



Prepare Tomorrow's Healthcare Workforce by Preserving SUNPATH

CAREER PATHWAYS FOR STUDENT SUCCESS

WHAT YOU NEED TO KNOW:

1. SUNPATH Gives Health Students a Step Up

The SUNPATH program moves students through community college healthcare training directly into the workforce. Initially a \$15 million, four-year, U.S. Department of Labor pilot project, the program creates a clear pathway for college students to complete high-needs, health career training on time and with key mentoring support. Federal funding for SUNPATH ended in September 2018. **Unless the legislature intervenes, the state will lose the long-term benefits gained from this nationally recognized program.** SUNPATH is a consortium of New Mexico higher education institutions, Department of Workforce Solutions, Higher Education Department and industry leaders.

2. SUNPATH Produces Results

SUNPATH students (over 4,200):

- Experience an unprecedented 64% completion rate
- Complete certificates/degrees at a 34% higher rate than peers
- Become employed at a 14% higher rate than peers
- Earn \$8000 a year more than average high school graduate
- Often continue their education through stackable credentials programming
- Demonstrate improved employment retention
- Fill in-demand industry jobs

3. SUNPATH Benefits NM Economy

1. Yielded good jobs for 602 previously unemployed participants
2. Resulted in a wage increase for 2,022 participants, after program completion
3. Provides a sound return on investment: Every \$1 investment in program produces an additional \$2.22 in N.M. economy
4. Directly created 68 new jobs, paying \$12 million in wage and salaries

\$15 million federal investment in SUNPATH produced \$27.5 million to N.M.'s economy.

Legislative funding required to keep SUNPATH alive.



4. SUNPATH's Key Components Make It Stand Out.

SUNPATH achieves the following critical goals:

- Breaks down higher education and workforce silos so students succeed
- Ensures collaboration among 11 N.M. community colleges and over 200 N.M. employers
- Provides traditional, nontraditional and English Learner students what they need
- Delivers student-centered, guided career pathways
- Guides students through financial aid and family services
- Coaches students on career development
- Simultaneously provides high-school equivalency and job training, reducing time in school and student debt through I-BEST Integrated Education Training Model

Legislative Proposal - HB 253 (2019 Regular Session)

Rep. Liz Thomson (D), Rep. Kelly Fajardo (R)

The non-reoccurring, proposal funds a one-year sustainability pilot project at \$1.25 million (\$156,250 per college), for as many as eight NM community colleges that currently offer the SUNPATH program. Higher Education Department would disperse funding to Santa Fe Community College for administration of the statewide program as it has under the U.S. Department of Labor grant. The program would continue to leverage current Department of Workforce Solutions and matching institutional funds. It would require measurement of program and student outcomes and provide the option to expand into other in-demand industries (energy, IT, K-12 teacher training).

Additional information available here: <https://www.sfcc.edu/offices/sun-path-consortium/>

EDUCATION PARTNERS

- CNM - **Albuquerque**
- ENMU - **Roswell**
- ENMU - **Ruidoso**
- Mesalands Community College - **Tucumcari**
- NMSU - **Alamogordo**
- San Juan College - **Farmington**
- **Santa Fe** Community College
- UNM- **Gallup**
- UNM - **Los Alamos**
- UNM - **Taos**
- UNM - **Valencia**

EMPLOYER PARTNERS

- Alamogordo Home Health Care and Hospice
- Agape Home Care, LLC
- Ambercare
- Belen Meadows
- Ben Archer Health Center
- CHRISTUS St. Vincent
- Footprints Home Care, Inc
- La Familia Medical Center
- Mercy Regional Medical Center
- Santa Fe County Fire Dept.
- Presbyterian Hospital
- Rehab Center of Albuquerque
- Tricare

PROGRAMS OF STUDY

- ❖ Certified Nursing Assistant
- ❖ Community Health Worker
- ❖ EMT - Emergency Medical Technician
- ❖ EKG Technician
- ❖ HIT - Health Information Technology
- ❖ IT- Cyber Security
- ❖ Home Health Aide
- ❖ Medical Assisting
- ❖ Medical Insurance Coder
- ❖ Medical Laboratory Technician
- ❖ Nursing
- ❖ Occupational Therapy Assistant
- ❖ Personal Care Technician, Attendant
- ❖ Pharmacy Assistant
- ❖ Phlebotomy
- ❖ Physical Therapy Assistant
- ❖ Radiologic Technology
- ❖ Respiratory Therapy
- ❖ Surgical Technology

Prepare tomorrow's healthcare workforce by preserving SUNPATH. Support SUNPATH legislation in 2020.



