

California Nurse Education Initiative



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I. EXECUTIVE SUMMARY

Governor Schwarzenegger's California Nurse Education Initiative, established in 2005, continues to make great strides in addressing California's critical nursing shortage. With renewed funding from the Governor's Administration in 2006-07, California nursing programs have expanded and new programs opened. Expansion of the student support services at the California Community Colleges has resulted in higher retention and better National Council Licensure Examination-Registered Nurse (NCLEX) pass rates. In addition, regional and statewide public-private partnerships continue to work with the Governor's Task Force for the California Nurse Education Initiative on pilot projects addressing workforce and education needs for California's future nurses. Some of the positive results in the past two academic years include:

- Over 22,500 students are currently enrolled in California nursing programs, which reflects a 24.7% increase in enrollments since 2004-05.
- The number of RN nursing graduates has increased by 24.5% over the past two years, for a total number of 8,317 RN graduates in 2006-07.
- The California Board of Registered Nurses and Center for California Health Workforce Studies estimate that in 2007-08, 10,391 RNs will graduate, which is a 68.7% increase in the number of RN graduates since 2004.

Academic Year	RN Graduates	% Increase
2003-04	6,158	-
2004-05	6,677	8.4%
2005-06	7,528	12.7%
2006-07	8,317	10.5%
2007-08	10,391*	24.9%

*Projected number

A nationally-recognized method used to measure nursing workforce supply and demand, is by calculation of the number of full time equivalent (FTE) RNs to 100,000 population. The national average is 825 RNs per 100,000. According to the *Forecasts of Registered Nurse Workforce in California* released in September 2007 by Dr. Joanne Spetz of the Center for California Health Workforce Studies at UCSF, California currently has an estimated 647 RNs per 100,000. This is an improvement from 2005, when California had 589 FTE RNs per 100,000. California is expected to reach the national 25th percentile by 2016, with 756.5 FTE RNs per 100,000 and to surpass the national average with 825 FTE RNs by 2022, if current efforts are sustained.

These improvements are a reflection of Governor Schwarzenegger's continuing commitment to nursing education. The Governor included additional funding in the 2007-08 budgets for the UC, CSU and California Community College nursing

programs to expand capacity, improve academic counseling and retention, and increase dialogue with public and private partners. In addition, the Governor has continued funding for regional nursing education grants and loan forgiveness for motivated students who wish to serve as nursing faculty.

The Governor's Task Force and its work groups continue to meet on a regular basis to address the statewide and regional issues facing nursing education in California.

II. Background: California Nurse Education Initiative

Governor Schwarzenegger launched the Nurse Education Initiative in April 2005, in response to a critical shortage of Registered Nurses (RNs) in California. When the Initiative was created, California faced a shortage of 9,900 RNs annually, with this number slated to accumulate to 47,600 RNs by 2010 and 116,600 by 2020. In just one year, the Governor and his partners found ways to add an estimated 10,900 RNs to the workforce by 2010, reducing the nursing shortage by an estimated 25 percent within four years.

Highlights of accomplishments in the first year include:

- Expansion of educational capacity in California Community Colleges through a \$90 million five-year public/private investment.
- Expansion of educational capacity in California State University Bachelors and Masters nursing programs.
- Opening of new University of California nursing programs at the Bachelors, Masters and Doctoral levels.
- Creation of a nursing faculty loan assumption program to incentivize teaching.
- Development of rural clinical simulation laboratories to expand clinical education in medically underserved areas of the State.

A unique collaboration among government, higher education and industry leaders made these and other accomplishments possible. Recognizing that such a complex issue could not be addressed by one entity alone, the Governor created a Task Force comprised of Cabinet members and the leaders of California's public higher education systems. In addition, work groups operating under the direction of the Task Force, has met regularly since the inception of the Nurse Education Initiative to continue to set direction, chart progress and identify need for future change.

III. Nurse Education Initiative Action and Results

The Initiative has focused on five key policy areas:

1. Expanding educational capacity in nursing programs
2. Recruiting and retaining nursing faculty
3. Forging public-private partnerships to address the shortage collaboratively
4. Developing new avenues to nursing careers
5. Identifying additional funding sources to support the Initiative

Following are the results of the Governor's Task Force's efforts in each of these key policy areas.

1. EXPANDING EDUCATIONAL CAPACITY IN NURSING PROGRAMS

The California Board of Registered Nurses Annual School Survey shows the following results over the past two academic years (2004-05 – 2006-07):

- 23 new nursing programs and one re-opened program, including:
 - UCLA – Entry Level Masters (ELM)
 - CSU Dominguez Hills - ELM
 - CSU Fullerton – ELM
 - UC Irvine – BSN
 - UCLA – reopened BSN Program
 - CSU Northridge – Accelerated BSN
 - Concordia University – Accelerated BSN
 - Cal State San Marcos – BSN
 - CSU Channel Island - BSN
 - California Baptist University – BSN
 - American University of Health Sciences – BSN
 - Citrus College – ADN
 - U of Phoenix, Modesto – LVN to BSN
 - West Coast University – LVN to RN
 - Western Career College – LVN to RN
 - San Joaquin Valley College – LVN to RN
 - Mira Costa Community College – LVN to RN
 - Unitek College – LVN to RN
 - West Coast University, Orange – LVN to RN
 - College of the Siskiyous – LVN to RN
- There are currently 130 RN nursing programs in California
 - ADN 82 Programs
 - BSN 32 Programs
 - ELM 16 Programs
- 3,783 new student enrollments
- 4.5% improvement in attrition rate
- 2.1% improvement in retention rate (on-time completion)

- 850 new faculty members
- Challenges in academic year 2006-07:

- 15,797 qualified applicants unable to gain access to programs
- 5.9% faculty vacancy rate or 206 positions

Increased Enrollment in Community College Nursing Programs

California Community College associate degree nursing (ADN) programs account for 70 percent of the registered nurse (RN) graduates in California. The Chancellor's office of the California Community Colleges has committed to expand enrollment by 45 percent by the end of academic year 2010-2011 to meet the demand for nurses.

In addition to receipt of the ongoing \$10 million added to the California Community College base budget for nursing education, the Community College system received an additional \$16 million in 2006-07 to continue expansion of its nursing programs, attrition-related incentives, and development of faculty and clinical registries. The 2006-07 funds added approximately 3,726 additional nursing student enrollments.

The California Community Colleges expect to graduate approximately 2,400 additional RNs in the 07-08 year and 3,200 additional RNs by 2010.

In 2005, the Governor launched a \$90 million public-private partnership between the State, the California Community Colleges and private industry to expand capacity. After a competitive bidding process, 19 California Community College nursing programs qualified for five-year grants. In 2006-07, \$5,630,389 of the funds allocated to the Community Colleges along with \$12,780,895 of matched funds (cash and in-kind) from the private partners were applied to these grants which will continue for the five year period. The positive outcomes to date include expansion in enrollment, as well as preceptor training, tutoring and NCLEX review programs. Participating colleges are expected to graduate a total of 2,400 additional RNs by the end of the fifth year.

