

President's High Growth Job Training Initiative

Health Care Career Lattice Project



Grant Amount: \$2,555,706

Grantee: The Council for Adult and Experiential Learning (CAEL)

Leveraged Amount: \$1,163,256

Key Partners: local health care providers; local Workforce Investment Boards/One-Stops; local community colleges; local Apprenticeship Training Employer and Labor Services (ATELS) offices in Illinois, Maryland, South Dakota, Texas, Washington, Virginia, Michigan, Kentucky, and Georgia; and Rio Salado Community College.

Location of Grant Activities: Illinois, Maryland, South Dakota, Texas, Washington, Virginia, Michigan, Kentucky, and Georgia.

Challenge: There is a critical current and projected shortage of nursing and affiliated health care workers. If unaddressed, this worker shortage will have severe and damaging impacts upon the availability and quality of health care services in the United States.

Addressing the Challenge: Under its \$2,555,706 grant from ETA, the Council for Adult and Experiential Learning (CAEL) is addressing both the current and projected health care workforce shortage through a unique holistic approach. In this model, CAEL will build the pool of new health care workers through Certified Nursing Assistant (CNA) and Licensed Practical Nurse (LPN) registered apprenticeship programs. Simultaneously, incumbent LPNs will be provided with expedited pathways to careers as Registered Nurses through a hybrid distance learning/community college training model.

Projected Outcomes:

- A Nursing Career Lattice Model will be developed. The model will include apprenticeship training to increase the number of Certified Nursing Assistants (CNAs) and Licensed Practical Nurses (LPNs) within organizations, and a blended model combining distance learning and locally supervised clinical education to increase the number of Registered Nurses (RNs).
- 300 new and incumbent workers will participate in the career lattice at each of 9 sites. A total of 2,700 workers will advance up the career lattice, thus opening up the pipeline through which potential healthcare workers can move.
- A toolkit for employers, educators, and the workforce investment system will be developed to explain the design and implementation of the Nursing Career Lattice Model.
- A report on exemplary practices of employee learning and development in healthcare organizations will be developed.