**New Mexico
Hospital Association**



NM SUNPATH Career Pathways Program

Prepare tomorrow's healthcare workforce by preserving SUNPATH

Prepared by Pamela K. Blackwell, J.D.
 Director of Policy, New Mexico Hospital Association
 LESC Presentation – November 21, 2019



What is New Mexico Hospital Association?

New Mexico Hospital Association (NMHA)

- **Represents** 46 hospitals (health networks, ambulatory facilities, home health agencies) on state, federal legislative and regulatory public policy issues
- **Partners** with others to improve health status of NM residents, best practices, innovation
- **Authoritative source** for hospital data used in public policy initiatives (e.g. quality data)
- **Advocates for the common good**, collective interests of members and patients, in an ever-changing health care environment



What do employers need?

- Employers, like NM hospitals, need highly qualified people in their community
- STEM skills, hard “technical” skills
- Graduates degrees or certificates align with available jobs
- Soft skills (e.g. customer service, problem solving, professionalism)



New Mexico's Community Hospitals New Mexico's Quality of Life

**Hospitals:
 A powerful local
 community and state
 economic driver**



What do students need from education?

Meets them where they are
Adults, family responsibilities, financial instability, unemployed/
underemployed
40% of students need remediation
High school equivalency

Family and financial support
Relevant to getting a job, pays the bills, build a career where they live
No or limited debt
Timely
Meaningful, meets their interests

What does the state need?



- Access to healthcare services
- Qualified workforce
 - Meet in-demand healthcare jobs
 - Recruit and retain employers, healthcare providers
- Effective, efficient collaboration and alignment
 - Higher education institutions
 - Career pathways - no silos – higher education, employers, workforce
- Pathways out of poverty, good jobs
 - Financial security for NM families, fewer families in poverty

New Mexico SUNPATH
Consortium:
Improving Lives
Strengthening
Healthcare



SUNPATH CONSORTIUM:

Results Driven Education and Workforce Program

Program

- Higher ed institutions, 200 employers, DWS, HED partners
- Programs at 11 NM community colleges throughout state
- Accelerated students through healthcare training programs directly into workforce, high-demand careers
- \$15m, 5-yr US Dept. of Labor grant

Results

SUNPATH Students

- **Completed certificate or degree at 34% higher rate**, compared to non-participants
- **Employed after program completion at 14% higher rate** than non-participants
- Average **overall gain in salary** for SUNPATH students was almost \$1000 per quarter compared to \$700 for non-participants



SUNPATH Goals

- (1) **Expand** capacity and systemic improvements in the delivery of healthcare career pathways that align with industry needs;
- (2) **Increase** the attainment of degrees, certifications, and industry-recognized credentials; and
- (3) **Create** strategic alignment between education and workforce systems, resulting in improved employment outcomes, retention, and average earnings.

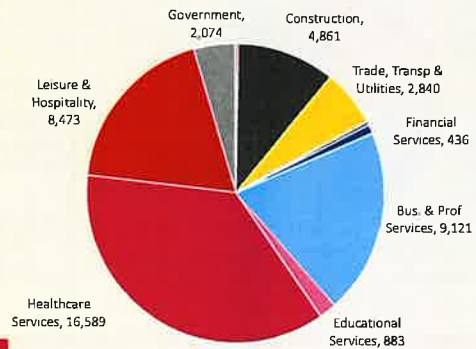


Why is SUNPATH important for New Mexico?

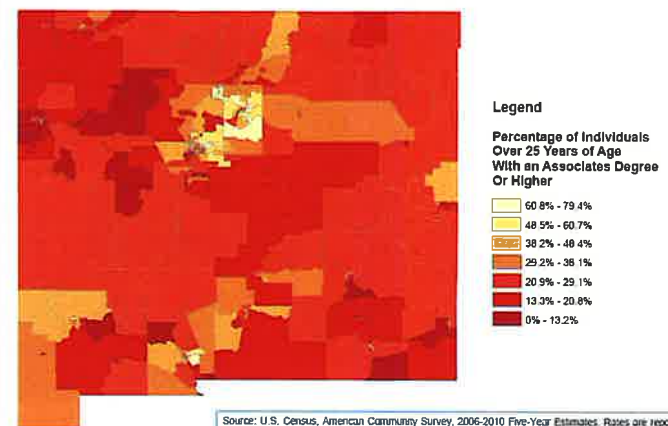


HEALTHCARE INDUSTRY: Continued Future Growth in New Mexico's Economy

Healthcare will continue to be the fastest growing sector of NM's economy accounting for 40% of new jobs in New Mexico.



