

Nurturing Local Healthcare Talent: Unveiling the 3Ps –

*Partnerships, Innovative Programs,
and Pathways*

Introductions



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Rhodes State College Fast Facts

- Located in rural **Lima**, Ohio
- Over **4,000** students enrolled annually
- **65%** female
- Average age is **25** (excluding dual credit)
- **11%** minority
- **89%** receive financial aid
- Over **20,000** degrees and certificates awarded since inception



Learning Objectives:

- Explore strategies and best practices to develop strong community partnerships.
- Discover the cost saving benefits for students who participate in local workforce pathways and the economic benefit to the community.
- Replicate and/or adapt RSC's innovative on-line nurse aid training program to cultivate nursing pathways at your own institution to ultimately grow a local talent pipeline of nursing professionals.



“You won't gain anything new as you walk the path that millions have walked! Create a new path, walk to a new horizon; learn new things, teach new things to others!”

— **Mehmet Murat ildan**

Our Journey to Growing Talent for Local Impact



Partnerships





Poll Everywhere – Survey 1

On a scale from 1-5, rank the quality of your partnerships with local hospitals.

Poor — 1

0%

2

0%

Fair — 3

0%

4

0%

Excellent — 5

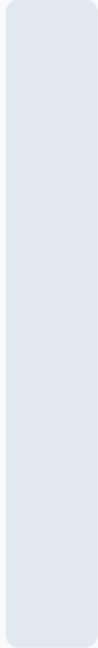
0%



Poll Everywhere – Survey 2

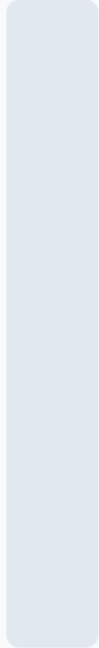
How often do you regularly communicate with your partners?

0%



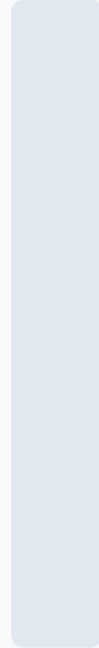
(A)
Weekly

0%



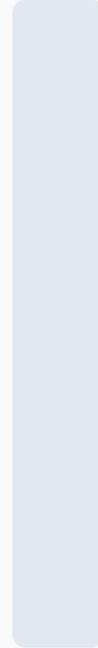
(B)
Monthly

0%



(C)
Quarterly

0%



(D)
As needed

RSC Partnerships

- Historical perspective
- Today
 - Scheduled
 - Focused
 - Common purpose



Community Issue

- **Area hospitals have reported an ongoing nursing shortage**
 - All levels of nurses are needed, however a large number of these openings are for skilled/certified nurse aides and patient care techs.



Collaboration

- Discussions regarding the nursing shortage were brought forth during a scheduled regular meeting between RSC, hospital administration, and nurse leaders.
 - **Brainstorming ensued which led to the idea for a new nurse aide training program → Pathway**

Innovative Program



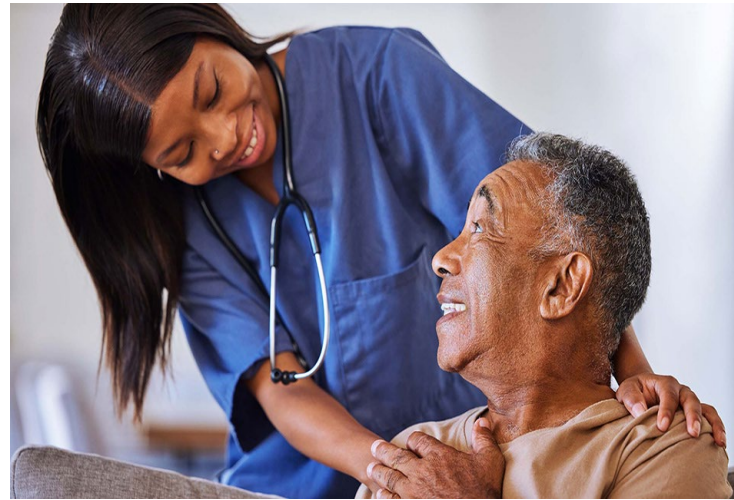
Background

- Hospitals do not require their aides to be “State” tested STNAs (equivalent to most State’s CNA) – Still required for LTC.
- Rhodes State has a traditional STNA program but the cost can be a barrier for students.
 - 5 credit hours x \$190/credit hr = \$950.00
 - Book fee \$99.43
 - Uniform fee \$40.00
 - Kit fee \$22.00
 - Background check & Immunizations \$95.00
 - **Total Course Cost = \$1,206.43**
- The Ohio Department of Health (ODH) has strict program guidelines for STNA programs.



Proposed Solution

- Develop a collaborative nurse aide training program that allows prospective nursing students to **earn while they learn.**



The Creation of Mercy Health Aide Training Program

- STNA Coordinator & Center for Distance and Innovative Learning created **online course** using our Canvas LMS.
- Created **modules** based upon Ohio Department of Health (ODH) standards for STNA along with hospital input.
- **On demand** course design.

