western Wisconsin Health, Wisconsin Hospital Association; **Education and Training Providers:** College of Menominee Nation; technical colleges: Chippewa Valley Fox Valley, Mid-State, Moraine Park, Northeast, Northcentral, Wisconsin Indianhead; University of WI-Stevens Point; **State Apprenticeship Agency:** WI Bureau of Apprenticeship Standards; **WIOA Entities:** Workforce Development Boards: Bay Area, Fox Valley, North Central, Northwest Wisconsin, West Central, South Central WI; Labor Education & Training Center, Forward Services Corporation; **Optional Partners:** Industry: Rural WI Healthcare Cooperative, WI Office of Rural Health, Envision Greater Fond Du Lac; Community Action Agencies: ADVOCAP, Inc., CAP Services, Inc., Central WI Community Action Council, Inc., NewCAP, Inc., North Central Community Action Program; American Job Centers

Geographic Scope: Statewide

Opportunity Zone: Yes

Service Area: The Wisconsin counties of Adams, Barron, Clark, Dodge, Fond du Lac, Green Lake, Langlade, Lincoln, Marquette, Menominee, Oconto, Price, Rusk, St. Croix, Taylor, Waushara, and Wood

Proposed Total Participants Served: 394

Target Population: Unemployed, Underemployed, and Incumbent Workers

Authorized Representative Contact: Mari M Kay-Nabozny, Chief Executive Officer, mari@nwwib.com, 715-682-9141

H-1B Rural Healthcare Grants

Ohio Area 7 Consortium of Chief Elected Officials

Organization Type: WIOA Local Workforce Development Board

Project Name: *Greater Ohio H1B Rural Healthcare Initiative*

Award Amount: \$2,499,227

Target H-1B Healthcare Occupations: Licensed Practical Nurse, Medical Equipment Preparer, Nurses Assistant Home Health Aides, Pharmacists, Pharmacist Technicians, Emergency Medical Technicians, Paramedic, Medical Assistants, Phlebotomists, Occupational Therapist, Assistant Physical Therapists, and State Certified Social Worker

Credential(s) Awarded: Industry-recognized credential or degree

Summary of Apprenticeship Program Activities: The **Ohio Area 7 Consortium of Chief Elected Officials' Greater Ohio H1B Rural Healthcare Initiative** will seek to address the lack of healthcare professionals in Ohio's designated rural Health Professional Shortage Areas (HPSA) which are all categorized as "High Needs" within the mental health and primary care disciplines. The project will support individuals in a comprehensive, educational and On-the-Job Training (OJT) initiative tailored to improve healthcare industry career pathway wages, benefits, and employment advancement opportunities. The Rural Healthcare partnership will seek to fill healthcare occupations such as licensed practical nurses, home health aides, pharmacist and pharmacy technicians, emergency medical technicians and State certified social workers. The employer partnerships will provide "industry intelligence" which is crucial to making smart investments in skills training. Existing partnerships with employers will continuously be leveraged/involved and brought to the table to provide input from the "real world" perspective of workers/management who are in the hospitals, nursing homes, and social service or mental health agencies working with children and families.

The Rural Healthcare Partnership

Employer Partners: Mercy Health St. Rita's, Champaign Co DJFS, Lima Memorial Health System, HCF Management Inc., Highland Co Health Dept., Ottawa Co DJFS, Family Recovery Services, Highland District Hospital, Right At Home In Home Care, Scioto Paint Valley Mental Health Center, Fulton Co Health Center, Mercy Health Urbana Hospital, Fairlawn Haven, Gorham-Fayette Fire Dept., Lyons-Royavon Fire Dept., Wood County Hospital, ILCAO Family Medical Center, Harbor Healthcare of Ironton

Education and Training Providers: Northwest State Community College, Owens Community College, Southern State Community College, EHOVE Career Center, Four County Career Center, Collins Career Technical Center, Vanguard Sentinel Career Technology Centers, Terra State Community College, Penta Career Center; **WIOA Entities:** Ohio Department of Job & Family Services; Greater Ohio Workforce Board

Geographic Scope: Statewide

Opportunity Zone: Yes

Service Area: The Ohio counties of Allen, Champaign, Fulton, Highland, Lawrence, Ottawa, and Wood

Proposed Total Participants Served: 320

Target Population: Unemployed, Underemployed, and Incumbent Workers

Authorized Representative Contact: John Trott, Executive Director, trottj@clarkstate.edu, 937-525-1025

