

Mission Possible

FY2021 Strategic Partnership Grants

Mission Health System

Megan Lemmond
509 Biltmore Avenue
Asheville, NC 28801

Megan.Lemmond@HCAHealthcare.com
O: 828-213-9638
F: 828-274-6914

Megan Lemmond

megan.lemmond@hcahealthcare.com

Application Form

INSTRUCTIONS

As part of the FY2021 Strategic Partnership Grants program, Buncombe County requests proposals for community-based projects working toward outcomes in alignment with Strategic Plan focus areas.

Please refer to the Grant Guidelines published on the Strategic Partnership Grants website at buncombecounty.org/grants for complete information about the grant program, including: Purpose; Funding; Eligibility; Timeline; Grant writing workshop; Review process; Awards; and more.

Applications are due by 5:00 on February 14, 2020.

BASIC INFORMATION

BASIC INFORMATION – Before completing the application, please tell us a little about the request.

Project Name*

Mission Possible

Strategy*

Recognizing that some projects will use more than one strategy, select the strategy that most closely applies to this project:

- Environmental Stewardship - High quality air, water, farmland and renewable energy for future generations
- Educated & Capable Community - A county where all people thrive and demonstrate resilience throughout their lives
- Vibrant Economy - A robust and sustainable economy that builds on homegrown industries/talent and provides economic mobility for all
- Resident Well-Being - A county where residents are safe, healthy, and engaged in their community

Educated & Capable Community

Funding Request*

How much funding is this project requesting for FY2021?

\$28,500.00

Grant Guidelines*

Have you read and understand the information presented in the FY2021 Grant Guidelines Strategic Partnership Grants?

Click here for the Grant Guidelines.

If no, please contact County staff to request assistance: Rachael Nygaard, (828) 250-6536 or rachael.nygaard@buncombecounty.org.

Yes

Nonprofit Status*

Upload proof of nonprofit status, such as IRS Determination Letter or documentation from the North Carolina Secretary of State. If this documentation is not available, briefly state the reason.

Mission transferred to a for profit organization under HCA. If we are selected, we are confident that we can organize a relationship with a non-profit entity to serve as fiscal agent.

Board of Directors*

Upload a current list of your organization's Board of Directors. If your organization does not have a board of directors, briefly state the reason.

Mission Health is governed by a team of leaders to include Greg Lowe (President); Chad Patrick (CEO), and Terrence Van Arkel (CFO), as well as clinical leadership.

APPLICATION

APPLICATION QUESTIONS – Responses to these questions will be scored by the grant committee. Each question is worth 10% of the final score.

Organization*

Tell us about your organization. What is your mission? Highlight two or three key facts and accomplishments that best define your organization.

Mission Health is committed to improving the lives and health of the people of western North Carolina. As western North Carolina's leader in advanced medical care, we take our responsibility seriously. Mission has been ranked as one of the nation's Top 15 Health System for 6 out of the last 7 years. We operate 6 hospitals, numerous outpatient and surgery centers, acute and post acute care facilities, and the region's only Level II Trauma Center.

Need for the Project*

What is the main issue this project is established to address? What data or qualitative factors/stories are available to show that need?

Mission Possible is designed to increase students' interest in and preparedness for healthcare careers. We believe that helping students develop clear career goals before graduation increases their success post graduation, and evidence shows that health care is one of the best career bets moving forward. Given that healthcare occupations are expected to increase 14% between 2018 and 2028, and that 1 in 7 new jobs in 2018 was already in healthcare, the job outlook is fantastic. The current workforce is already heavily composed of healthcare professionals, which account for 11% of overall jobs nationwide. All data is from the Bureau of Labor Statistics, which states that healthcare employment will grow "much faster than the average for all occupations, adding about 2.4 million new jobs." Link: <https://www.bls.gov/ooh/healthcare/home.htm>

Given that health care occupations are at a low risk for automation, and the median wage for healthcare practitioners and technical occupation was \$66,440 in May 2018, we are proud to be providing students with connections and pathways to career options that will provide an income that allows them to thrive in Buncombe County.

Project*

Explain the project and how it will work. Include the overall purpose and any models or evidence-based practices that will be included. What specific activities and milestones are included in the project plan?