Training Program Continued

- Hospital hires potential nurse aide or pulls from other departments, i.e. housekeeping, dietary to upskill.
- Hospital designee sends the name of the employee to college to be enrolled in the course.
- College sends welcome email to new student

Training Program Continued

- Employee/student completes the **online training**
 - 10 modules with 80% competency benchmark
 - Approximately 30 hours to complete
- **Certificate** of completion issued upon passing the course
- Hospital begins **on-the-job skills training**
- Completes skill check-list with assigned mentor
- Begin working independently as a patient care tech/nurse aide

Win – Win – Win - Win Situation!

- **Win:** Students pay nothing out-of-pocket. Hospital is billed by the college for each student who enrolls into the online course.
- **Win:** Student is hired by hospital and paid while training.
- **Win:** Certificate can be used to fulfill the College's admission requirement for entry into Nursing Program.
- **Win:** Hospitals acquire new nurse aides who are trained to their specifications.

Student Testimonials

<https://youtu.be/zUijqoS1fFA>





Student from Lima Memorial

“I completed the course in 3 days. What stood out to me was its **straightforward** nature, making it relatively easy for me to grasp the content.”

~Angela Eghan



“The benefits of simultaneously working in a healthcare role and pursuing the nursing program are multifaceted. This **dual engagement** provides me with invaluable hands-on experience, enhances my clinical skills, and allows for the practical application of theoretical knowledge acquired in the classroom. It offers a **seamless integration of academic learning and real-world patient care.**”

~Angela Eghan



“Upon my hiring, the hospital assured continued **tuition assistance** as I attended RSC, which is incredibly significant for me as a student. The **financial support** not only alleviates the economic burden of college but also reduces stress, allowing me to **concentrate more on my studies** and less on the necessity to work full time.”

~Angela Eghan

Enrollment #'s to Date:

157 students

That's a lot of new nurse aides!

Cost Saved: \$189,409.51

And a lot of money

100%

Total success!

Expanding Partnerships

- Presented to another local hospital
 - Similar content but tailored to meet the needs of their institution
- Reaching out to smaller hospitals in the region

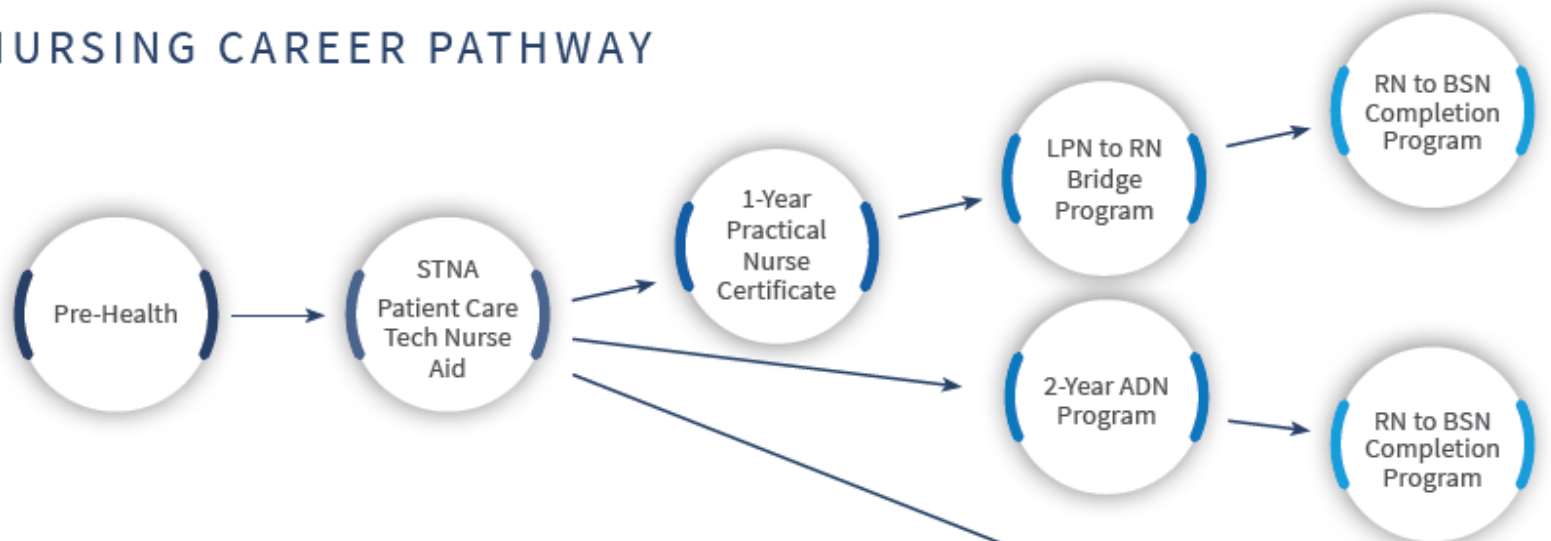
Expanding Partnerships

- Leased Employees/Faculty
 - Clinical Instructors
 - Alternative to hiring part or full-time faculty
 - Temporary coverage for short term needs