H-1B Rural Healthcare Grants

Pee Dee Regional Council of Governments

Organization Type: WIOA Local Workforce Development Board

Project Name: *Level UP (Upper Savannah and Pee Dee Workforce Areas) Rural Healthcare Grant*

Award Amount: \$2,271,023

Target H-1B Healthcare Occupations: Registered Nurse, Licensed Practical Nurse, Emergency Medical Tech/Paramedic, Pharmacy Technician, Phlebotomist, and Nursing Assistant

Credential(s) Awarded: Occupational license

Summary of Apprenticeship Program Activities: The **Pee Dee Regional Council of Governments'** will serve participants in Registered Apprenticeship Programs (RAP) and pre-apprenticeship programs in healthcare occupations such as Registered Nurses, emergency medical technicians/paramedics, pharmacy technicians and nursing assistants to increase skilled healthcare workers in rural communities. Training providers will offer online/hybrid models and flexible class schedules, in order to accommodate the students' work schedules. The proposed service areas are rural counties mostly designated as Health Professional Shortage Areas (HPSA) and will focus on emergency medical system careers. In partnership with Apprenticeship Carolina, including employer partners, the project will serve the unemployed, underemployed, and incumbent workers, youth ages 17-24, with employment barriers such as school dropout, pregnancy/parenting, basic skills deficient, offenders, disabilities, and low income. The unemployed and underemployed may include individuals laid off or dislocated from their work due to COVID-19 or other layoffs/closures in the state. Economically-disadvantaged adults, veterans, minorities, individuals with disabilities or receiving unemployment insurance (UI) will be recruited through the 15 American Job Centers and its partners in the service area.

The Rural Healthcare Partnership

Employer Partners: McLeod Health System; EMS in Greenwood, Laurens, Edgefield, Abbeville, McCormick, Newberry, Saluda Counties; **Education and Training Providers:** Northeastern Technical College (NETC), Florence-Darlington Technical College (FDTC), Piedmont Technical College

State Apprenticeship Agency: Apprenticeship Carolina, SC Technical College System; **WIOA Entities:** Pee Dee Regional Council of Government (Pee Dee Workforce Development Board), Upper Savannah Council of Governments (Upper Savannah Workforce Development Board)

Geographic Scope: Statewide **Opportunity Zone:** Yes

Service Area: The South Carolina counties of Abbeville, Chesterfield, Clarendon, Darlington, Dillon, Edgefield, Florence, Greenwood, Laurens, Marion, Marlboro, McCormick, Newberry, Saluda, and Williamsburg

Proposed Total Participants Served: 349

Target Population: Unemployed, Underemployed, and Incumbent Workers

Authorized Representative Contact: Johnny B. Brown, Executive Director, jbrown@peedeecog.org, 843-669-3138

H-1B Rural Healthcare Grants

Tecumseh Area Partnership d/b/a Region 4 Workforce Board

Organization Type: WIOA Local Workforce Development Board

Project Name: *Indiana Rural Healthcare H-1B Coalition*

Award Amount: \$2,499,963

Target H-1B Healthcare Occupations: Nursing Assistants, Licensed Practical and Licensed Vocational Nurses, and Registered Nurses

Credential(s) Awarded: Certified Nurse Aide credential, pre-nursing certificate program

Summary of Apprenticeship Program Activities: The **Tecumseh Area Partnership d/b/a Region 4 Workforce Board's** *Indiana Rural Healthcare H-1B Coalition* will focus on addressing the shortage of healthcare professionals in long-term care and hospital facilities in rural areas, partially rural, and Health Professional Shortage Area (HPSA) counties within the larger 75 county service area. *Indiana Rural Healthcare H-1B Coalition* will focus on training nursing assistants and related H-1B occupations, as well as providing training opportunities allowing nursing assistants to advance to technical and degreed nursing programs, such as licensed practical nurses and Registered Nurses. The *Coalition* will serve individuals in direct patient healthcare occupations that are in short supply in long-term health and hospital systems, particularly after COVID-19, such as nursing assistants, licensed practical and licensed vocational nurses and Registered Nurses. The goal is to help nursing assistants springboard into careers in nursing, as well as to provide practical nursing pathways for individuals within the *Coalition* service area. The Rural Healthcare Partnership involves a coalition of nine Local Workforce Development Boards that will provide training, certification preparation assistance, virtual tutoring, supportive services, work experience that lead to employment. The *Coalition* may co-enroll H-1B eligible individuals into WIOA Title 1 programs, utilize the State of Indiana's Next Level Jobs Workforce Ready Grant, and, in cases where participants enter training in a degree-seeking program, work with education partners to maximize available financial aid dollars for participants and maximize the use of existing resources to train and provide needed supports for more H-1B eligible participants. The *Coalition* will provide training opportunities allowing nursing assistants to advance to technical and degreed nursing programs, such as licensed practical nurses and Registered Nurses. The *Coalition* will serve primarily unemployed and underemployed individuals who are under-represented, underserved, disadvantaged and marginally attached to employment. Additionally, the *Coalition* plans to serve a small number of incumbent workers who are looking to upskill or advance into nursing occupations, and also will provide priority of service for veterans and spouses of veterans who are eligible for the program.

