

President's Community-Based Job Training Grants

Passaic County Community College

AWARD AMOUNT: \$1,608,948

AREA SERVED: Passaic County, New Jersey

INDUSTRY: Healthcare

KEY PARTNERS AND LEVERAGED RESOURCES: \$1,555,393 in leveraged resources from four employer partners, a workforce partner and three education partners

CHALLENGES AND CONSTRAINTS: In New Jersey, healthcare is the third leading industry and is expected to add 4,086 jobs to the local economy by 2012. In this environment, demand for Registered Nurses (RNs) exceeds supply by 12-17 percent, especially in specialty areas such as operating room, cardiovascular and critical care. Most new graduates are under-prepared to work in specialty areas. Passaic Community College's enrollment capacity for nursing students is limited by the 10:1 student to teacher ratio required by the accrediting agency. In order to increase the number of RNs entering the workforce and specialty fields, the college will require additional nursing faculty, more clinical site agreements and increased opportunities for nursing students to get experience in specialty areas.

ACTIVITIES: The project will improve the college's capacity to train healthcare workers in four partner hospitals. To do this, the college will: 1) Expand enrollment in its Associate Degree in Nursing/Registered Nurse program; 2) Develop a Nursing Fellowship program for entry into specialty areas of nursing; and 3) Develop a Patient Care Certificate (PCA) program to train workers in acute-care settings.

PROJECTED OUTCOMES:

- Increase enrollment capacity in the ADN/RN program by 80 seats annually, resulting in 240 additional nursing students trained over the life of the grant;
- 64 nursing graduates will be hired by partner hospitals through the Nursing Fellowship program with Fellows receiving 12 credit hours of training for work in specialty areas;
- 90% of the Nursing Fellows will complete the program, be retained by the employing hospital for one year and receive a minimum earnings increase of \$2,000 within one year of hire;
- 200 individuals will be trained in the newly developed acute-care PCA program, of which 75% will complete the program and achieve certification; and
- 90% of the PCA program graduates will be hired by a partner hospital within three months of certification and the 109 graduates projected to retain employment for one year will receive a minimum earnings increase of \$1 per hour.

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EMPLOYMENT AND TRAINING ADMINISTRATION
UNITED STATES DEPARTMENT OF LABOR

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