
President's High Growth Job Training Initiative
*United Regional Health Care System's
Career Mobility Initiative*



Grant Amount: \$846,325

Grantee: United Regional Health Care System

Key Partners: The North Central Texas Healthcare Consortium, Wilbarger General Hospital; Electra Memorial Hospital, Seymour Hospital, Vernon College, Midwestern State University, Texas Christian University, North Texas Tech Prep Consortium, Partners-in-Education, Region 9 Education Service Center

Leveraged Amount: \$648,310 (\$584,760 in-cash and \$63,550 in-kind)

Location of Grant Activities: Wichita Falls, Texas

Challenge: Health care employers in rural communities often face the dual challenges of both severe nursing and allied health professionals shortages and a need to upgrade the skills of incumbent workers. If these challenges are not addressed, the quality of health care services in these communities will suffer.

Addressing the Challenge: Under its grant, United Regional Health Care System (URHCS) will develop and implement comprehensive solutions to the skills and workforce needs in the area. A pipeline of new workers for employment in the healthcare industry will be generated through recruitment strategies targeted towards veterans, dislocated workers, minorities, and non-traditional workers. URHCS will simultaneously provide entry-level training for new hospital workers and specialty skills training for incumbent workers through the Career Mobility Initiative (CMI). CMI is a career ladder competency model that supports workers throughout their healthcare career. To build the training capacity of local education institutions to train workers, URHCS will provide advanced practice nursing or nurse educator training programs to help nurses gain qualifications needed to teach in professional nursing programs.

Projected Outcomes:

- 30 individuals from untapped/diverse labor pools will be hired;
- 48 students will enter the Career Mobility Initiative;
- 35 new and 85 incumbent workers will enroll in workforce education programs;
- 67 trainees will receive degrees or certificates and receive pay increases;
- 11 nurses and nursing faculty will enroll in advanced nurse educator training;
- A new faculty member will be hired at Vernon College, increasing enrollment by 14 percent;
- 150 incumbent workers will participate in End-of-Life Nursing Education workshops.

