

Power of Rural Partnerships

**Solutions for
Health Occupations Shortages**

WOW—We got the money!

- What is the Big Picture?
- Where will it impact?
- Who are the partners?
- What is it for?
- **WHO IS GOING TO DO THE WORK?**
- When does it start officially?
- Who gets to spend it?





The Big Picture— CSI's Strategic Plan, Goals, and Action Areas

The Power of Rural Partnerships project directly embodies the spirit of all 4 CSI Strategic Goals.

- Goal 1: Service—promote habitual characteristics of respectful and courteous interactions with the widening diversity of the internal community as well as the community at large; enable access to educational and training opportunities; and demand the highest possible quality of performance
- Action Areas: Student Service, Diversity of Student Body, Communication, and Quality

The Big Picture— CSI's Strategic Plan, Goals, and Action Areas

- Goal 2: Innovation—Discharge duties inventively and creatively. This entrepreneurial environment is fostered by administrators and all other employees who undertake thoughtful, insightful, and forward looking decisions and reasonable risk may be a part of College enterprise. The goal of “Innovation” is both to establish and to maintain the inventive spirit of the College.
- Action Areas: Programs and Program Review, Technology, New Funding

The Big Picture— CSI's Strategic Plan, Goals, and Action Areas

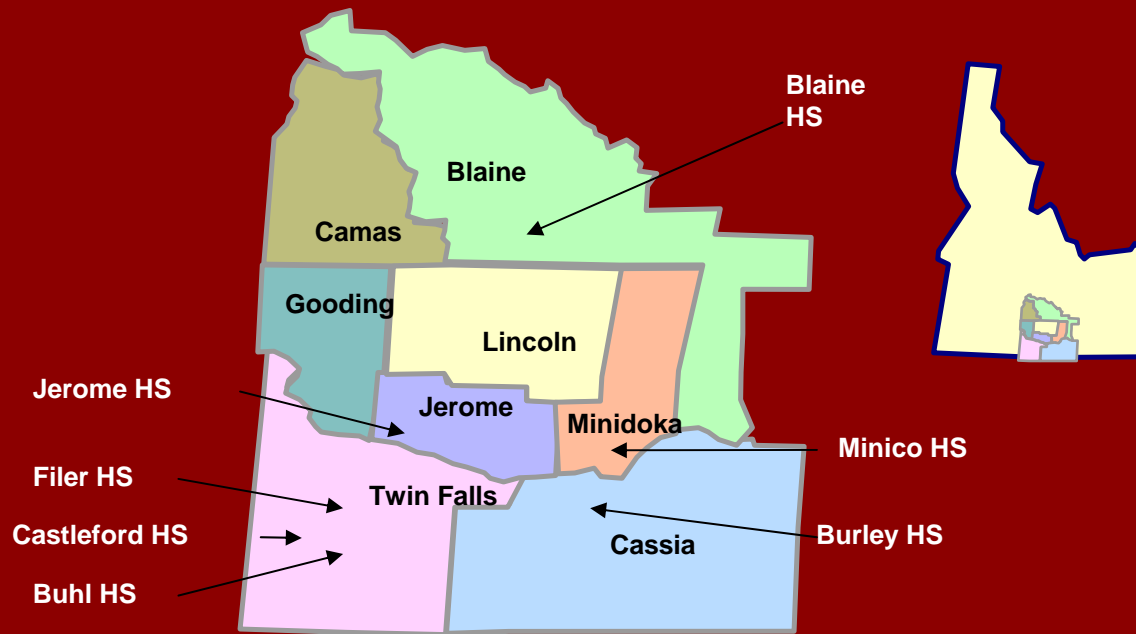
- Goal 3: Partnerships—In the development and delivery of programs and services internally, cooperate and collaborate effectively and efficiently across administrative boundaries and, externally with other educational institutions, businesses, and community organizations.
- Action Areas: Internal Partnerships, Service Area School Districts, Higher Education Partnerships, Community Partnerships

The Big Picture— CSI's Strategic Plan, Goals, and Action Areas

- Goal 4: Fully Develop Resources—Enhance potential successes and high-level achievement through the development and management of human, physical, and financial resources.
- Action Areas: Human Resources, Facilities and Grounds as Resources, and Financial Resources

Rural Project Service Area

According to 2005 Workforce Investment Board Healthcare Employer Survey, there are shortages and vacancies in the following nursing occupations: RN 20%, LPN 16%, and CNA 70%. Employer's projected Labor needs within the next 5 years are 4X current LPN graduation rates and 5X RNs.