Three types of grants were awarded to 19 Community Colleges to facilitate nursing education expansion. They are as follows:

- **Fostering Student Success** – Provides services to assist students at risk of failing a nursing program. Provides licensure exam preparation support, skills augmentation, and other services.
- **Expansion/Innovation** – Provides enrollment growth opportunities and offers support services to facilitate student success. Assists with licensing exam preparation. Addresses faculty recruitment and retention.
- **Healthy Community Forum** – Provides for expansion of existing ADN programs by increasing the number of clinical groups taught by the faculty

at community colleges. This grant also provides services to identify students at risk of failing a nursing program and assists students with being successful.

The following chart displays the Community Colleges that received grants, including the type of grant received:

College	Grant
Long Beach City College	Fostering Student Success
Santa Monica College	Fostering Student Success
College of the Desert	Fostering Student Success
San Joaquin Delta College	Fostering Student Success
Saddleback College	Fostering Student Success
Mt. San Antonio College	Fostering Student Success
Pasadena College	Fostering Student Success
Sacramento City College	Expansion/Innovation
Santa Barbara College	Expansion/Innovation
Napa Valley College	Expansion/Innovation
Golden West	Expansion/Innovation
San Francisco College	Expansion/Innovation
Santa Ana College	Expansion/Innovation
Grossmont College	Expansion/Innovation
American River College	Healthy Community Forum
Butte College	Healthy Community Forum
College of the Sequoias	Healthy Community Forum
Mt. San Jacinto College	Healthy Community Forum
LA Harbor College/LA Southwest College	Healthy Community Forum

Expanded California State University Bachelors and Masters Degree Nursing Programs

California State University (CSU) plays an integral role in generating Baccalaureate and Masters prepared nurses, who make up the potential pool of nursing faculty. CSU has committed to increasing enrollment in Bachelors and Masters level nursing programs to meet the demand for nurses.

In 2006-07, CSU received \$2.6 million to expand its bachelors and masters nursing programs by approximately 445 new nursing students. In addition, CSU received \$2 million one-time funding for startup cost associated with the expansion of their nursing programs, including the renovation and equipping of classrooms for additional 2007-08 enrollments.

Some specific examples of expanded educational capacity of nursing programs within the California State University system follow:

CSU Fullerton

Through public-private partnership, the CSU Fullerton Department of Nursing has been able to develop and implement pre-licensure nursing programs. In 2006, a new entry-level Master of Science in Nursing (MSN) degree opened, with 61 current enrollments. It is estimated that by 2009-10, 180 entry level master's students will be enrolled in the three year program. Currently over 100 freshman are completing their pre-nursing requirements. Of that number, 40 will enter the nursing program in Fall, 2008. It is projected that by 2012, 160 students will be enrolled in the nursing program.

CSU Northridge

CSU Northridge has implemented the accelerated baccalaureate nursing program, admitting the first cohort of 18 in June of 2007. In 2008, this program will enroll 36 additional nursing students.

CSU San Bernardino

CSU San Bernardino continues its baccalaureate nursing (BSN) program and opened a BSN program at the Palm Desert campus in September, 2007, enrolling 30 students. In 2008, CSU San Bernardino expects to graduate over 150 BSN nurses.

San Diego State University

Through community partnerships, San Diego State University (SDSU) has been able to expand its BSN and MSN nursing program. A 2007 grant from the U.S. Veterans Administration will allow admission of 20 additional nursing students each year through 2012 and perhaps beyond. In Spring 2008, SDSU will enroll a total of 130 additional students in the BSN program.

A SDSU partnership with Sharp Healthcare, Southwestern Community College, and Oklahoma Health Sciences Center resulted in an on-line accelerated BSN program for Sharp employees who already possess a bachelor's degree in another discipline, with expected enrollments of 35 to 50 students per year.

CSU Stanislaus

In response to the critical shortage of nurses in the Central Valley, CSU Stanislaus Department of Nursing initiated a new pre-licensure program with 30 students admitted to the first cohort in September of 2007. The most recent expansion doubled the size of the Stanislaus nursing program and effective Spring 2008, the Department of Nursing will begin admitting 80 pre-licensure students per year. In addition, CSU Stanislaus recently revised the RN-BSN curriculum so that licensed RNs can now complete the RN-BSN track in 3 full-time semesters. This has resulted in a significant increase in the number of RN-BSN students enrolling in the program. Currently there are 115 students in the

pre-licensure track and 78 students in the RN-BSN track. CSU Stanislaus is in the process of obtaining approval for a Master of Science program with concentrations in Nursing Education and Gerontology. Pending final approval, CSU Stanislaus anticipates beginning their Masters nursing program in September of 2008.

New and Expanded Nursing Programs Within University of California

The University of California (UC) continues to demonstrate its commitment to graduate additional nurses by launching new programs at its Irvine (UC Irvine) and Los Angeles (UCLA) campuses; reopening its Bachelors degree nursing program at UCLA; expanding enrollments in existing programs at both UCLA and UC San Francisco (UCSF); and planning for a new school of nursing at UC Davis which is expected to offer Master's and Doctoral programs starting in the fall of 2009. Collectively, these programs will help generate a significant numbers of Bachelor's, Master's and Ph.D. prepared nurses.

UC Irvine's Nursing Program opened in the fall of 2006, and is preparing to grant Bachelor's, Master's and Doctoral degrees in nursing. The baccalaureate program anticipates growing to enrollment of 150 students by 2008-09. The Master's and Doctoral programs will begin enrolling students in 2008-09, with 24 Master's students starting that year and expanding to enrollment of 90 students by 2013; and an initial cohort of 14 Doctoral students, eventually expanding to enrollment of 85 students each year.

In fall 2006, UCLA reopened its undergraduate nursing program and will reach full enrollment of 200 baccalaureate students in the 2009-10 academic year. Additional students will be added at the Master's level (described below), and when combined with the reopened undergraduate program, UCLA's nursing program expects to more than double its 2005-06 enrollment to a total of at least 632 students annually.

A total of \$2.4 million (including \$1.72 million of SB 73 funding) was allocated to the UC over two fiscal years to support expansion of MSN programs. These funds have been used to expand enrollment by 180 additional new Master's students, including 140 students with no prior nursing experience. Since 2006, UCSF has increased enrollment in their Master's program by 80 positions for a total UCSF enrollment of 420 MSN students per year. UCLA opened a new entry-level Masters program, adding 50 students per year (for a total of 100 Master's students in that program in Fall 2007); and will enroll eight new Master's students in Fall 2008 in an ADN/BSN/MSN program. UC has continued to focus on its role of generating new faculty and it is expected that many of these Master's students will go on to teach in nursing programs after graduating.

In July 2007, the Gordon and Betty Moore Foundation announced a commitment of \$100 million in founding support for the Betty Irene Moore School of Nursing at UC Davis (UCD) (the largest donation ever made to a UC nursing school). Pending necessary approvals, UCD anticipates admitting its first students in the

Master's and Doctoral programs in the fall of 2009, at UCD's Sacramento campus. The Bachelor's of Science in Nursing program is expected to launch in 2010. When full enrollment is reached in all degree programs, the school is projected to serve 456 students.