The Rural Healthcare Partnership

Employer Partners: Indiana Health Care Association, Indiana Hospital Association, Indiana Rural Health Association; **Education and Training Providers:** Primarily Ivy Tech Community College; **WIOA Entities:** Workforce Development Boards serving Economic Growth Region (EGR) 1, EGR 2, EGR 3, EGR 4, EGR 6, EGR 7, EGR 9, EGR 10, EGR 11, Indiana Department of Workforce Development – Statewide and Indiana Governor's Workforce Cabinet – Statewide

H-1B Rural Healthcare Grants

Geographic Scope: Statewide

Opportunity Zone: Yes

Service Area: Indiana

Proposed Total Participants Served: 875

Target Population: Unemployed, Underemployed, and Incumbent Workers

Authorized Representative Contact: Roger L. Feldhaus, Executive Director,
rfeldhaus@tap.lafayette.in.us, 765-807-0880

H-1B Rural Healthcare Grants

West River Area Health Education Center

Organization Type: Non-Profit

Project Name: *Rural Health Works South Dakota*

Award Amount: \$2,500,000

Target H-1B Healthcare Occupations: Registered Nurses, Emergency Medical Technicians (EMTs) and Paramedics, Licensed Practical and Licensed Vocational Nurses, and Nursing Assistants

Credential(s) Awarded: Recognized postsecondary credentials(s)

Summary of Apprenticeship Program Activities: The **West River Area Health Education Center's Rural Health Works South Dakota** will endeavor to alleviate healthcare workforce shortages by creating sustainable employment and training programs in healthcare occupations serving rural populations. South Dakota is a large geographic state with a very low population density. 60 of 66 counties are completely designated (59 counties) or partially-designated (1 county) as a primary care Health Professional Shortage Area (HPSA). The project will expand: (1) nursing professions (both East and West River); (2) emergency medical services (EMS) specific to East River; and (3) incumbent healthcare education on behavioral health. The project will provide On-the-Job Training for certified nurse's assistants; classroom training to upskill current nursing professionals; expanded training for EMTs, including expanding EMT participation in associated registered apprenticeship for paramedics; and online behavioral health training with continuing education credits for incumbent professionals. The Rural Healthcare Partnership will serve rural South Dakota, targeting individuals in rural areas who did not complete traditional high school degrees, and will encourage individuals to pursue careers in nursing and emergency medical services. The project will also provide training for incumbent workers to upskill in the nursing career ladder and for current workers to receive continuing education credits to retain their current occupations in H1-B occupations and industries.

The Rural Healthcare Partnership

Employer Partners: Monument Health, Community Health Care Center of the Black Hills, Avantara Redfield, Faulkton Senior Living, Good Samaritan Society in Hand, Redfield Community Memorial Hospital, Avera Hand County Memorial Hospital, Faulkton Area Medical Center; **Education and Training Providers:** Texas A&M, Aberdeen Fire Rescue; **WIOA Entities:** South Dakota Department of Labor and Regulation

Geographic Scope: Statewide **Opportunity Zone:** Yes

Service Area: The South Dakota counties of Bennett, Butte, Corson, Custer, Dewey, Fall River, Faulk, Gregory, Haakon, Hand, Harding, Jackson, Jones, Lakota, Lawrence, Lyman, Meade, Mellette, Oglala, Pennington, Perkins, Spink, Stanley, Todd, Tripp, and Ziebach

Proposed Total Participants Served: 1,919

Target Population: Unemployed, Underemployed, and Incumbent Workers

Authorized Representative Contact: Stephanie Mayfield, Director, stephanie.mayfield@bhsu.edu, 605-718-4077

