

President's High Growth Job Training Initiative

Healthcare Career Lattice: A Model for Enhanced Learning

Grant Amount: \$1,877,517

Grantee: The Evangelical Lutheran Good Samaritan Society (ELGSS)

Key Partners: *In South Dakota:* Lake Area Technical Institute, Watertown; South Dakota State University, Brookings; University of South Dakota, Vermillion; Sioux Valley Hospitals and Health System, Sioux Falls; pullUin software/South Dakota Health Technology Innovations Inc., Vermillion *In Nebraska:* Bellevue University, Bellevue

Leveraged Amount: \$1,204,000 in cash from Evangelical Lutheran Good Samaritan Society

Location of Grant Activities: 25 sites across the country, including Good Samaritan Society facilities in Minnesota, North Dakota, and South Dakota

Challenge: Recruitment and retention of health care professionals is especially challenging in rural communities where educational opportunities are limited. Without more access to education and training programs, the health care industry's labor pool will keep shrinking.

Addressing the Challenge: With its \$1,877,517 grant, ELGSS will recruit from high schools and non-traditional labor pools such as displaced workers, and collaborate with Sioux Valley Hospitals and Health System to raise public awareness of health care career opportunities via a recruitment video. An on-line virtual caregiver will give prospective nursing assistants a realistic view of the job. To increase retention, ELGSS will create a mentor-supported orientation for entry-level workers and develop Management Certificate apprenticeship training for frontline managers. To build the capacity of education and training providers, ELGSS will deliver online nursing programs from LPN up through the Master's degree level. Virtual clinical labs will allow nursing students an opportunity to learn nursing skills on-line. Training will be offered in employees' own communities - 50% of which are located in Minnesota, South Dakota, North Dakota, Iowa, and Nebraska - through an innovative blend of distance learning, mentoring, and clinical experience in health care sites near the employees' homes.

Projected Outcomes:

- An apprenticeship model program for Management Certificate Training with DOL and Bellevue University;
- A recruitment video and an on-line virtual caregiver tool;
- An on-line LPN program;
- On-line clinical nursing labs
- On-line BSN and MSN programs.