Altogether, these new and expanded programs will result in UC having a projected cumulative enrollment growth of 600 students in 2008-09, and up to 771 students in 2009-10 – in total, a 299 percent increase in enrollments between the 2006-07 and 2009-10 academic years.

Creation of Rural Regional Clinical Simulators

Clinical simulation laboratories are used as an adjunct to clinical education, providing nursing students with risk-free situations that simulate real-life medical experiences. The Governor's Administration and partners recognize the value of simulation labs in expanding educational capacity by creating more clinical education experiences for students. In particular, rural and medically underserved areas of the state can benefit from clinical simulation centers to provide greater access to clinical education opportunities.

A total of \$750,000 was allocated in the Fiscal Year 2005-2006 Budget to support the creation of at least three regional clinical simulation laboratories in rural areas of California. In June of 2006, three grants in the amount of \$249,000 each were distributed to the following sites:

- **Rural Northern California Clinical Simulation Center**
Partners: CSU Chico, Butte College, Enloe Medical Center, and Feather River Hospital
Status: Instruction began in November 2006 with 200 RN students and 15 LVN to BSN program students receiving simulation lab training. CSU Chico has expanded its RN educational capacity by 13 RN students as a result of simulation lab partnership.
- **Los Rios CCD – Sierra Community College Rural Nurse Simulator Project**
Partners: Sierra Nevada Memorial Hospital, Sierra Community College
Status: The rural simulation lab currently serves 12 new nursing students. There is a challenge of finding faculty for this simulation lab site, though demand is growing as availability in acute care sites becomes more limited.
- **Columbia College - Rural Nurse Simulation Project**
Partners: Sonora Regional Medical Center, Columbia College and Modesto Junior College
Status: Columbia College has expanded capacity by 6 students due to establishment of the rural simulation lab. Sonora Regional Medical Center is providing a part-time instructor for the first and second semester Modesto Community College and Columbia College nursing students.

The Governor's Task Force will continue to meet with the site representatives and the California Labor and Workforce Development Agency's Employment Development Department to encourage communication with other simulation lab sites in California to collaborate on best practices and optimal use of the facilities. A statewide Simulation Lab Alliance is in the process of developing between the Labor and Workforce Development Agency, the California Institute for Nursing and Healthcare, and the Board of Registered Nurses to foster development and sharing of best practices of all simulation labs in California.

Expanded Educational Capacity in Medically Underserved Areas

Song-Brown Grants

A critical component of the Nurse Education Initiative is encouraging RNs to work in medically underserved areas of the state. As part of this effort, \$2.7 million was allocated to the California Healthcare Workforce Policy Commission in the Fiscal Year 2006-07 Budget to continue to provide resources to educate RNs through the Song-Brown grants, facilitated through the Office of Statewide Health Planning and Development. Funding may be used to support faculty positions, expand or create new nursing programs, facilitate course development or other relevant efforts.

The \$2.7 million allocated in 2006-07 and awarded in February 2007 has resulted in the funding of 16 nursing programs that began to receive funding from July 1, 2007 - June 30, 2009. During this time, an estimated 88 additional nursing students will graduate in the Spring of 2009 and another 1,400 students will benefit from Song-Brown funded support services offered via special programs that includes NCLEX preparation; additional skills lab instruction; preparation of nurses as clinical instructors/preceptors; and equipment that will enhance the student's chance for successful completion of the program. In addition, over 75 nurse faculty will be trained which will increase the availability of nursing instructors and assist with expanded program capacity.

For a full list of projects, please see Appendix A.

Regional Health Occupation Resource Center

The Regional Health Occupations Resource Center (RHORC), through the California Community Colleges Economic and Workforce Development Program, have made efforts to expand capacity through the Welcome Back Centers which transition foreign-trained and ESL students into California nursing programs and professions. The RHORC is also running a pilot of an on-line anatomy and physiology course and providing faculty training for simulation lab instruction in rural areas.

2. RECRUITING AND RETAINING NURSING FACULTY

Loan Assumption Program for Nursing Faculty

A shortage of qualified nursing faculty is one of the primary barriers to expanding educational capacity in nursing programs. To give nurses an incentive to teach, the Governor's Administration has established a loan assumption program for nursing students committed to becoming nursing instructors. The program, called the State Nursing Assumption Program of Loans for Education (SNAPLE), is administered through the California Student Aid Commission.

Applicants who meet the eligibility criteria must teach for three consecutive full-time years in an accredited RN nursing program in California, or five consecutive years part-time. Program participants would be eligible for up to \$25,000 in loan assumption benefits by the end of their committed teaching term. Money to fund SNAPLE is appropriated from the General Fund.

Program regulations were adopted in 2006 and the Student Aid Commission has accepted 63 qualified applicants for the SNAPLE Nurse Faculty program.

Loan assumption payments will commence after the completion of at least one academic year or the equivalent of full-time teaching nursing studies at one or more regionally accredited, eligible college or university.

A second component of the SNAPLE program is loan forgiveness for nursing students willing to work in a state operated facility for a period of time. Five applicants have been accepted into this program. Loan assumption will commence after a program participant has completed one year of full-time employment.

The Governor's Task Force will work closely with the Student Aid Commission to encourage more participation in this excellent opportunity for nursing students to receive assistance while advancing their education.

Regional Faculty Training Programs

With the awareness that faculty education and recruitment is central to the solution for expansion of capacity in our nursing programs, The Governor's Task Force has worked to encourage and share information about current regional efforts being made to attract and educate our future nursing faculty. Some of the current efforts include:

- A collaboration between the San Joaquin Valley Nurse Education Consortium formed under the Governor's California Partnership for the San Joaquin Valley and the region's nursing education programs, 23 new clinical nursing faculty members graduated in 2006-07. Please see details about the Consortium on the following page.

- The California Institute for Nursing & Health Care (CINHC) developed an intensive educational program in 2006-07 to prepare BSN and MSN prepared nurses to become clinical faculty through a grant from the Gordon and Betty Moore Foundation for the San Francisco Bay Area schools of nursing, CINHC is replicating this program in Southern California.
- CSU San Marcos has developed an on-line and field work program entitled *Preparation of Clinical Nursing Faculty Certificate Program*.
- In addition, there are a number of other on-line and on-site faculty preparation programs offered as part of BSN and MSN programs in California. Partnerships to share facilities and faculty resources continue to develop.

3. FORMING PUBLIC-PRIVATE PARTNERSHIPS

Expanded Capacity in California Community Colleges – Partnership Grants

In June 2005, the Governor launched a public-private project to expand educational capacity in Community College nursing programs. This five-year \$90 million project provides funding to community colleges to:

- Provide more clinical education opportunities
- Reduce student attrition rates
- Recruit additional nursing instructors

The cost of this project is shared three ways between the State of California, Community Colleges, and industry leaders. Forming such a partnership created a greater impact and more sustainability. More information about this partnership is listed on page five under the Community College report.

