

President's Community-Based Job Training Grants

Cuyahoga Community College

AWARD AMOUNT: \$1,863,833

AREA SERVED: Northeast Ohio

INDUSTRY: Healthcare

KEY PARTNERS AND LEVERAGED RESOURCES: \$5,132,217 in leveraged resources from an employer partner, two workforce partners and two education partners

CHALLENGES AND CONSTRAINTS: The healthcare industry is suffering critical shortages of Registered Nurses and Radiologic Technologists in Northeast Ohio. Cuyahoga Community College is limited by: 1) Its current organizational structure to respond to existing and emerging labor shortages and training needs; 2) The need for an employer-designed career ladder system that moves individuals into healthcare positions, advances them into higher-level positions and produces new workers; 3) A limited number of clinical training opportunities; 4) A shortage of full- and part-time faculty; and 5) A lack of clinical simulation facilities.

ACTIVITIES: Cuyahoga Community College will create a new organizational structure that enhances its ability to respond to current and emerging healthcare labor shortages. The initiative will enable the college to continually address healthcare labor shortages and training needs beyond the grant period by: 1) Providing a model that can be used to deliver on-site healthcare training and distance learning for all regional healthcare providers; 2) Demonstrating the effectiveness of, and the ability to replicate, an employer-designed and supported career-ladder system; 3) Equipping the college with new clinical simulation centers that will enable program replication to other regional healthcare providers; and 4) Strengthening linkages with K-12 education systems to increase the number of new workers entering healthcare professions.

PROJECTED OUTCOMES:

- Labor shortage response time will be decreased by 30% through reorganization and staff enhancement;
- Three new clinical simulation centers will be equipped to increase training capacity;
- Registered Nurse, Radiologic Technologist, patient care nursing assistant and soft skills curriculum will be developed;
- An assessment tool for incumbent workers will be created;
- 192 additional RNs and 30 additional Radiology Technologists will be trained;
- The length of time from entry to graduation will be decreased from five to four semesters by eliminating a summer break for RN students; and
- Career awareness and exposure for 1,500 high school students will be provided.

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EMPLOYMENT AND TRAINING ADMINISTRATION
UNITED STATES DEPARTMENT OF LABOR

*Community-Based Job Training Grants
Announced October 19, 2005*