Pathways



NURSING CAREER PATHWAY



Courses available at:

- High School
- Vocational/Career Tech

Employment:

- Job Shadow
- Workplace Visits

Median salary:

- \$30,000

Courses available at:

- Vocational/Career Tech
- Community College

Employment:

- Nursing Assistant
- Patient Care Tech
- *Acute or Long-Term Care

Median salary:

- \$47,000

Courses available at:

- Vocational/Career Tech
- Community College

Employment:

- LPN
- LVN
- *Bed-Side Nurse in Acute or Long-Term Care
- Physician's Offices

Median salary:

- \$70,000-\$80,000

Courses available at:

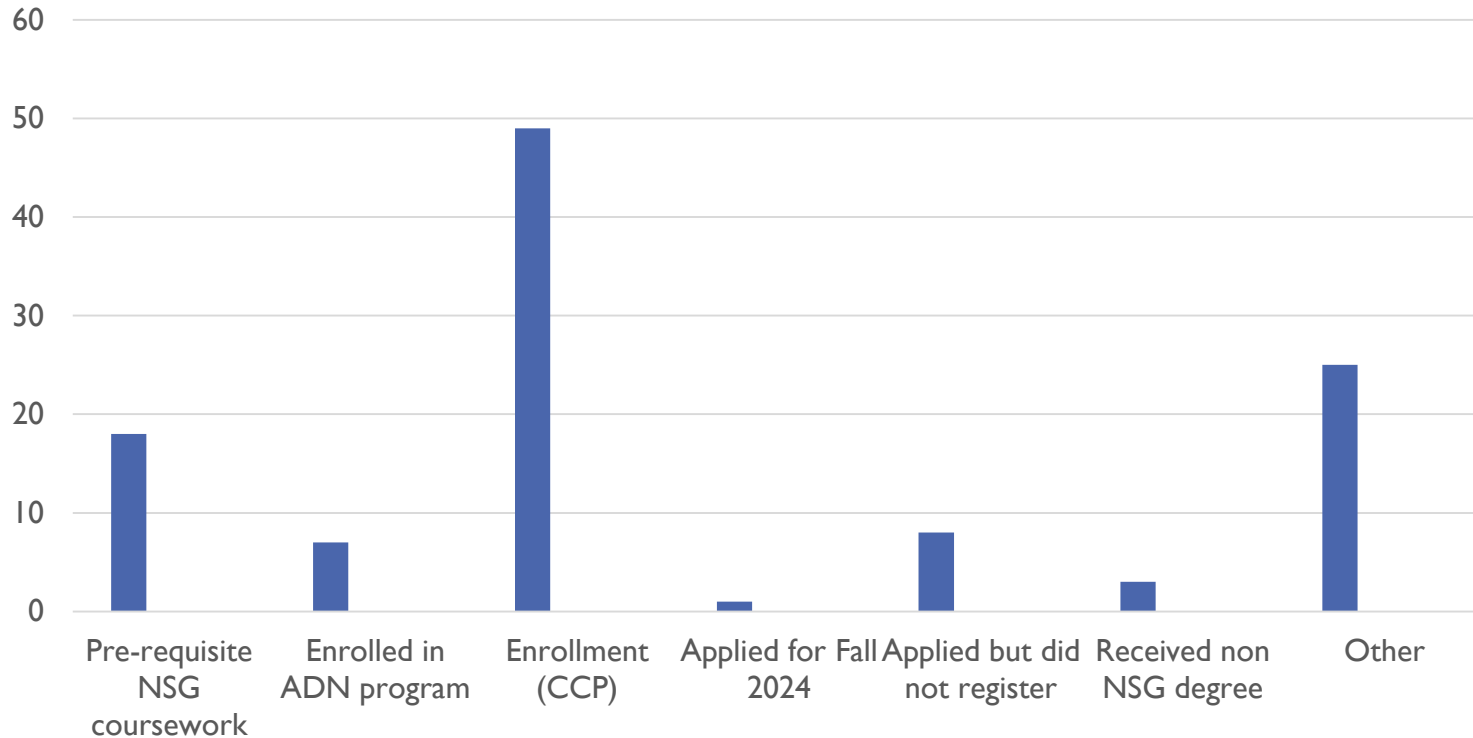
- Community College

Employment:

- Registered Nurse
- *Treatment/Charge Nurse or Specialty Nurse in Acute Care or Specialty Clinics

Pathway Success

Enrollment



Future Research Opportunities

- Degree Completion
- Pathway viable model
- Cost-savings





Explore Quick Start Guide

- Partnerships
- Innovative Programs
- Pathways



Poll Everywhere - Survey 3

Identify one thing that you learned today that you will replicate or adapt at your home institution.

Nobody has responded yet.

Hang tight! Responses are coming in.

Q & A?

**If you have any questions after this session –
We can be reached at:**

- Dean Angela Heaton ~ Heaton.a@rhodesstate.edu
- Dr. Melissa Harvey ~ Harvey.m@rhodesstate.edu

Credits

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