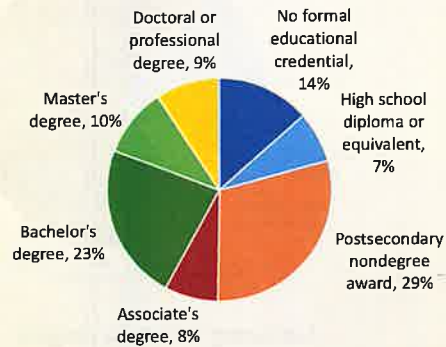
Percentage of Individuals Over 25 Years of Age With an Associates Degree or Higher, By Census Tract



Source: U.S. Census, American Community Survey, 2006-2010 Five-Year Estimates. Rates are reported by census tract. State and national averages taken from the 2010 American Community Survey (state avg = 32.6%, national avg = 35.4%).

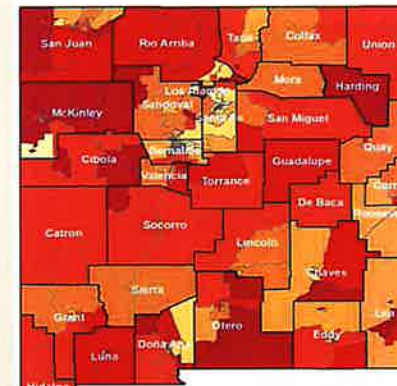
Entry-level Educational Requirements for Healthcare Occupations

- The majority (58%) of healthcare jobs expected to be created by 2027 will not require a Bachelor's degree.
- Nearly one-third (29%) will require Postsecondary non-degree awards similar to those supported by SUN PATH.



Source: Occupational Employment Statistics, U.S. Bureau of Labor Statistics

Per Capita Income In New Mexico



Per Capita Income is a frequently-used way to measure a community's economic health. The per capita income in most of New Mexico's communities is below the state average of \$22,966 and the national average of \$27,334.

Legend
Per Capita Income in the Last 12 Months (in 2010 Inflation-Adjusted Dollars)



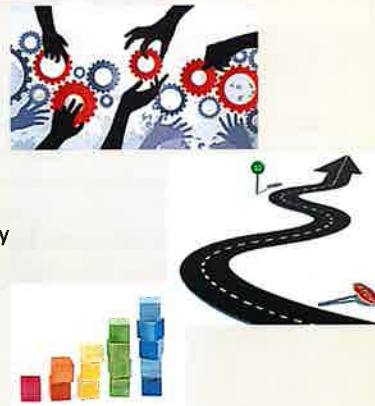
UNM

Source: U.S. Census Bureau, 2009-2010 American Community Survey

24

SUNPATH Program Design

- Guided Career Pathways with Stacked Credentials
- Integrated Education and Training (I-BEST) for Adult Education students
- Job Development Career Coaches
- Collaboration among colleges
- Sector Strategies
 - Statewide and Regional Career Pathway Alignment Teams
 - Collaboration with the Department of Workforce Solutions
 - Employer Engagement

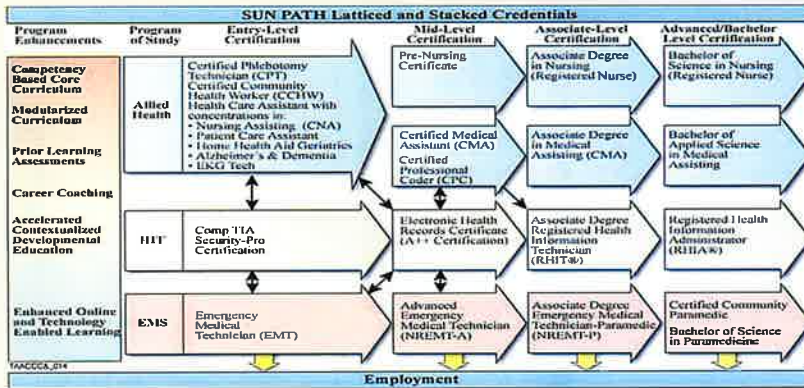


SUNPATH Partners

- Santa Fe Community College (lead college)
- 11 New Mexico community colleges
- Over 200 employer partners
- Department of Workforce Solutions (DWS)
- Higher Education Department



Example of Stacked Credentials in Healthcare



- Innovative program, Washington State
- Integrates:
 - Adult Basic Education (Math and Literacy development) with career and technical training
 - Courses in a career-technical education (CTE) field that are taught jointly by a CTE instructor and a basic skills instructor.
- Delivers demand driven career pathways
- Designed to increase post-secondary credential attainment for low-skilled individuals
- Accelerates basic skills students' transition into and through college-level occupational field of study