Mission Possible brings 30 rising high school juniors and seniors who are interested in healthcare careers to our campus for two and a half weeks (13 weekdays) over the summer. In addition to Mission staff and two college interns, a teacher from Buncombe County and one from Asheville City join as chaperones. Students are able to complete extra assignments with the appropriate teacher to receive school credit. During the program, students will visit or interact with roughly 50 different departments, ranging from intubating pig lungs with our respiratory therapy team to physically operating the Da Vinci surgical robot. They try on haz-mat suits with Emergency Services while learning how hospitals prepare for potential outbreaks or large scale accidents. The Cancer Center showcases a team based approach to patient care, allowing students to shadow nurse navigators, oncology pharmacists, registered dietitians, and radiation physicists. Students visit the OR skills lab, where they receive 1:1 coaching as they use orthopedic screws and fixators to repair broken bones, suture oranges, manipulate laparoscopic surgical instruments, and more. In addition to the huge variety of hands on experiences, students also have Q&A sessions with healthcare professionals in their specific areas of interest. Ortho trauma surgeons, psychologists, nurse practitioners, pediatricians, and the president of Mission Health each come a sit down with the group for freeform discussions. The program directly aligns with the NC Job Ready initiative, specifically the Career Awareness tenet (see <https://ncjobready.nc.gov/>; <https://www.ncbce.org/initiatives>). The connection between schools and the community is one of the dropout prevention strategies endorsed by the National Dropout Prevention Center. (<http://dropoutprevention.org/effective-strategies/school-community-collaboration/>). Mission Possible was featured in the statewide Summit on Work-Based Learning in 2018.

People Served*

How many people will be served by this project? Describe the people served, including demographics such as geography, income, race & ethnicity, age, etc.

30 students participate in the program each year. All students must reside within Buncombe County, and are between 15 and 18 years old. For the years I can track racial and ethnic demographics, the percentages of students self identifying as multiracial, Hispanic or Latinx, black, Asian were 36% in 2016, 40% in 2017, 43% in 2018, and 43% in 2019. We do not track income.

Results*

What results do you hope to achieve with this project? Be specific about how much impact the project will have in line with Commissioner focus areas.

We hope to increase the likelihood that our students will connect with meaningful career paths, specifically within healthcare. . We conduct workshops on interview prep and resume development, and well a mock interviews with our HR staff, to increase their immediate work readiness. We bring in a representative from CFNC to help them learn about resources for college funding. We have had web interviews with director of admissions for the UNC School of Medicine to help students learn what they can do now to become a stronger applicant, as well as the coordinator for AB Tech's RiBN program, which bridges the RN program at AB Tech to the Bachelors of Science in Nursing program at WCU. We know there is a nursing shortage already in place that's projected to grow, so we highlight the breadth of opportunities within nursing. We individually tailor the content to make sure each student connects personally with a professional in their area of interest to learn about the education and experience required, as well as strategies for success in the field. We provide contact information for each of these professionals and guide the students to create ongoing mentor relationships (consistently shared as the most common success strategy during career exploration interviews with leaders and professionals). The program seeks to allow students to envision themselves in different healthcare careers while showing the path to each one across a variety of pre-requisites, from specialty surgeons to ultrasound techs to medical office professionals.

Evaluation*

How will you know you have succeeded? Explain the project evaluation process, including specific measures that will be tracked.

We do a final feedback debrief and survey staff participants to gauge success. In our most recent survey of past participants from 2010 - 2019, 91.6% were still interested in pursuing a career in healthcare or were already working in the field. We have also hired several Mission Possible students - see one of our favorite stories here:

<https://missionandme.mission-health.org/scope/2018/08/14/mission-possible-anna-mckinney-child-life/>

Collaboration*

List any formal and/or supportive partners. Describe their roles in the project. How will they make it stronger?

MAHEC has been kind enough to let our students utilize their state of the art Simulation Center. Last year, or students were able to learn how to draw blood from mannequin arm with functional veins (messy, but informative); deliver a baby under several distinct scenarios, and explore the absolutely incredible Anatomage virtual 3D dissection table, which offers the ability to isolate individual systems (circulatory, skeletal, etc) from a variety of real people through fully 3 dimensional scans of cadavers(<https://www.anatmage.com/table/>). We also have a recurring visit from a MAHEC midwife and OB/GYN resident to describe the differences in their educational and professional pathways and field student questions.

Budget*

Download a copy of the budget form [HERE](#). Complete the form, and upload it using the button below.

Explain how grant funds will be used, specifically what type of expenses will be covered by County funds. Describe other sources of revenue, including type of funding, source, restrictions and status.

