

President's Community-Based Job Training Grants

West Virginia State Community and Technical College

AWARD AMOUNT: \$1,598,212

AREA SERVED: Kanawha and Putnam Counties, West Virginia

INDUSTRY: Healthcare

KEY PARTNERS AND LEVERAGED RESOURCES: \$2,834,564 in leveraged resources from an employer partner, four workforce partners, two education partners and one other partner

CHALLENGES AND CONSTRAINTS: Within the next three years, a serious nursing shortage of 750 registered nurses (RNs) is anticipated at hospitals in and around Charleston. There are three main capacity challenges facing the college. First, there is a lack of adequate nursing faculty. Second, new equipment and software is needed to meet the training needs of area employers. Finally, a Nursing Skills Lab is necessary to train additional students.

ACTIVITIES: Under this grant, the college will create a nursing pathways program that includes three distinct entry pathways to earn a two-year Associate Degree in Nursing (ADN): 1) A bridge program for incumbent and non-traditional students; 2) A paramedic to Registered Nurse (RN) fast track program; and 3) a LPN to RN fast track program. The program will train up to 160 participants to enter the workforce as RNs. The inclusion of a long-term strategy to increase interest in healthcare careers among K-12 students will complement the adult transition programs. Equipment and supplies will be procured to establish a nursing skills/practice lab and to renovate a biochemistry teaching lab.

PROJECTED OUTCOMES:

- The college will develop the foundations and outcomes of the Nursing Pathways program including learning/achievement data, into a solutions-based model that can be shared and implemented by other community colleges;
- The college will increase the number of nurses it is able to train and improve training quality;
- 160 individuals will be trained, 144 of which receive an ADN and obtain employment in area hospitals;
- After two years, 100% of graduated RNs will be employed in healthcare; and
- Salaries for bridge program participants will increase from minimum wage to \$17 per hour as a newly licensed clinical nurse.