Collaborative Partners



- Health Care Development Council
- Magic Valley Regional Medical Center
- St. Luke's Wood River Medical Center
- St. Benedict's Family Medical Center
- Statewide Workforce Development Council
- Idaho Department of Labor & Commerce
- South Central Idaho Works! Board
- Blaine County School District
- Buhl Joint School District
- Castleford School District
- Cassia County School District
- Filer School District
- Jerome County School District
- Kimberly School District
- Minidoka Joint School District

Six Primary Strategic Goals for Power of Rural Partnerships

1. **Increase** the number of nursing and health occupations faculty at CSI;
2. **Create** a pipeline to expand dual credit coursework in Health Occupations;
3. **Use** the Career Lattice to create innovative fast-tracks for RNs;
4. **Utilize** Healthcare grant development partnerships to develop alternative funding streams for healthcare employers and CSI healthcare programs;
5. **Expand** Coordination of Space Utilization, Equipment, and Technology Sites;
6. **Engage** in dissemination and replication strategies.

Goal 1: Increase the number of nursing and health occupations faculty at CSI;

Objective 1:

A minimum of 6 CSI MS or MSN nursing or health occupations faculty will be developed using piloted "grow your own" methodology to expand systemic capacity for instructional delivery.

Funding Source:

CSI tuition waivers and employer partnerships.

Timeline: During Year 1-3, Q 1-4

Outputs: 6 CSI nursing or health occupations faculty with MS or MSN



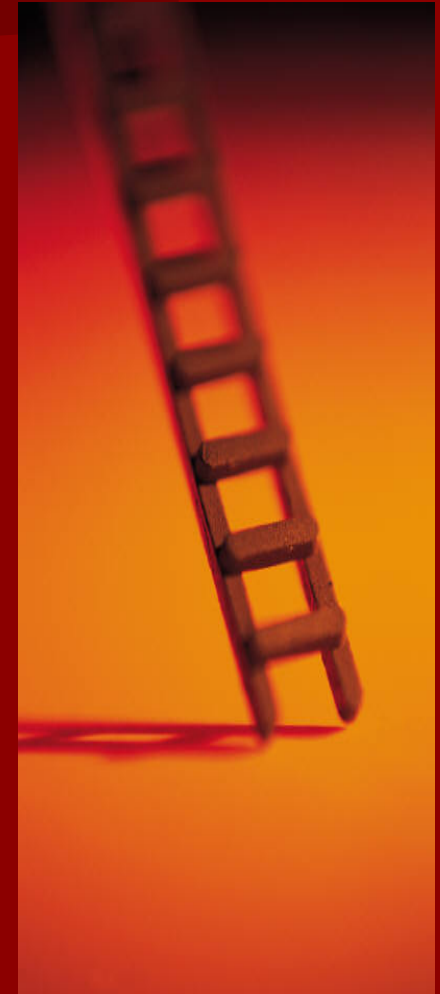
Goal 2: Create a pipeline to expand dual credit coursework in Health Occupations;

Objective 2: A minimum of 8 K-12 school districts will partner with CSI to expand their capacity to provide onsite Health Occupations coursework via clinical equipment access, textbook access, dual credit career lattices, and dual credit training stipends

Funding Source:

Power of Rural Partnerships grant, Blaine County School District, Buhl Joint School District, Castleford School District, Cassia County School District, Filer School District, Jerome County School District, Kimberly School District, and Minidoka Joint School District, and CSI.

Timeline: During Year 1-3, Q 1-4



Goal 2: Create a pipeline to expand dual credit coursework in Health Occupations;

Each K-12 Site will receive the following:

Year 1: **Clinical Equipment nearly \$6,000**

- Hospital bed with side rails
- Wheel chair and commode
- Manikin
- Walker and cane
- Shower Chair
- Linens, blankets, and pillows
- Disposable materials such as gloves, bandages
- Reference materials and books
- Blood Glucose testing equipment

Textbooks at \$10,000

20 Stipends@\$1,000 each for minority and disadvantaged in dual credit health occupations, particularly nursing

Year 2: 20 Stipends@\$1,000 each for minority and disadvantaged in dual credit health occupations, particularly nursing

Year 3: 20 Stipends@\$1,000 each for minority and disadvantaged in dual credit health occupations, particularly nursing

Goal 2: Create a pipeline to expand dual credit coursework in Health Occupations;

Outputs: 480 minority and/or disadvantaged Health Occupations Dual Credit Students by Year 3 (50% minority)

Year 1: 8 Clinical Labs with textbooks established in K-12 sites except for Blaine which will be in the CSI Blaine Center, and 160 health occupations dual credit training stipends up to \$1,000 each

Year 2: 160 health occupations dual credit training stipends up to \$1,000 each

Year 3: 160 health occupations dual credit training stipends up to \$1,000 each



Goal 3: Use the Career Lattice to create innovative fast-tracks for RNs;

Objective 3: Develop 10 or more on-line LPN and ADN courses to teach didactic component with supervised clinical components thereby expanding instructional capacity.