San Joaquin Valley Nurse Education Consortium

In June of 2005, Governor Schwarzenegger established the California Partnership for the San Joaquin Valley (Partnership), with representation spanning the inland region from Stockton to Bakersfield. One of the outcomes of the Partnership was the adoption of a Strategic Action Plan which included creation of the San Joaquin Valley Nurse Education Consortium (Consortium) to carry out specific mandates under the Partnership's Strategic Action Proposal. The Consortium is comprised of nurse leaders in service and education, the Hospital Council, regional workforce investment boards, and pipeline education leaders. A \$500,000 two year grant was awarded to the Consortium for the purpose of carrying out the following four objectives with measurable outcomes:

- Improve NCLEX scores and student retention in nursing programs.

In 2004-2005, NCLEX pass rates in the region were at 80 percent. The latest Board of Registered Nurses NCLEX results show that the Valley NCLEX pass rates have increased to 84.32 percent. The goal is to reach at least a 90 percent pass rate.

- Increase faculty pool in San Joaquin Valley

San Joaquin Valley College and CSU Fresno partnered to develop and present a clinical faculty education program. They extended seats to all of the region's nursing programs, resulting in 23 graduates of their BRN-approved program. The program will continue and some of the graduates have enrolled in MSN degree programs as a result of the encouragement of the program directors.

- Establish a computerized clinical placement system

To foster coordination and optimal use of clinical placement assignments at regional hospitals, the Consortium is completing a review process to choose a computerized clinical placement system for nursing students.

- Expand distance learning nursing programs in the San Joaquin Valley

To improve student access to course work, the Consortium will work with the three community colleges that have distance education programs to expand access to other schools and students in rural areas of the San Joaquin Valley.

The Regional Occupational Health Resource Centers (RHORC), through the California Community Colleges Chancellors Office, is allocating \$10,000 to the San Joaquin Valley Nurse Education Consortium to train faculty members in the use of simulation laboratory mannequins, computers, and classroom scenarios.

On-Line Competency Based Nursing Program

A \$13 million, innovative, public-private partnership has been established between the State of California, the Robert Wood Johnson Foundation, Western Governors' University, and participating hospitals, namely, the Hospital Corporation of America, Tenet Healthcare Corporation, Cedars-Sinai, Kaiser Permanente, and Universal Health Services, to work together over a 36 month period to design, develop, and test an on-line, competency-based, BSN nurse education program in multiple states. The long-term goal of this project is to put in place an alternative on-line, multi-state nurse education system that will expand capacity and increase access to nursing programs, helping us to meet the nation's critical workforce shortage in this essential healthcare profession.

Contributions for the on-line nursing program development include \$725,000 from the Robert Wood Johnson Foundation, \$2,875,000 from Western Governors' University, \$125,000 from the Tenet Healthcare Corporation, \$900,000 from California for California-related components of the pilot, and an \$8,500,000 in-kind contribution from HCA, Tenet, Cedars-Sinai, Kaiser Permanente and Universal Health Services have for the preceptor and clinical education portion of the program.

The key characteristics of this new multi-state alternative nurse education system designed by the Western Governors University (WGU) Nursing Education Committee will include:

- **A competency-based, online education system** based on the American Association of Colleges of Nursing (AACN) Essentials of Baccalaureate Education that covers prerequisites and theory courses for an accelerated RN Baccalaureate degree.
- **An intensive new approach of mentoring/precepting clinical learning support system for all students** to ensure both knowledge and demonstrated competency required of a Registered Nurse.
- **Enhancement of the traditional in person clinical experience** through competency based assessments and virtual simulation technology designed to stimulate critical thinking skills and organizational skills in caring for patients.
- **Access to clinical experiences** creating a net increase in student capacity utilizing the national footprint of the nearly 500 hospitals in the five participating organizations.

Multi-Use Structures for Healthcare Education

The concept of hospitals and California schools of higher education partnering to build multi-use, shared structures for nursing education as well as student and hospital employee housing, is being piloted in Garden Grove, California (Orange County) between the Rancho Santiago Community College District, Garden Grove Medical Center and Place Properties. The structure will house classrooms, clinical space, and simulation labs for classes, as well as approximately 150 student housing beds. The cost of the project is approximately \$30,000,000.

With hospital acute care structures that cannot be seismically retrofitted, there is an opportunity for re-use of those buildings for education and modern student/employee housing in addition to the concept of building shared sites in close proximity. The shared facilities will offer academic space for high school healthcare academies, LVN, ADN, RN, MSN, and PhD nursing education programs, allied health programs, science prerequisites, nurses and physicians' continuing education courses, Emergency Medical Tech, and paramedic training

programs. The Governor's Task Force is working to expand this opportunity to other hospital-school partnerships in California.

California-Guadalajara Nurse Education Pilot Program

As a niche solution to assist qualified bilingual California students on nursing program waiting lists, a pilot program of nursing education in Guadalajara, California resident pre-nursing students has been proposed. A site visit to nursing programs in Guadalajara, discussions with credentialing authorities in Mexico, and detailed curriculum review of the programs is underway to determine whether a pilot program is feasible. The pilot program would include the screening and participation of 20 California resident pre-nursing students and a California faculty-mentor who would reside with the students in Mexico for the two year ADN program.

4. DEVELOPING NEW AVENUES TO NURSING CAREERS

Strengthened Nursing and Healthcare Pathways in High Schools

The California Labor and Workforce Development Agency, California Workforce Investment Board and the Department of Education are partnering to strengthen health care career pathways in California's high schools to prepare students for careers in nursing and other health care related professions.

In 2006-07, through the efforts of the above partnership, the California Health Science Educator's Institute (Institute) was able to award 10 grants to schools committed to expanding their health science career pathway programs. The grants were awarded to the following schools:

California Health Science Educator's Institute Grants:

Educational Agency:	AMOUNT
El Dorado Union High School District	\$10,000
Sierra Sands Unified School District	\$10,000
Lynwood Unified School District	\$10,000
Los Angeles Unified School District	\$10,000
Tamalpais Union High School District	\$10,000
Chino Valley Unified School District	\$10,000
Victor Valley Union High School District (2 sites)	\$20,000
Victor Valley Union High School District	\$10,000
Tulare Joint Union High School District	\$10,000
San Lorenzo Unified School District	\$10,000
Total	\$110,000

California Health Science Pathway Grants:

In 2006-07, \$2.5 million was allocated to the California Department of Education to fund health science pathway efforts, focusing on grades 7-14. There were 17 sites funded through a competitive process to either improve, expand or develop these pathways. Following is a list of the sites which received the two-year funding in April, 2007:

Educational Agency:	AMOUNT
Imperial Unified School District	\$150,000
Lake County Office of Education	\$150,000
Bassett Unified School District	\$150,000
Salinas Union High School District	\$150,000
North Orange County ROP	\$150,000
Palm Springs Unified School District	\$150,000
Galt Joint Union High School District	\$150,000
Apple Valley Unified School District	\$150,000
San Diego Unified School District	\$150,000
San Dieguito Union High School District	\$150,000
Sweetwater Union High School District	\$150,000
Valley Center-Pauma Unified School District	\$150,000
San Francisco Unified School District	\$150,000
Lodi Unified School District	\$150,000
Petaluma Joint Union High School District	\$150,000
Oxnard Union High School District	\$150,000
Tulare Tech prep High School	\$100,000
Total	\$2,500,000

An additional \$2.5 million has been allocated to continue expansion of health science career pathway programs in partnership with the California Community Colleges in 2007-08.

