

President's Community-Based Job Training Grants

Snead State Community College

AWARD AMOUNT: \$1,560,550

AREA SERVED: Marshall, DeKalb and Blount Counties, Alabama

INDUSTRY: Healthcare

KEY PARTNERS AND LEVERAGED RESOURCES: \$740,000 in leveraged resources from four employer partners, two workforce partners and two education partners

CHALLENGES AND CONSTRAINTS: In Alabama, 11 of the top 20 fastest growing occupations are healthcare-related. The Snead State area projects over 730 job openings for Registered Nurses (RNs), Licensed Practical Nurses (LPNs), Certified Nursing Assistants (CNAs) and health aides annually. The need for additional nursing programs is reflected in the number of students who apply to Snead State for admission. In 2005, 82% of qualified applicants for the ADN program and 86% of qualified applicants for the LPN program were denied admission due to capacity constraints. The College's primary capacity constraints are: 1) Inadequate resources to start up, expand, and deliver nursing programs; 2) The high cost of equipping classrooms and labs with current technology; 3) A competitive local healthcare job market that impacts the college's ability to attract and retain faculty; and 4) The demand for access to training for non-traditional students.

ACTIVITIES: Snead State will expand nursing program capacity by 1) Increasing the number of students enrolled in nursing programs and developing a dual enrollment option for high school students; 2) Equipping additional classrooms and laboratories needed for the additional student enrollment; 3) Adding additional faculty resources; 4) Adapting curriculum and delivery to fit current and future workforce needs; and 5) Increasing the number of professionals who are employed in the local economy. Snead State will partner with two high schools to develop and pilot two innovative dual enrollment nursing programs. Snead State will also support high school students' advancement through career counseling, admission exam preparation and tutoring, job shadowing and internships, and dual enrollment courses. In addition, the Nursing Career Ladder Advisor will work with current employees to encourage career advancement through the college's programs.

PROJECTED OUTCOMES:

- Enroll 100 high school students in dual enrollment nursing programs;
- Increase the number of students enrolled in nursing programs (100% in LPN program, 50% in ADN);
- Increase average earnings after six months of employment by 20%; and
- Increase admissions to nursing programs for high school graduates by 50 applicants.