
President's High Growth Job Training Initiative

Hudson Valley Consortium Healthcare Initiative



Grant amount: \$1,048,300

Grantee: Orange County Workforce Investment Board

Key partners: Fifty healthcare providers coordinated by the Northern Metropolitan Hospital Association (NorMet), 26 education and training providers led by Pace University, six additional workforce investment boards that comprise the Southern/Mid-Hudson Valley, the Center for Continuing Education in Nursing and Healthcare, the Healthcare Workforce Training Consortium, and the New York State Departments of Health and Labor

Leveraged amount: \$728,000 in cash

Location of Grant Activities: City of Yonkers; Westchester, Putnam, Rockland, Orange, Dutchess, Ulster, and Sullivan Counties

Challenge: The nursing profession is facing a shortage of nursing faculty that will continue to escalate as the current educators retire. The American Association of Colleges of Nursing reports that nursing schools turned away nearly 16,000 qualified applicants across the United States in 2003 due to insufficient number of faculty, clinical sites, and classroom space. A number of factors influence the local faculty shortage, including nurses choosing clinical careers rather than teaching because of significant salary differences. This shortage is limiting student enrollments in nursing programs and contributing to the nursing shortage nationwide. In the Hudson Valley region of New York, the nursing shortage mirrors national and state trends and the nursing faculty issue is critical. Local colleges and universities report that faculty vacancies force them to turn away qualified students each year, despite an 11 percent vacancy rate for nurses in the area.

Addressing the Challenge: The Hudson Valley Healthcare Consortium will implement a market-based response to the shortage of qualified nursing instructors. Under the grant, the consortium will develop a free-market trading system that provides incentives for regional healthcare providers to help address the faculty shortage. Healthcare providers will release staff with master's degrees on a part-time basis to the region's public and private educational facilities to serve as faculty members in exchange for credits that can be used by the healthcare providers to meet future entry-level or incumbent worker training needs. The employers will absorb salaries of staff members while they are performing instructional duties, and the teaching costs will be paid for through the transfer of future education credits to the healthcare provider. Educator training will be provided by Pace University.

Projected Outcomes:

- 50 nurses trained as instructors through Pace University's Workforce Retraining;
- 100 nurses trained as mentors and 70 adjunct instructors trained;
- 1,000 additional students admitted to healthcare education and training programs.