Partnering with the Military in Nursing Education

Representatives from the United States military leadership in California have been working with the Governor's Task Force to find the most effective ways to extend opportunities in healthcare professions and education for military personnel and their spouses. The discussions are continuing, including the possibility of establishing a distance learning partnership with the U.S. Marine Corp and Naval installations in the San Diego region and an Air Force-civilian nursing education partnership in Solano County.

The U.S. Department of Labor and Department of Defense funded a Military Spouse Initiative, allocating \$10.1 million to California over the next three years to provide education and training to U.S. Navy and Marine Corp spouses in the San Diego region through two-career Career Advancement Accounts totaling \$6,000 per person. The participants have completed a post-secondary certificate or academic program at the end of the two-year period. Healthcare professions, including nursing education, have been identified as a high priority for this project. This Initiative will provide financial assistance to currently enrolled nursing students who qualify for the Career Advancement Accounts.

Paramedics-to-RN Bridge Program

A feasibility study is underway at the California Community Colleges to examine development of a bridge program for paramedics to enter into Community College RN programs with academic credits for training and experience. If the feasibility study has positive results, at least two Community Colleges have expressed interest in establishing a pilot program. The study is expected to be completed by early 2008.

Four Year Applied Baccalaureate Degree Program

Santa Barbara City College is in the process of completing a feasibility study for establishment of a four year RN degree program at the California Community Colleges. Non-healthcare related community college four year degree programs in Washington and Florida are serving as models for the study.

Workforce Investment Act Funding to Support Nursing Education

The Governor has dedicated a significant portion of federal Workforce Investment Act discretionary dollars to support projects that transition individuals into nursing careers, or help workers climb nursing career ladders. In April 2005, Governor Schwarzenegger released \$13 million from Workforce Investment Act funds to local organizations and educational institutions to support nursing education projects. An additional \$8 million was released in December 2005 to support nurse workforce development projects throughout the state. Most projects support RN level education and some Licensed Vocational Nurses (LVNs) level training. Collectively, these grants are expected to add 2,448 new nurses into the workforce by 2008.

In 2006-07, Governor Schwarzenegger released over \$5 million additional discretionary Workforce Investment Act funds to advance training in healthcare and nursing. The 2006-07 grants are expected to train 269 new RNs, 52 ADN to BSN nurses, and 362 career ladder positions including CNAs and LVNs.

For a full list of projects, please see Appendix B.

Employment Training Fund Nursing Education Efforts

In 2006-07, the Employment Training Panel (Panel) approved \$5.3 million to support nurse education and employment retention efforts in California. The Panel funded projects to upgrade 100 Certified Nurse Assistants (CNAs) and caregivers to Licensed Vocational Nurses (LVNs). In addition, the Panel focused on upgrading the skills of approximately 3,650 nurses, through funding of specialty training programs including cardiovascular care, neonatal intensive care, autism, hospice care, labor/delivery and trauma care. Training is expected to be complete in 2009.

For a full list of projects, please see Appendix C.

5. Identify Additional Funding Sources to Support the Initiative

The Governor's Task Force and regional partners in nursing education have worked with industry leaders to determine funding availability for healthcare workforce development projects. As national and regional grants become available in nursing education, the information is relayed to academic programs and industry leaders statewide, so that the funds can be leveraged through collaboration.

The Governor's Task Force and its work groups will continue their efforts to address the issues surrounding the nursing shortage. Participation will continue in statewide and national discussions about best practices and solutions, as well as through regional efforts to expand capacity by faculty recruitment, dual enrollment, distance education, and sharing of resources throughout the nursing education pipeline in California.

Appendix A: 2007 Song-Brown Grants

Program Name: **Riverside City College**

Award Amount: \$200,000

Purpose: The **capitation** award of \$200,000 will support 10 additional nursing students enrollment into the traditional ADN program, fall of 2007.

Program Name: **California State University, Fresno**

Award Amount: \$124,905

Purpose: The **special program** award of \$124,905 will support a baccalaureate level student NCLEX success program through the use of didactic and clinical methods. The purpose is to increase the pass rate of their BSN students on the NCLEX exam. They propose to do this through the use of systematic assessment, early intervention, improved access to NCLEX review materials, online tutorial courses, smaller clinical cohorts and increased clinical supervision for BSN students. This funding will have a direct impact on 60 students in 2007/08, 56 students in 2008/09 and 5 faculty members for both years. All of the 1,112 RN students will benefit from the smaller clinical group that the funds will support.

Program Name: **Victor Valley Community College**

Award Amount: \$123,396

Purpose: The **special program** award of \$123,396 will address instructional needs that will assist students to successfully complete the ADN program. They are going to hire a full-time Nursing Faculty Skills Lab Coordinator (SLC) instructor for the nursing program. The SCL will serve as an instructor and provide the students with the knowledge and skills necessary to function in accordance to BRN standards. This funding will have a direct impact on 170 – 180 students and 18 faculty members.

Program Name: **California State University, East Bay**

Award Amount: \$240,000

Purpose: The **capitation** award of \$240,000 will support 10 additional nursing students. The program will be able to expand from 44 students to 54 nursing students in the 2007/08 academic year.

Program Name: **California State University, Bakersfield**

Award Amount: \$240,000

Purpose: The **capitation** award of \$240,000 will support 10 additional nursing students into the accelerated program that have a baccalaureate degree in a non-nursing discipline that are interested in becoming RN's.

Program Name: **California State University, Long Beach**

Award Amount: \$124,950

Appendix A: 2007 Song-Brown Grants

Purpose: The **special program** award of \$124,950 is to provide a formal structured program to assist students to be more successful in completing the nursing program and the NCLEX exam on the first attempt. They will also develop a mentoring program for at risk students to reduce attrition rates. Lastly, they are going to expand the nursing faculty passing the nursing faculty preparation track within the graduate program to produce future nursing instructors for both associate degree and baccalaureate degree nursing programs. This funding will impact 10 mentors, 5 faculty, 7 instructors and 240 students.

Program Name: **University of San Diego, Hahn School of Nursing**

Award Amount: \$240,000

Purpose: The **capitation** award of \$240,000 will support 10 additional MEPN students who meet the criteria through their two year program of study to become a MSN-prepared RN.

Program Name: **San Diego State University**

Award Amount: \$124,995

Purpose: The **special program** award of \$124,995 will be used to design and implement an education track within an already existing masters program. Students with a desire to teach in the future will complete three courses developed to prepare them for that role along with advanced critical care course work. This funding will have a direct impact on 28 – 32 students per year and 2 faculty members.

Program Name: **College of the Canyons**

Award Amount: \$200,000

Purpose: The **capitation** award of \$200,000 will support 10 additional nursing students into the core associate degree nursing program from the current wait list of 256.

Program Name: **Azusa Pacific University**

Award Amount: \$100,000

Purpose: The **capitation** award of \$100,000 will support 8 additional nursing students into the Second Careers and Nursing (SCAN) program. This program seeks non-nursing baccalaureate or higher degrees to become advanced practiced nurses through an accelerated master's entry nursing education program.

