

California Nurse Education Initiative



**Annual Report
September 2006**

Executive Summary

SECTION 1

California Nurse Education Initiative

- Nursing Shortage in California
- Nurse Education Initiative – A Plan for Action
- Implementing the Initiative

SECTION 2

Nurse Education Initiative Action and Results

- Nurse Education Initiative – Summary of Results
- Expanding Educational Capacity in Nursing Programs
- Recruiting And Retaining Nursing Faculty
- Forming Public-Private Partnerships
- Developing New Avenues to Nursing Careers

SECTION 3

Future Action Plan

- Expand Baccalaureate Level Nursing Programs
- Expand Creation of Clinical Simulation Laboratories
- Recruit and Retain Nursing Faculty
- Continue to Facilitate Implementation of Nursing Projects

SECTION 4

Appendix

- California Community College Nursing Grants
- Workforce Investment Act Grant Projects

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, the state of 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.

Recognizing the need to take immediate action, the Governor and his Administration designed a multi-faceted plan to address the shortage of nurses both immediately and in the future. The plan focuses on five key policy areas:

- Expand educational capacity in nursing programs
- Partner with private industry to expand educational opportunities
- Recruit and retain nursing faculty
- Develop new avenues to nursing careers
- Partner with the federal government and other funding sources to support the Initiative

In just one year, the Governor and his partners have 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. Efforts will continue to ensure the shortage is addressed.

The Annual Report on the Nurse Education Initiative provides an overview of the progress and accomplishments to date. Highlights of accomplishments include:

- Expansion of educational capacity in California Community Colleges through a \$90 million five-year 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. This team, as well as 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.

The Governor's plan calls for ongoing efforts to ensure the nursing shortage is addressed not only today, but well into the future. Additional projects will continue to be created and implemented to address the many facets of the nursing shortage. Through collaboration and support from government, education and industry, additional results will be achieved to ensure the strength and vitality of California's health care system.

CALIFORNIA NURSE EDUCATION INITIATIVE

NURSING SHORTAGE IN CALIFORNIA

The Governor's Nurse Education Initiative addresses California's critical need for additional skilled and qualified Registered Nurses (RNs). Like many states in the nation, California faces a severe nursing shortage. According to the California Employment Development Department, California has an annual shortage of 9,900 RNs. This number is expected to increase over the next five to ten years. The Health Resources and Services Administration's National Center for Health Workforce Analysis projects that California will need an estimated 47,600 RNs by 2010, and 116,600 by 2020.

Several factors contribute to the nursing shortage, including:

- A graying and growing population
- A retiring Registered Nurse population
- A lack of educational capacity in nursing programs
- A lack of qualified nursing instructors

A Graying and Growing Population

An aging baby boomer population, as well as a growing general population, results in increased demand for nursing professionals to deliver health care. According to the California Department of Finance, California's population is expected to increase by 5.2 million between 2000 and 2010, and by 9.8 million between 2000 and 2020. As the population grows, the number of Californians over the age of 65 will increase from 3.7 million in 2000 to 6.3 million in 2020. The combination of these two factors will significantly increase the demand for nurses in the coming years.

A Retiring Registered Nurse Population

A significant portion of the RN population is approaching retirement, which will exacerbate the nursing shortage. According to the California Board of Registered Nursing, over half of the state's RNs are age 40 or older and almost half are age 50 or older. Furthermore, the average age of RNs in California is 47.7 years, which is 5 years higher than the national average. A critical influx of new nurses is needed to replace the seasoned nurses leaving the workforce.

A Lack of Educational Capacity

Limited educational capacity has a significant impact on the nursing shortage. California currently graduates approximately 6,000 nursing students a year. Considering that California faces a shortage of nearly 10,000 RNs a year, the state will need to significantly increase the number of graduates from California nursing programs to meet demand.

Nursing programs lack the capacity to enroll additional qualified nursing students. According to the Board of Registered Nursing, with nearly 60 percent of qualified nursing applicants

CALIFORNIA NURSE EDUCATION INITIATIVE

A Lack of Educational Capacity (*continued*)

being turned away from nursing programs each year, there is no shortage of interest in nursing as a career. Rather, barriers such as a lack of clinical education sites, limited classroom space and a lack of qualified faculty prevent nursing programs from accepting higher volumes of qualified applicants. Steps must be taken to add classroom space, create more clinical education opportunities and provide incentives to make teaching more attractive.

Public nursing programs also lack sufficient state resources to offset the cost of nursing instruction. For example, California Community Colleges receive \$7,000 per student for two years of instruction, while it costs on average \$20,000 to educate a nursing student for two years. As a result of limited funding support, many nursing programs are forced to turn away qualified students each year. Without adequate resources, California will not be able to generate the number of nurses needed each year to meet demand.