H-1B Rural Healthcare Grants

Western Colorado Area Health Education Center

Organization Type: Non-Profit

Project Name: *Western Slope of Colorado Hub in Mesa County*

Award Amount: \$2,000,000

Target H-1B Healthcare Occupations: Personal Care and Nurse Aide

Credential(s) Awarded: Nationally recognized credential

Summary of Apprenticeship Program Activities: The **Western Colorado Area Health Education Center's** *Western Slope of Colorado Hub in Mesa County* will serve the rural areas of Mesa, Delta, Montrose, and Gunnison Counties, which are designated Health Professional Shortage Areas (HPSA). The current and future projected demand for Home Health Aids and Nursing Assistants is great. *Western Slope of Colorado Hub in Mesa County* will enroll individuals in Registered Apprenticeship Programs for personal care aide and certified nurse aides, including specific hours to support COVID-19-related services, for employment placement with employer partners in Home Health, Assisted Living, Long Term Care Facilities, Traumatic Brain Injury, and Group Homes. The employment and training program will increase access to nursing occupations in the rural areas of Mesa, Delta, Montrose and Gunnison Counties of Western Colorado for individuals who are unemployed and underemployed; particularly those who have lost employment due to work disruptions brought about by the COVID-19 pandemic (i.e. hospitality, service industry & gig economy workers, minimum or low-wage employees displaced by business closures and others living on low income at or below the poverty line). In particular, the project will serve veterans, military spouses, transitioning service members, and underrepresented populations including women, people of color, and other populations with employment barriers that hinder movement into middle-to high-skilled H-1B nursing occupations.

The Rural Healthcare Partnership

Employer Partners: Agape Home Care Agency, Ariel Clinical Services, Aspen Ridge, Beehive, Cappella of Grand Junction, Columbine Caregivers, Commons at Hilltop, Elite Home Care, Family Health West–Willows, FirstLight Home Care, Fountains of Hilltop, Grandview Care Lodge, Hilltop Life Adjustment Program, Homestead of Montrose, La Villa Grande, Retreat at Palisade, MLS Senior Care, Mantey Heights, Nightingale's, PASCO, Retreat at Harbor Cove, Residence at Grand Mesa, STRIVE, SummitWest Care, Vineyard Memory Care; **Education and Training Providers:** Technical College of the Rockies; **WIOA Entities:** Mesa County Workforce Center, Career Center of District 51

Geographic Scope: Statewide

Opportunity Zone: Yes

Service Area: Western Slope of Colorado with hub in Mesa County

Proposed Total Participants Served: 220

Target Population: Unemployed, Underemployed, Incumbent Workers

Authorized Representative Contact: Georgia Hoaglund, Executive Director, ghoaglund@wcahec.org, 970-434-5474

H-1B Rural Healthcare Grants

Workforce Development Board of Herkimer, Madison & Oneida Counties

Organization Type: WIOA Local Workforce Development Board

Project Name: *Regional Entry Advancement in Careers in Health (REACH)* **Award Amount:** \$2,500,000

Target H-1B Healthcare Occupations: Substance Abuse and Behavioral Disorders Counselors, Mental Health and Rehabilitation Counselors, Healthcare Social Workers, Mental Health & Substance Abuse Social Workers, Registered Nurses, Medical & Clinical Laboratory Technologists and Technicians, Pharmacy Tech, Licensed Practical Nurses, Home Health Aides, Occupational Therapy Assistants, Physical Therapy Asst., and Phlebotomists

Credential(s) Awarded: Industry-accepted credential issued by a state certified college or other training provider. All training will lead to the degrees needed for entry into higher-skilled jobs.

Summary of Apprenticeship Program Activities: The **Workforce Development Board of Herkimer, Madison & Oneida Counties' Regional Entry & Advancement in Careers in Health (REACH)** will prepare the workforce it needs for the future while also addressing current needs that are so dire that all counties in the project have been designated, all or in part, Health Professional Shortage Areas (HPSA) for acute care, mental and behavioral health. *REACH* will connect unemployed and underemployed residents of rural parts of northern and central New York State with the fast-track training they need to become employable in the health care sector, covering the medical, behavioral and mental health sectors. The project will provide modularized online training that will address technology needs in rural areas, and revamp curricula to minimize hands-on time required and limit transportation issues. This training will result in credentials from micro-credentials to degrees based on needs, abilities and experience that will place trainees in jobs where they can advance along a career pathway. Support services -- academic and personal -- will be deployed to help trainees complete training. Trainees will be placed using existing American Job Centers. The Rural Healthcare Partnership will align training with ever-changing regional needs to support training program completion and employment placement in healthcare careers.