Mission Possible FY21_SPGrant_Budget_Form.xlsx

The bulk of the funding goes towards the monetary gift provided to students. At the program's outset (in collaboration with Buncombe County), this monetary gift was intended to allow students who would typically be working over the course of the program the ability to participate without losing too much money. Grant funding also covers the two college interns who help us reach appropriate staff ratios. It allows us to provide meals to the students and purchase the materials needed during the program. Mission Health covers the clinical and nonclinical employee salary as well as the lost billable time.

Other County Funding*

List all other Buncombe County funding that is provided to your organization. For each item, list the project being funded, amount of funding, source (grant, departmental contract, etc.) and whether funding is to be renewed for FY2021.

There is no other funding from Buncombe County- Mission Health offsets costs that exceed the grant.

Sustainability*

How will the project continue to succeed after the funding of the grant? Explain your plan for making this an ongoing effort.

While Mission welcomes the opportunity to participate in workforce readiness opportunities, this program would be cost prohibitive for us without grant funding. Mission Possible was born out of collaboration between Buncombe County and Mission Health. More details are listed in the partial funding question below.

OPTIONAL INFORMATION

OPTIONAL INFORMATION – This information will not impact grant scoring but will be helpful to the committee.

Partial Funding

If the project were to be offered a grant for partial funding, what factors would need to be considered?

With the grant funding, we are able to offer each participating student a monetary gift (historically \$595 per student) to offset time they would otherwise spend working. If we removed this monetary gift, our concern is that it would increase barriers to participation for students from low income households. If we reduced or eliminated this amount, there is a potential savings of \$17,850, but also a potential equity concern. The grant funding has also allowed us to provide meals for the students (additional equity factor). We use the grant funding to pay our two college interns- we need a significant number of adult chaperones in order to safely escort our student through patient care areas, especially in sensitive departments like oncology, where students are broken into groups of 5 or 6 to minimize disruption.

Resource Support

Beyond this grant request, how can Buncombe County support your organization with this project and in strengthening your work?

We're proud of our strong relationships with city and county school career and technical education staff, and are eager to continue to engage in front line workforce development opportunities.

Other

Is there anything else that you want the committee to know?

Please check out this Citizen-Times coverage of one of last year's events: <https://www.citizen-times.com/picture-gallery/news/local/2019/07/23/photos-students-try-surgical-robot-mission-hospital/1808259001/>

File Attachment Summary

Applicant File Uploads

- Mission Possible FY21_SPGrant_Budget_Form.xlsx

Strategic Partnership Grants Proposed FY2021 Project Budget (July 1, 2020 - June 30, 2021)

Organization Name:	Mission Health
Project Name:	Mission Possible
Grant Amount Requested:	28,500.00

FY2021 Proposed Project Revenue	Amount	Committed or Pending?
Proposed Buncombe County Strategic Partnerships Grant	\$ 28,500	pending
List other sources: Mission Health in house funding		
List other sources:		
List other sources:		
List other sources:		
List other sources:		
List other sources:		
Total	\$ 28,500	

FY2021 Proposed Project Expenses	Proposed Grant	Other Funds	Total	Notes
Personnel	\$ 25,414		\$ 25,414	Student monetary gift (\$595/student), two paid college interns (\$12/hr)
Training			\$ -	
Travel	\$ 120		\$ 120	
Supplies / Materials	\$ 775		\$ 775	
Meetings (Food, Interpreting, Child Care, etc.)			\$ -	
Equipment / Furniture			\$ -	
Printing / Marketing		\$ 500	\$ 500	Mission funded
Licensing / Memberships / Dues / Subscriptions			\$ -	
Client Support			\$ -	
Contracts			\$ -	
Professional Services (Legal, Accounting, etc.)			\$ -	
Insurance and Bonds			\$ -	
Building Maintenance (Rent, Utilities, Repairs, etc.)			\$ -	
List other costs: Food	\$ 3,122		\$ 3,122	
List other costs: Lost time for clinical and other staff		\$ 60,000	\$ 60,000	Conservative estimate based on employee salary and lost billable appointments
List other costs:			\$ -	
List other costs:			\$ -	
Total			\$ 89,931	

Overall Organization Budget	Amount	Notes
FY2019 Actual Year-End Revenue		
FY2019 Actual Year-End Expenses		
FY2020 Adopted Budget Amount		
FY2021 Proposed Budget Amount		