Program Name: **UC Irvine**

Award Amount: \$364,956

Purpose: The **special program** award of \$124,956 will be used to create clinical and preceptorship experiences that link the undergraduate nursing education

Appendix A: 2007 Song-Brown Grants

program with medically underserved communities. Funding will be used primarily to hire a Community Health faculty member to establish relationships with personnel and clinical placement agreements at clinics and create a summer elective focusing on Latino healthcare in medically underserved communities. This funding will have a direct impact on 100 students, 8 full time faculty and 20 part-time faculty instructors.

The **capitation** award of \$240,000 will support 10 additional nursing students.

Program Name: **Mount St. Mary's College**

Award Amount: \$273,180

Purpose: The **special program** award of \$33,180 will help develop an eight day program that will be distributed over eight weeks. The focus will be on clinical nurses who are experts in their field but have no prior teaching knowledge or experience. Once they complete the course, they will have the possibility to expand their nursing role by assuming a part-time teaching position as a clinical instructor. This funding will have a direct impact on 250 nursing students and 25 staff nurses.

The **capitation** award of \$240,000 will support 10 additional students into the master's graduate program who are seeking professional development to become nurse educators, administrators, community health nurses, and clinical nurse specialists.

Program Name: **Fresno City College**

Award Amount: \$200,000

Purpose: The **capitation** award of \$200,000 will support 10 additional nursing students in the fall of 2007.

Program Name: **Merced College**

Award Amount: \$125,000

Purpose: The **special program** award of \$125,000 will be used to hire a Program Coordinator and Student Mentors to establish and maintain a program designed to ensure the retention of all students in the RN program. This will be accomplished through assessment, tutoring, specialty targeted instruction and student services to enable students to obtain the skills necessary for success. This funding will have a direct impact on 320 students, 6 mentors and 1 FTE instructor.

Program Name: **Santa Ana College of Nursing**

Award Amount: \$125,000

Purpose: The **special program** award of \$125,000 will be used to hire eight additional Clinical Teaching Associates (CTA's) to support 96 students admitted annually who are not funded by the Center for Nursing Expansion and Innovation CFN grant. The program will also hire one CTA for the SAC and St. Joseph skills lab. CTA will also purchase eight laptops to expand the laptop loan program and

Appendix A: 2007 Song-Brown Grants

additional supplies for the nursing students. This funding will have a direct impact on 192 students annually for 2 years and the funding for laptops will have an impact on 250 students every semester for 2 years.

Program Name: **Merritt College**

Award Amount: \$200,000

Purpose: The **capitation** award of \$200,000 will support 2 additional faculty members, 10 additional students and to offer summer rotations for students in their second and third semesters at Merritt College.

Appendix B: 2007 Workforce Investment Act Grants

Sub-grantee Name: Foundation for California State University, San Bernardino

Located within the Local Workforce Investment Area: San Bernardino County

Project: Enhancing Nursing Workforce in Inland Southern California

Project Begin: 2/1/2007 Project End: 12/31/2008

Project:

This project is a two-county response to the nursing shortage. The project will: a) enable 120 students to complete an accelerated Bachelor of Science Nursing program; b) provide case management, tutoring and financial support to increase retention of nursing students; and c) increase the number of nursing faculty. The end result: 120 additional, highly skilled, BSN trained nurses who will be committed to remaining in the Inland Southern California region. The local Workforce Investment Board will provide monitoring, reporting and case management. The Riverside Community Hospital will provide clinical training and over \$2 million in cash and in-kind match. The California State University San Bernardino will provide academic training to Bachelor of Science Nursing and twelve new nursing faculty.

<u>Fund Source</u>	<u>YOA</u>	<u>Grant Amount</u>
WIA 15% Governor's Discretionary	2006	\$143,301.00
Total Amount Approved		<u>\$143,301.00</u>

Sub-grantee Name: Imperial Valley Regional Occupation

Located within the Local Workforce Investment Area: Imperial

Project: Opportunities Nursing and Engineering (Project ONE)

Project Begin: 2/1/2007 Project End: 12/31/2008

Project:

Project ONE (Opportunities in Nursing and Engineering), proposes to serve and meet the educational and employment needs of 170 WIA eligible youth and adults. Project goals are to provide the 10 program elements to 150 high school (11th & 12th grades) youth and help them attain educational and occupations skills that are applicable in the healthcare and building infrastructure career fields. Educational and training opportunities will be offered to 20 Adult Registered Nurse (RN) students to ensure the likelihood that they will complete their educational programs and become employed as registered nurses.

<u>Fund Source</u>	<u>YOA</u>	<u>Grant Amount</u>
WIA 15% Governor's Discretionary	2006	\$600,000.00
Total Amount Approved		<u>\$600,000.00</u>

Sub-grantee Name: Mendocino County

Located within the Local Workforce Investment Area: Mendocino

Appendix B: 2007 Workforce Investment Act Grants

Project: Mendocino/Humboldt Healthcare Training Initiative
Project Begin: 2/1/2007 Project End: 12/31/2008
Project:

This program, through a Workforce Investment Board led regional collaboration, will target health care training facilities to: 1) substantially expand training capacity, allowing acceptance and training of a greater number of qualified applicants; 2) provide a career ladder into health care with its sustainable wage occupations; and 3) support the growing health care industry by addressing the escalating need for health care professionals. This project will address both education and training constraints, leverage existing one-stop partner programs, and will greatly increase opportunities for education, training and access to careers along the entire nursing career ladder. The project will enroll 79 individuals and complete training and placement for 59 Registered Nurses and 20 Licensed Vocational Nurses.

<u>Fund Source</u>	<u>YOA</u>	<u>Grant Amount</u>
WIA 15% Governor's Discretionary	2006	\$589,848.00
Total Amount Approved		<u>\$589,848.00</u>

Sub-grantee Name: Monterey County

Located within the Local Workforce Investment Area: Monterey
Project: CNA Pipeline Training
Project Begin: 6/30/2007 Project End: 3/31/2009
Project:

Monterey County has experienced and is experiencing great difficulty filling openings in the healthcare field with qualified applicants. The southern portion of the County and the Salinas corridor, in particular, has great challenges in finding and developing individuals with the needed basic skills and training. This grant proposal seeks to partner with a major south Monterey County Hospital and a large employment training agency to provide the needed basic skills, Certified Nursing Assistant (CNA) training, work experience and On-the-Job training experiences for individuals that may not otherwise have that kind of opportunity. This hospital is the only hospital within a 150 mile radius and is planning to build a new facility. This proposal will place 92 CNAs at the hospital.

<u>Fund Source</u>	<u>YOA</u>	<u>Grant Amount</u>
WIA 15% Governor's Discretionary	2006	\$388,349.35
WIA 15% Governor's Discretionary	2006	\$140,355.65
Total Amount Approved		<u>\$528,705.00</u>

Sub-grantee Name: North Central Counties Consortium

Located within the Local Workforce Investment Area: North Central Counties
Project: Nursing - Addressing Local and State Wide Shortage
Project Begin: 2/1/2007 Project End: 12/31/2008
Project:

Appendix B: 2007 Workforce Investment Act Grants

Health care is a fast growing industry in North Central Counties Consortium and California. The goal of this grant is to train 60 participants in the health care fields of Licensed Vocational Nurse (LVN) and Registered Nurse (RN). Recruitment of people new to the health care field will take place as will career advancement/career-bridge from LVN to RN. Additionally, the project will provide re-entry training to RN's who are licensed but have left the field for an extended period and require a skills refresher course. Coordination with local hospitals and training sites is provided for this grant.