The Rural Healthcare Partnership

Employer Partners: Nathan Littauer Healthcare; Washington Center Rehabilitation; Arc of Jefferson-Lewis, Liberty and Lexington; Claxton Hepburn Medical; Rome Memorial Hospital; Mohawk Valley Health Systems Regional Rehabilitation; Complete Companion Care; The Grand; Fort Hudson Health; North Country Home Services; St. Lawrence Health System; Home Helpers; Utica Rehabilitation; Community Health; Community Work Independence; GAVAC Ambulance; Hudson Headwaters; Elderwood at North Creek; Champlain Valley Physicians Hospital; **Education and Training Providers:** Mohawk Valley CC; State Univ. of NY Morrisville; Fulton-Montgomery CC; North Country CC; Board of Cooperative Educational Services, Catskill Center for Independence; Champlain Valley Educational Services; Arc of Herkimer; SUNY Cobleskill; **WIOA Entities:** WDB of Herkimer, Madison & Oneida Counties; the Job Link; Clinton County Employment & Training; Oneida County Workforce Development

H-1B Rural Healthcare Grants

Geographic Scope: Statewide

Opportunity Zone: Yes

Service Area: The New York counties of Chenango, Delaware, Essex, Franklin, Fulton, Hamilton, Herkimer, Jefferson, Lewis, Madison, Montgomery, Oneida, Otsego, St. Lawrence, Warren, and Washington

Proposed Total Participants Served: 630

Target Population: Unemployed and Underemployed Workers

Authorized Representative Contact: Alice Savino, Executive Director, asavino@working-solutions.org, 315-793-6037

H-1B Rural Healthcare Grants

Workforce Solutions Rural Capital Area

Organization Type: WIOA Local Workforce Development Board

Project Name: *Rural Healthcare Initiative*

Award Amount: \$2,286,892

Target H-1B Healthcare Occupations: Nursing Assistants, Home Health Aides, Registered Nurses, Licensed Practical and Licensed Vocational Nurses, Medical Assistants, Pharmacy Technicians, Emergency Medical Technicians and Paramedics, Physical Therapist Assistants, Radiologic Technologists and Technicians, Surgical Technologists, and Mental Health Counselors

Credential(s) Awarded: College credits

Summary of Apprenticeship Program Activities: The **Workforce Solutions Rural Capital Area's Rural Healthcare Initiative** will seek to address the shortage of health care workers needed to provide direct patient care in the rural Texas counties of Blanco, Burnet, Lampasas, and Llano, all of which are designated Health Professional Shortage Areas (HPSAs). The *Initiative* will provide educational and instructional training that lead to post-secondary credentials in healthcare occupations along the nursing career pathway, including medical assistants, pharmacy technicians, radiology technologists and technicians, surgical technologists, and mental health counselors. The goal of the project is to provide the Rural Capital Region's healthcare employers with trained workers to meet the projected demand for these occupations. The project will fulfill the immediate needs of employers, supply the region's labor market with the employees needed to fill projected job openings, increase the earnings potential of participants, as well as provide them with careers that offer longevity and advancement opportunities with employer partners such as Baylor Scott and White Health, Ascension, R1 Revenue Cycle Management, and Bluebonnet Trails Community Services. The *Rural Healthcare Initiative* is committed to planning and working collaboratively with all program partners, economic development corporations, chambers of commerce, independent school districts, regional universities and community colleges, training providers, employers, and job seekers to guide efforts toward regional economic growth and family self-sufficiency. The project will assist unemployed individuals seeking entry or reentry into the workforce and underemployed workers in need of new skills and full-time opportunities. The project will also target incumbent workers who need to increase their skills to remain competitive and advance along a career ladder.

The Rural Healthcare Partnership

Employer Partners: Baylor Scott and White Health, R1 Ascension Seton Medical Center; **Education and**

Training Providers: Central Texas College, Central Texas Allied Health Institute, Texas Tech University;

WIOA Entities: Workforce Solutions Rural Capital Area

Geographic Scope: Statewide

Opportunity Zone: No

Service Area: The Texas counties of Blanco, Burnet, Lampasas, and Llano

Proposed Total Participants Served: 200

Target Population: Unemployed, Underemployed, and Incumbent Workers

Authorized Representative Contact: Paul Fletcher, Chief Executive Officer,

paul.fletcher@ruralcapital.net, 512-244-7966