

Rapid Response **Expansion of Healthcare Workforce**

Project Timeline: July 1, 2022 – June 30, 2025 (based on availability of funds)

Update: 08/25/2023

GENERAL INFORMATION

In the 2022 legislative session the state authorized \$25,000,000 to the Workforce Training Rapid Response Fund for expanding healthcare workforce training programs to meet the healthcare workforce demand.

Plans for Funds | Reimbursement



The Expansion of Healthcare Workforce funds are available beginning July 1, 2022, and will be paid to colleges by invoice for the following:

- Completion of student in a qualifying healthcare program who:
 - Completes the program July 1, 2022, through June 30, 2025
 - Exceeds the base* (average of the prior 3 academic year average [2021-22, 2020-21, 2019-20]), AND
 - Earns license or credential necessary for employment
- Tuition reimbursement for faculty in qualifying healthcare programs, July 1, 2022 through June 30, 2025

*The institution is responsible for verifying the accuracy of the base numbers established July 2022.

The institution will be paid according to the chart below per qualified student exceeding the base.

Degree Level	Approved Amount	Comments
Credential of Value – IBC / CTC	\$2,000	Certified Nurse Aide/Ass Medication Assistant Ce
Career and Technical Studies (CTS) – Credential of Value	\$4,000	Patient Care Tech, Sterile etc...
Technical Diploma (TD)	\$14,000	Practical Nursing (PN)
Associate Degree (AS, AA, AAS)	\$17,500	Registered Nursing, Surg Radiologic Technology, Therapy, Medical Lab Sc

Tuition reimbursement for faculty in qualifying healthcare programs will be a separate process.



Invoices

We are using the eGrants system to accept, verify, and process invoices for the Expansion of Healthcare Workforce funds. You will submit one line of total reimbursement from the invoice and attach the signed copy of the invoice with supporting documentation.

PROCESS:

The college may submit an invoice with supporting documents once they have exceeded their base to receive funds:

1. The college/university will submit for payment using the invoice found in their shared folder (see email from M.LaCour). The invoice form was built to provide as much information as possible via drop down box. To verify your base, using the drop-down menu: select your college, the second sheet will then populate with your base numbers.
2. The college/university will compile, validate, and submit a list of all qualified students who completed for the invoice period. The list, in excel spreadsheet, (LCTCS Cognos report found in Cognos filed in Team Content > IR > Healthcare Rapid Response Team) must accompany the invoice and include the following for each student:
 - a. College/University
 - b. First name
 - c. Last name
 - d. Unique student identifier #
 - e. Date of Birth
 - f. Parish
 - g. Gender
 - h. Race/Ethnicity
 - i. Program name (MAJOR_DESC)
 - j. CIP code
 - k. Degree level completed
 - l. Degree Description
 - m. Date completed
 - n. Credential earned with date, license/certification #
3. Invoices may be submitted at any time following the end of a session or student's completion of program. Do not delay submitting invoices when qualified students make your college eligible for funds. Payment can only be made based on availability of funds.
4. The signed invoice will need to be uploaded in PDF format,
5. The original excel document listing all students must also be uploaded, and
6. The 25% match form with supporting documents must be uploaded.

All files must be uploaded to the eGrants system for payment processing.

LCTCS Colleges:

A Cognos report is available to identify the LCTCS students for the invoice process. ALL of the IBCs for all healthcare completers at all levels must be loaded In Banner. The instructions for the LCTCS IBC Batch load process with all steps for loading IBCs into Banner and viewing IBC on SS can be found at this link:

https://docs.google.com/document/d/1cjYU_hfq6KWpczxPgtYUV3QgISYsTVvc02NvgNfv_EA/edit?usp=sharing.

Please use these 2 reports to submit the list of completers described above:

Go to Cognos: **Team Content > IR > Healthcare Rapid Response Team**

1. The IBC (Industry Based Certification) report, in Cognos titled: IBC Cert Detail w DEMO is needed to list any non-credit IBC completers.

Instructions for the LCTCS IBC Batch load process are linked here:

https://docs.google.com/document/d/1cjYU_hfq6KWpczxPgtYUV3QglSYsTVvc02NvgNfv_EA/edit?usp=sharing.

2. The college will use the Cognos **SCS_wIBC_Cert** to list all program completers. If you need completers from a Frozen file use **FT_SCS_wIBC_Cert**.

You must record all IBCs for all Healthcare completers. The students who obtain license, certification or any credential needed for employment in the healthcare industry must have the appropriate employment credential uploaded via the IBC Batch load process.