<u>Fund Source</u>	<u>YOA</u>	<u>Grant Amount</u>
WIA 15% Governor's Discretionary	2006	\$350,000.00
Total Amount Approved		<u>\$350,000.00</u>

Sub-grantee Name: Northern Rural Training and Employment Consortium

Located within the Local Workforce Investment Area: NORTEC

Project: LVN to RN Step Up Program

Project Begin: 2/1/2007 Project End: 12/31/2008

Project:

The purpose of this project is to continue to develop local training opportunities for healthcare workers in the rural ten county area of NoRTEC. This project will assist 54 individuals to obtain Licensed Vocational Nurse (LVN) to Registered Nurse (RN) upgrade training in Lassen, Plumas, Shasta, Siskiyou, and Tehama Counties. LVNs in Siskiyou County will have the opportunity to access for the first time locally provided skills upgrade training at the College of the Siskiyous. In other remote areas individuals will be provided with assistance to access training at locations a substantial distance from their homes.

<u>Fund Source</u>	<u>YOA</u>	<u>Grant Amount</u>
WIA 15% Governor's Discretionary	2006	\$600,000.00
Total Amount Approved		<u>\$600,000.00</u>

Sub-grantee Name: Rural Human Services Incorporated

Located within the Local Workforce Investment Area: NORTEC

Project: Health Careers Opportunities Program

Project Begin: 2/1/2007 Project End: 12/31/2008

Project:

The Health Careers Opportunities Program provides residents of Del Norte County a practical way to pursue and/or advance in medical careers. Targeting transitioning high school students, and unemployed/ underemployed adults, the project provides career guidance, individual plan preparation, funds for training, support services, job search and placement and follow up services. The project benefits from and utilizes the existing partnerships with College of the Redwoods, Del Norte County, Del Norte Unified School District, Sutter Coast Hospital and others. The project will continue the success of the past four years recruiting, training, and placing participants into health careers. The project will train and place 86 individuals in various nursing occupations such as Certified Nurse

Appendix B: 2007 Workforce Investment Act Grants

Assistant, Licensed Vocational Nurse and Registered Nurse. Approximately 250 high school students will receive health career information.

<u>Fund Source</u>	<u>YOA</u>	<u>Grant Amount</u>
WIA 15% Governor's Discretionary	2007	\$396,646.00
Total Amount Approved		<u>\$396,646.00</u>

Sub-grantee Name: Sacramento Employment Training Agency

Located within the Local Workforce Investment Area: Sacramento

Project: Nurse Advance - A BSN Distance Learning Project

Project Begin: 2/1/2007 Project End: 12/31/2008

Project:

Sacramento Employment Training Agency (SETA) proposes the development of an internet accessible distance education Bachelor of Science in Nursing (BSN) degree program for 52 working Associate Degreeed Nurses (ADN) who find course accessibility a barrier to education and career advancement. This will expand the capacity of the California State University, Sacramento ADN to BSN program and increase the supply of nurses who will qualify to fill vacant nurse educator and leadership positions. Project candidates will be referred by industry partners, the region's four largest healthcare systems, and case managed by SETA. Graduating BSNs will be eligible for upgraded positions within their employer organizations.

<u>Fund Source</u>	<u>YOA</u>	<u>Grant Amount</u>
WIA 15% Governor's Discretionary	2006	\$600,000.00
Total Amount Approved		<u>\$600,000.00</u>

Sub-grantee Name: Shirley Ware Education Center

Located within the Local Workforce Investment Area: Oakland

Project: SWEC Distance Learning Nurse Education Pilot

Project Begin: 2/1/2007 Project End: 12/31/2008

Project:

Shirley Ware Education Center (SWEC) will partner with Santa Monica College on a distance learning Associate Degree Nurse project that California Board of Nursing has required to be piloted in Los Angeles County. Twenty incumbent Kaiser Permanente and California Healthcare West Licensed Vocational Nurses (LVN) will be enrolled. Similarly, SWEC will partner with East Los Angeles College to train 20 LVNs in a customized "traditional" LVN to Registered Nurse program. Lastly, SWEC will enroll 100 incumbent workers in science preparatory courses for nurse and other high-skill health occupations. SEIU United Healthcare Workers West and Joint Employer Education Fund will supply cash matching funds for this Los Angeles project.

<u>Fund Source</u>	<u>YOA</u>	<u>Grant Amount</u>
WIA 15% Governor's Discretionary	2006	\$600,000.00

Appendix B: 2007 Workforce Investment Act Grants

Total Amount Approved \$600,000.00

Sub-grantee Name: West Hills Community College District

Located within the Local Workforce Investment Area: Fresno

Project: New Nurses for Rural San Joaquin & W. Central Valley

Project Begin: 2/1/2007 Project End: 3/31/2009

Project:

West Hills College District, at the Lemoore College campus, will start a new Registered Nursing Program to serve Kings and rural West Fresno counties. This program is targeting a rural region that is identified as a "Health Professional Shortage Area" (<http://hpsafind.hrsa.gov/HPSA>). The goal of this project is to "grow-our-own" healthcare professionals with the long-range outcome of improving rural healthcare services. Approximately 150 individuals will receive training resulting in 60 Registered Nurses (RN), 30 Medical Assistants and 60 Certified Nursing Assistants. Hospitals and healthcare facilities are extremely supportive of a new RN program. Currently, their effort to employ qualified RNs is limited by the lack of local RN training programs.

<u>Fund Source</u>	<u>YOA</u>	<u>Grant Amount</u>
WIA 15% Governor's Discretionary	2006	\$600,000.00
	Total Amount Approved	<u>\$600,000.00</u>
	Total Funds Awarded	<u>\$5,008,500.00</u>