A Lack of Nursing Faculty

Nursing programs cannot expand capacity unless additional nursing faculty are recruited to teach. While some nurses enter the teaching profession, many opt to work in health care facilities. Nursing graduates can make between 50 and 100 percent more working in a health care facility than as an instructor in a nursing program. Creative solutions and incentives must be offered to make teaching more attractive so that additional nurses can be educated in California.

NURSE EDUCATION INITIATIVE – A PLAN FOR ACTION

Based on the research summarized above, the Nurse Education Initiative addresses the roots of the nursing shortage. The Initiative focuses 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

Expanding Educational Capacity in California’s Nursing Programs

Central to the plan is expanding and creating nursing programs in Community Colleges, California State University, University of California and private colleges and universities. More classroom space must be provided and additional clinical education opportunities must be created. This involves seeking additional funding to support expansion, forging additional partnerships with hospitals to provide more clinical space, and using clinical simulation laboratories to expand clinical education opportunities. With an estimated 9,900 new nurses needed annually, these are crucial first steps towards generating more nurses.

CALIFORNIA NURSE EDUCATION INITIATIVE

Attracting Additional Nursing Faculty

The Governor's plan calls for recruiting and retaining nursing faculty to enable nursing programs to enroll additional students. Colleges and universities frequently cite the inability to compete with current nursing salaries as a major obstacle when recruiting faculty. Creative incentives are therefore necessary to encourage qualified nurses to become faculty members.

Forging Public-Private Partnerships to Address the Shortage Collaboratively

Partnerships between education, government and industry can help expand and create new nursing programs in the state. Health care institutions and nursing programs can join forces and provide more contract education programs, whereby nursing students receive education at hospital sites rather than college campuses. More nurses can serve as adjunct faculty in nursing programs by teaching clinical education. These solutions, and many others, will be pursued to expand educational capacity creatively. By working collaboratively, partners can make projects more sustainable and far-reaching.

Developing New Avenues to Nursing Careers

Non-traditional ways of entering the nursing profession, such as through high school internships or nursing academies, will be expanded to help more individuals become nurses. This will alleviate pressure on the nurse education system, and prepare interested individuals for success in the nursing profession. These alternative opportunities will be offered to incumbent workers, recently returned veterans, youth and any other individuals interested in entering the nursing profession.

Identify Additional Funding Sources to Support the Initiative

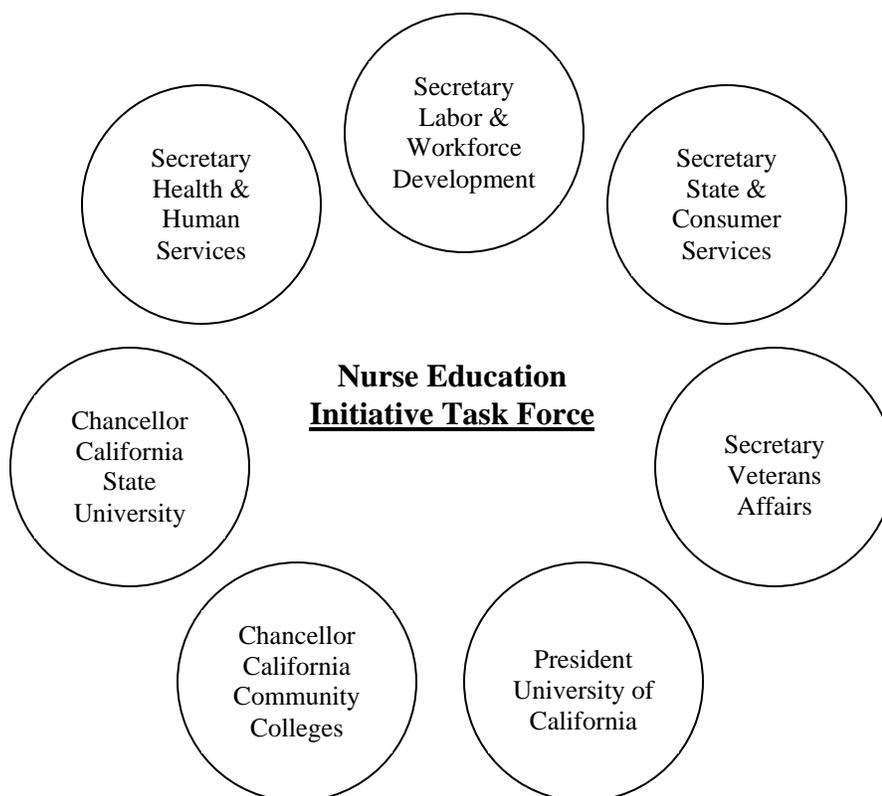
The Initiative calls for additional funding support from other sources such as the federal government, private industry and foundations to make a broader impact. Partnerships among stakeholders will be sought and developed. Leveraging additional resources will not only add sustainability to statewide projects, but will also enable the State and its partners to make a greater difference more quickly.