Payment is predicated upon submission of an invoice signed by a duly authorized institution representative and containing the proper attachments of evidence. Colleges must have an approved 25% match for the payment requested, see match instructions below. Payment will be made after approval of the received information.

Anticipated Reporting Timeframes

At a minimum, the college should submit invoices on the following reporting periods:

- Quarter 1: July 1 to September 30
- **Quarter 2:** October 1 to December 31
- **Quarter 3:** January 1 to March 31
- **Quarter 4:** April 1 to June 30

25% Match | Required

A match must accompany your invoice or be submitted in advance.



These funds require a 25% match that will be reported to Legislature; the following are approved matches:

- Cash
- In-kind donation of technology
- Personnel
- Tangible Property
- Internships, scholarships, sponsor of faculty/staff, or faculty endowment

The match must be submitted in advance. Email M.LaCour for current form.

Healthcare Programs | List + Approval Process



A [list of all programs by college is available via this link](#).

The American Sign Language programs are included in the approved list of programs that will receive awards for increasing the number of completers. (announced 8/31/2022).

For consideration of a program not listed above, please contact Missy LaCour melissalacour@lctcs.edu

Program sharing is highly encouraged. Bill Tulak WilliamTulak@lctcs.edu will work with any college on institutional accreditation concerns related to expansion; please reach out to him directly.

Note: EKG Tech removed on 6/7/2023 update
Telemetry Tech approved at \$100k max cap for each college/year – updated on 8/14/2023

\$1million | Faculty Tuition Reimbursement



We continue to work with stakeholders, external to the system, to identify and expand the pool for healthcare faculty. With these funds we are excited to provide funding for healthcare faculty to return to school to earn higher degrees. This will serve as a key benefit to attract talent and to extend the length of employment of healthcare faculty. We have already secured an instate memorandum of understanding (MOU) and we are in the process of securing additional MOUs.

Colleges will follow their tuition reimbursement policy and then submit an invoice via eGrants for reimbursement. Colleges should send an email to Missy LaCour melissalacour@lctcs.edu in advance of invoice when a faculty is approved to participate in tuition reimbursement. This is needed to plan or reserve funds for your faculty.

After following your college tuition reimbursement policy, the college will submit an invoice with supporting documentation via eGrants for reimbursement.

GENERAL FAQs
(Frequently Asked Questions)
 Last updated 08/23/2023

The following is a list of questions with answers to help explain the funding and process:

Program/IBC/Degree	QUESTION	ANSWER
CNA	Can students get LPN and CNA will we pay for both? LPN would be TD and the CNA is an IBC	YES
EKG Technician	Is this <u>program</u> funded?	The EKG Tech program is not an approved, funded program.
EKG - IBC	Can the EKG – IBC be submitted for \$2000 per student award?	25 students per year per college is allowed with letters of support from employers.
LPN	Can students earn LPN and CNA? Will we pay for both? LPN would be TD and the CNA is an IBC	YES
Medical Coding	You can submit the following without a student having to earn licensure/certification because it was determined completers did not need cert/licensure to find a position in the high wage, high demand job: Surgical Technology, Sterile Processing and Medical Billing and Coding.	No IBC Needed
Phlebotomy	Is Phlebotomy funded?	The IBC only <\$2k> will be paid
Phlebotomy	Is there any circumstance where Phlebotomy (CTS) will be funded ?	Yes - if they earn a CTS and the IBC is earned then \$4K is paid for the CTS.
Respiratory Therapist	If a student receives two credentials, for example Certified Respiratory Therapist and then Registered Respiratory Therapist, do I count this as one or two credentials? b/c They are credentialed first as Certified Respiratory Therapists and if they score high enough on the exam, they can test to become Registered. Certified respiratory therapists are limited in roles and skills they can perform in health care facilities. Registered Respiratory Therapists can perform all skills in the scope of practice and can enter into management positions. Pay is increased for Registered Respiratory Therapists.	Yes it's considered a stackable credential

Sterile Processing	Are these students required to earn licensure/certification? Reason: completers did not need cert/licensure to find a position in the high wage, high demand job: Surgical Technology, Sterile Processing and Medical Billing and Coding.	No IBC needed
Sterile Products	Is the IBC related to Pharmacy Technician and Compounding medications allowed?	Yes, this IBC is eligible.
Surgical Technology	You can submit the following without a student having to earn licensure/certification because it was determined completers did not need cert/licensure to find a position in the high wage, high demand job: Surgical Technology, Sterile Processing and Medical Billing and Coding.	No IBC needed
Telemetry Tech	Can the Telemetry Technician – IBC be submitted for \$2000 per student award?	capped for each college at \$100,000 per year (50 IBC completers)