Funding Source: Power of Rural Partnerships grant will fund consultants to develop 10 or more LPN or ADN program courses. Employer cash match will purchase additional nursing faculty. Laptops for development are budgeted.

Timeline: Development--During Year 1, Quarters 1-4
Implementation—During Years 2-3, Quarters 1-4

Goal 3: Use the Career Lattice to create innovative fast-tracks for RNs;

Objective 4: Develop an alternative fast-track career path for nationally certified Paramedics into the RN program using onsite and online methodologies

Funding Source: Power of Rural Partnerships grant will fund consultants to develop 4 NC Paramedic to ADN program courses. Employer cash match will purchase additional nursing faculty. Laptops for development are budgeted.

Timeline: Development--During Year 1, Quarters 1-4
Implementation—During Years 2-3, Quarters 1-4

Goal 3: Use the Career Lattice to create innovative fast-tracks for RNs;

Outputs: 14 Courses Developed serving X number of students

Year 1: Development of 14 on-line courses to expand delivery capacities. Training Stipends for Nationally Certified Paramedic to ADN students at 10@\$1,000 per year

Year 2: Training Stipends for Nationally Certified Paramedic to ADN students at 10@\$1,000 per year

Year 3: Training Stipends for Nationally Certified Paramedic to ADN students at 10@\$1,000 per year

Goal 4: Utilize Healthcare Grant Development Partnership to develop alternative funding streams for healthcare employers and CSI healthcare occupations and resources

Objective 5: Submit 5 or more alternative funding applications developed by the Health Care Development Council annually

Funding Source: Magic Valley Regional Medical Center and College of Southern Idaho will fund the HCDC Grant Writer position to develop the proposals.

Timeline: Years 1-3, Quarters 1-4

Outputs: Number of proposals prepared and funded

Goal 5: Expand Coordination of Space Utilization, Equipment, and Technology in Clinical Sites

Objective 6: Upgrade digital connectivity with MVRMC and 1 other healthcare provider to ensure interactive delivery of onsite deployment of health occupations curricula is accessible to incumbent employees upgrading skills

Funding Source: Power of Rural Partnerships grant, Magic Valley Regional Medical Center, College of Southern Idaho, and one long-term care provider.

Timeline: Installation--Years 1, Quarters 1-4
Utilization—Years 1-3, Quarters 1-4

Outputs: Increased onsite training capacity for multiple end users

Goal 6: Engage in dissemination and replication strategies via ongoing formative and summative assessments of partnerships' accountability, progress, and reporting

Objective 7: Coordinate with partners to disseminate project outcomes with 10 or more educational, professional organizations, or healthcare industry related organizations through a variety of modalities

Funding Source: Power of Rural Partnerships grant

Timeline: Years 1-3, Quarters 1-4

Outputs: Increased accountability to funding partners and improved information dissemination, increased access for others replicating the model in their communities, and workbook.

Quantifiable Outputs

Outputs Year 1-3:

- **270** RNs graduate and become employed,
- **150** LPNs graduate and become employed,
- **90** LPNs are fast-tracked into the RN program,
- **90** CNAs are fast-tracked into the LPN program,
- **30** Paramedics fast-tracked into RN program, and
- Over **1200** CNAs graduate.
- **85%** Retention in Employment for RNs and LPNs.

Outcomes

Outcomes at 36 months:

- 1) Increased number of employed CNAs, LPNs, RNs due to career lattices;
- 2) Increased number of employed CNAs, LPNs, and RNs;
- 3) Alternative Labor Pool pipeline with K-12 students entering into health occupations at CSI;
- 4) Improved employee access to onsite CNA, LPN, and RN training via distance education formats;
- 5) Increased replication and dissemination of the clustering partnership strategies; and
- 6) Decreased employer costs from usage of temporary healthcare providers and foreign recruitment.
- 7) Model replication workbook developed and made available.
- 8) Appropriate credentialing for RN, LPN, and CNA project completers.



Thank you

If you have any additional questions or comments please contact:

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