Job Development Career Coaches

- Provide career readiness workshops Resources: <https://www.sfcc.edu/jdccc-2017-resources/>
 - o Resume development
 - o Professionalism training (soft skills)
 - o Graduation checklist
 - o Mock interviews
 - o Organizes job fairs
- Assists with job placement
- Connect with employer partners



The Role of Employer Partners

- (1) Take a leadership role statewide and regional sector specific alignment teams;
- (2) Help implement program strategies and goals;
- (3) Identify and map the necessary skills and competencies for the program(s);
- (4) Assist with curriculum development and designing the program; and
- (5) Assist with the design of assessments and credentials that will address industry skill needs;
- (6) Assist with placing students into internships, apprenticeships, and jobs. Each employer partner serves on a regional SUN PATH alignment teams, and many provide work-based learning experiences.

How it Works - Workforce-College Partnership

- SUNPATH contracts with the Department of Workforce Solutions (DWS) to hire, train, and supervise Job Development Career Coaches (JDCC) on each campus
- DWS hires a JDCC Manager to provide training and oversight
- At least one part-time JDCC is located at each college depending on size
- The college provides the office space, phone, and computer
- The JDCC becomes a part of the SUN PATH team at each college
- Regular communication of JDCC and SUN PATH college staff is key to success!
- College advisors use DWS labor market data when advising students into high demand pathways
- Program staff use Workforce Online Connection System to track student completion and entry into the workforce



SUNPATH PROGRAM: A Sound Education and Workforce Alignment Investment – **BBER ROI STUDY**



Source: UNM Bureau of Business and Economic Research, Return on Investment Analysis of NM SUN PATH Program, Sept. 2017.

SUNPATH students:

- **Earn more**
 - Every \$1 invested, participants realize a benefit of \$2.22 in increased earnings.
 - Participants earn ave. \$8000 more in annual earnings than high school graduate
- **Contribute more to economy**
 - Total increased earnings - \$132 million fr. 2017-2028
 - \$15 million in start-up funds yielded over \$27 million in economic output
 - Job creation (68 SUNPATH jobs), over \$12 m. in wage, salaries
- **Fill high-demand jobs**
 - Over 3,100 students prepared for more lucrative career path where workforce need exists.

22

SUNPATH PROGRAM: Ticks the boxes for smart education policy

Collaboration, Efficient Governance

- Engagement of community colleges
- Efficient leveraging of resources, course sharing
- Statewide collaboration among higher ed institutions and industry
- On campus industry engagement

Student-Centered Learning and Advancement

- Clear, continuous guided pathways from school to career
- Relevant coursework
- Diverse workforce
- Recognition of traditional and nontraditional students
- Stackable credentials

Results

- Results, data-supported outcome
- *2018 - NM SUNPATH nationally recognized in top10 of hundreds of programs for education and workforce alignment

"[SUNPATH] helped me so much in the confidence I have in myself. I've never had that confidence before this program."
— Veronica Chavez
UNM-Valencia nursing student

24

What is the current status of SUNPATH now that the funding has expired?

- Varies from site to site
- Overall, fragmented vs. aligned
- Lack of coordination, support, and consistency
- At risk of losing the training, expertise, partnerships, and systems that were developed
- Partners like the program, would like it to continue
- Because all have a piece and don't own entirely, (breaks silos as good programs should), it needs legislative and administrative champions to raise it as a top priority for the good of the system

25



SUNPATH PROGRAM: Next Steps

- **Support appropriations legislation** to sustain and expand SUNPATH consortium coordination, key local staff components
- **Bipartisan bill sponsors:** Rep. Liz Thomson (D), Rep. Kelly Fajardo (R)
- Statewide coordination housed at Santa Fe Community College (SFCC) to serve state
- Sustain, expand current consortium into addl. community colleges
- Sustainability pilot project, non-reoccurring, one-year \$156k/school (\$1.25m total) at least 8 colleges, goal of 5-year pilot (2019 legislation)
- Potential application to other sectors, e.g. NM's energy sector, IT, K-12 educators

26

Thank You!

New Mexico Hospital Association

Pamela K. Blackwell, JD

Director of Policy

505.343.0100

202.258.0727 C

pblackwell@nmhsc.com

www.nmhanet.org

Follow us on Twitter, Facebook and LinkedIn.

[@NMHospitals](https://twitter.com/NMHospitals)

