

Best Practices Research

An important component of CAEL's work on this project has been to identify exemplary learning practices specific to healthcare employers. CAEL staff have visited a small number of leading healthcare organizations to learn how organizations implement the exemplary practices and about the kind of environment that allows such systems to thrive. We plan to publish a report with case studies that will help inform the practices of healthcare organizations throughout the country.

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CAEL/DOL NURSING CAREER LATTICE PROGRAM

Nursing Shortages

innovative solutions
& opportunities

Apprenticeship is an industry-driven concept, which uses on-the-job training and classroom instruction to produce well-trained workers. We want to be sure that, at completion of training, workers have advancement opportunity and employers have the skilled workers they need to succeed.

*Emily Stover DeRocco
Assistant Secretary of Labor for
Employment and Training
US Department of Labor*



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Program Goals

The program assists both incumbent and newly hired workers to enter and advance in healthcare careers.

The model seeks to:

- Allow participants to earn while they learn in a competency-based apprenticeship
- Provide more flexible and robust learning opportunities
- Encourage a more diverse group to enter healthcare professions
- Improve workforce retention

The Local Program Partners

At each of the five pilot sites--**Chicago, Houston, Maryland, Sioux Falls, and Washington**--the Nursing Career Lattice Program is an employer-driven partnership that includes:

- Healthcare facilities
- Community colleges
- The public workforce system
- Community organizations, joined by CAEL, DOL, and State Apprenticeship offices

I always wanted to be a nurse but never thought I would get the chance. Now I'm getting there one step at a time.

*Participant...
Harris County Hospital District
Houston, TX*

The ability of our staff to participate in the CAEL Career Lattice project greatly increases their opportunities for learning and career growth.

Partner...Neal Eddy, Vice President for Learning and Strategic Integration, The Evangelical Lutheran Good Samaritan Society, Sioux Falls, SD



The CAEL/DOL Program offers Three Levels of Training

THE CNA

Certified Nurse Assistant (CNA) apprentices are hired as soon as they enter the program.

Training includes:

- 144 hours of clinical and didactic training and 2000 hours of training on the job.
- Special curriculum units on problem solving, stress management, and interpersonal skills.
- Specialization opportunities in geriatric, dementia, pediatric, and restorative care.

THE LPN

At a next level on the lattice, the Licensed Practical Nurse (LPN) apprenticeship

- Promotes a more flexible, competency-based approach to training practical nurses - LPNs or LVNs.
- Prepares participants to sit for the NCLEX-PN exam.

THE ONLINE LPN TO RN

At the top rung of the lattice, the Web-based online LPN-to-RN degree program

- Gives working LPNs flexibility in completing the didactic training.
- Provides articulation with local community colleges to oversee the clinical training.
- Prepares participants to sit for the NCLEX-RN exam.