Appendix C: 2007 Employment Training Panel Grants

Contractor Name & County	Approved Amount	# to Train	Project Description
Community Career Development, Inc.* Los Angeles	\$442,440	45	Community Career Development, Inc. (CCD) is a non-profit community-based organization engaging in a wide range of workforce development activities and operates the Wilshire-Metro WorkSource Center. The ETP funding in this project will support a larger LVN training program, in which CNA's and health caregivers are being trained to become nurses, in order to address the needs of participating employers for licensed vocational nurses at their facilities. The ETP-funded portion of the LVN program will consist of 750 hours theory and clinical training. Theory hours will be provided in a classroom at the training provider's facilities with clinical training in a laboratory on-site or at approved local health care facilities.
HCM Health Care, Inc., DBA Health Care Management* Various	\$306,000	55	HCM (Health Care Management) Healthcare Inc., is a privately owned chain of health care facilities. This training will address the State's critical shortage of nurses by upgrading 55 nurse assistant/ caregivers to licensed vocational nurses (LVN). Participating employers are health facilities that operate for the diagnosis, care, prevention, and treatment of human illness including convalescence, and rehabilitation; each has expressed a continued need for licensed vocational nurses at their facilities.
* Pilot CNA to LVN	\$748,440	100	
Brotman Medical Center Los Angeles	\$297,882	247	Brotman Medical (same physician group as Olympia) qualifies for priority industry rate, as healthcare employer requesting 200 hours or less per trainee. Original request for \$493,164 in SET funding for advanced nursing skills was reduced , due to remaining SET budget considerations. Hospital may amend the contract to increase funding, based on achieving significant performance in phase 1, and the availability of SET funds later during the contract term. Training of RNs and LVNs will help overcome the nursing shortage.
Care Options Alameda, Shasta	\$54,000	6	Contractor must meet the increasing demand for new services and provide upgraded skills in areas such as Autism, Hospice Care & Medical Fragility Care. COMPASS provides in home care to seniors and adults with developmental and physical disabilities. Types of services include non-medical care management, medical resource management, adaptive equipment services, safety and activities of daily living, meal preparation and nutrition, housekeeping, money management, circle of support resources, and emergency and disaster planning. Full contract amount is \$75,600 with both social & medical services.
Century City Doctors Hospital LP Los Angeles	\$298,080	180	CCDH is a new, acute care general medical & surgical hospital with a 24-hour emergency room. They are retraining their workforce in advanced nursing skills to improve patient care, become a high performance workplace, & help overcome the nursing shortage in California. Original request for \$498,096 in SET funding was reduced , due to remaining SET budget considerations. CCDH may amend the contract to increase funding, based on achieving significant performance, and the availability of SET funds later during the contract term.
CHA Hollywood Medical Center, dba Hollywood Presbyterian Medical Center Los Angeles	\$867,375	1205	Acute care hospital with 434 licensed beds is providing training for registered nurses in advanced technology cardiac life support skills, neonatal intensive care skills, labor and delivery skills, critical care skills, and a variety of other areas designed to raise patient quality of care, while reducing nursing staff turnover rates. Contractor is providing training with the support of SEIU United Health Care Workers West and SEIU Local 121 (Registered Nurses).

Appendix C: 2007 Employment Training Panel Grants

Community Career Development, Inc. Los Angeles	\$62,592	12	CCD will train 50 unemployed workers for jobs in healthcare (convalescent facilities, hospitals and home health). Occupations to be trained include Certified Nurse Assistant (CNA), CNA/Home Health Aide (HHA) and Phlebotomist. Training will be provided by Central Nursing College, East Los Angeles Occupational Center, East San Gabriel Valley Regional Occupational Program, and Los Angeles City College. Job 2 is CNA.
Cypress Surgery Center Tulare	\$55,440	18	Cypress Surgery Center will train all 25 of its frontline workers in Business, Continuous Improvement, and Computer and Commercial Skills that are tailored to the specific out-patient work performed by trainees. CNAs, LVNs, RNs, Operating Room Technicians and Administrative Staff (about 18 are nurses in job 1) will receive up to 150 hours training in this high unemployment area.
East Los Angeles Doctors Hospital Los Angeles	\$298,080	144	East LA Doctors Hospital qualifies for priority industry rate, as healthcare employer requesting 200 hours or less per trainee. Original request for \$499,400 in SET funding for advanced nursing skills was reduced, due to remaining SET budget considerations. Hospital may amend the contract to increase funding, based on achieving significant performance in phase 1, and the availability of SET funds later during the contract term. Training of LVNs and RNs will help overcome the nursing shortage.
Franklin Career College Los Angeles, Riverside, San Bernardino	\$227,550	60	Jobs 2 and 3 are CNAs, half of job 1 occupations are medical/dental field.
Fresenius Medical Care North America Various	\$39,105	33	Company manufactures & distributes kidney dialysis equipment & products, and operates clinics providing kidney dialysis treatment. Training will be in Continuous Improvement; Business, Computer and Manufacturing Skills; and Literacy. Job 3 is clinical nursing staff.
Los Alamitos Medical Center Orange	\$297,792	376	Acute care facility is training registered nurses using clinical skills (preceptor) training method, where the preceptor performs all tasks under observance of trainee. Gradually trainee takes over tasks w/preceptor observing. Service area includes Los Alamitos, Cypress, Seal Beach, Long Beach, Garden Grove, Cerritos, Artesia & Lakewood. LAMC is expanding to meet needs of rapidly growing & aging population from local community - portion of funding is delayed until the future, pending performance.
Memorial Hospital of Gardena Los Angeles	\$73,584	56	Lab Tech, Radiology Tech, RNs & Respiratory Tech being trained in Business, Computer Skills & AT using clinical skills (preceptor) training method, where the preceptor performs all tasks under observance of trainee. Gradually trainee takes over tasks w/preceptor observing. Portion of funding is delayed until the future, pending performance.
Olympia Medical Center Los Angeles	\$299,484	282	Olympia Medical (same physician group as Brotman) qualifies for priority industry rate, as healthcare employer requesting 200 hours or less per trainee. Original request for \$497,620 in SET funding for advanced nursing skills was reduced, due to remaining SET budget considerations. Hospital may amend the contract to increase funding, based on achieving significant performance in phase 1, and the availability of SET funds later during the contract term. Training of RNs will help overcome the nursing shortage.
Oxman College - Costa, LA, Marin, Sacto, San Bernardino, SF, San Mateo	\$53,900	100	Oxman will train workers for medical and dental occupations, 90 of which are new hires (60 W2W). Job 2 trains 100 current RNs and LVNs in Continuous Improvement.
Permanente Medical Group Alameda, Costa, Marin, SF, San Mateo, Santa Clara, Solano, Sonoma	\$540,000	150	Kaiser operates Kaiser foundation Health Plans and Kaiser Foundation Hospitals. This project addresses the critical shortage of skilled nurses, and will train 150 RNs in Commercial Skills to work in emergency rooms.

Appendix C: 2007 Employment Training Panel Grants

<p>Redwood Regional Medical Group Lake, Mendocino, Napa, Sonoma</p>	<p>\$19,080</p>	<p>53</p>	<p>Registered Nurses and other healthcare professionals will be trained on the use of new medical equipment, in addition to Business and Management Skills training. All frontline staff will train on the Electronic Medical Record, Radiology Information Systems, Picture Archival System, & Linear Accelerator IGRT Radiation Oncology.</p>
<p>Riverside Healthcare Systems, LLC dba Riverside Community Hospital Riverside</p>	<p>\$799,500</p>	<p>533</p>	<p>The project addresses the shortage of specialty nursing jobs in support of the Governor's California Nurse Education initiative. The hospital will train its registered nurses in advanced nursing skills designed to improve patient care and help move the company towards a high performance workplace.</p>
<p>USC University Hospital, Inc. Los Angeles</p>	<p>\$294,548</p>	<p>203</p>	<p>This program has a strong support network of senior nurse preceptors, mentors & facilitators, and will enable trainees to gain hands-on clinical experience as Registered Nurses.</p>
<p>Other Licensed Nursing Projects:</p>	<p>\$4,577,992</p>	<p>3657</p>	
<p>19 Total Licensed Nursing Projects:</p>	<p>\$5,326,432</p>	<p>3757</p>	