CALIFORNIA NURSE EDUCATION INITIATIVE

IMPLEMENTING THE INITIATIVE

Nursing Education Initiative Task Force

The Governor created a Task Force comprised of high-level state government and higher education leaders to oversee the Nurse Education Initiative. The following officials meet regularly and work collaboratively to design and implement projects that build the ranks of nurses in California:



Task Force Working Groups

Four work groups have also been established to execute specific aspects of the Initiative. Task Force members have designated high-level representatives to serve on the work groups. Each of the following work groups meet regularly:

- Educational Capacity Expansion
- Legislative Issues
- Financial Solutions
- Alternative Nursing Educational Opportunities

A summary of the Task Force and Work Group accomplishments and future action items are detailed in the proceeding section.

NURSE EDUCATION INITIATIVE ACTION AND RESULTS

NURSE EDUCATION INITIATIVE – SUMMARY OF RESULTS

Since the Nurse Education Initiative was launched in April of 2005, the Task Force has designed projects that are expected to add an additional 10,900 new nurses to the workforce by 2010. This represents a reduction in the shortage by 25 percent. As additional projects are implemented and new projects are created, the nursing shortage is expected to continue to decrease.

Below is a summary of the projects initiated and under way to date. Some of these projects will begin seeing results as early as this year; others will take more time to become fully implemented. Included in each project summary, when available, is an estimate of the number of nurses expected to be generated.

EXPANDING EDUCATIONAL CAPACITY IN NURSING PROGRAMS

Increased Enrollment in Community College Nursing Programs

California Community College nursing programs collectively generate 70 percent of the nursing graduates in California. As the demand for nurses increases, the Chancellor's Office of 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.

Beginning in the 2005-2006 Budget year, \$10 million was added to California Community Colleges base budget to help expand educational capacity in nursing programs. Funds will be used to support infrastructure expansion in nursing programs. Infrastructure development will primarily occur in 2005-2006, making room for enrollment increases in 2006-2007 and beyond. These funds are expected to generate 3,060 new graduates cumulatively by 2010.

In addition, a five-year \$90 million initiative was launched in April 2005 to expand enrollment and to reduce attrition rates in Community College nursing programs. Details of this project are provided below under the heading "Forming Public-Private Partnerships."

Expanded California State University Masters and Bachelors 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 an effort to increase enrollment in entry-level Bachelors nursing programs in the CSU, a total of \$560,000 was allocated in the 2005-2006 Budget. Entry-level Bachelors nursing students hold Bachelors degrees in academic disciplines other than nursing, and typically go through an accelerated academic nursing program. CSU nursing programs are thus able to graduate a high caliber of nurses in a relatively short period of time. The funds allocated

NURSE EDUCATION INITIATIVE ACTION AND RESULTS

Expanded California State University Masters and Bachelors Programs (*continued*)

are expected to expand enrollment for an additional 280 new nursing students annually. This will result in an estimated 840 new nursing graduates by the end of the fall 2010 term.

In addition, \$1.72 million was allocated to the CSU in Fiscal Year 2005-2006 to produce new nursing students annually at the entry-level Masters and Bachelors levels. The partial intent of these funds is to increase the number of graduates who will go on to teach in nursing programs. Funds will be used to support infrastructure, equipment and teaching costs. A total of 340 new nursing students are expected to graduate by the end of 2010.

New and Expanded Program Creation Within University of California

The University of California (UC) has demonstrated a 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; and expanding enrollments in existing programs at both UCLA and UC San Francisco (UCSF). Collectively, these programs will help generate a significant number of Bachelors level nursing graduates, as well as a substantial number of Masters and PhD prepared nurses.

UC Irvine's Nursing Program is set to start in the fall of 2006, and will grant Bachelors, Masters and a limited number of PhD degrees in nursing. As initially planned, this program will create at least 208 new enrollment slots annually.

In fall 2006, UCLA will reopen its undergraduate nursing program and an estimated 50 undergraduate students are expected to enroll in the first year. Additional students will be added at the Masters level (described below), and when combined with the reopened undergraduate program, UCLA's nursing program expects to more than double its current enrollment to a total of at least 632 students annually.

A total of \$1.72 million was allocated to the UC in Fiscal Year 2005-2006 to support expansion of entry-level Masters of Science in Nursing (MSN) programs for students with no prior nursing experience. UCSF will be adding from 15 to 45 students in each of the next four years (leading to a total UCSF class of 380 MSN students per year). UCLA will open a new entry-level Masters program, adding 100 students per year; and will add up to 24 Masters students per year to its existing Masters program. UC has continued to focus on its role of generating new faculty, and it is expected that many of these Masters students will go on to teach in nursing programs after graduating.

Altogether, these new and expanded programs will result in UC having a projected total enrollment of 1,395 nursing students by 2010, representing a 70% enrollment increase over five years.

NURSE EDUCATION INITIATIVE ACTION AND RESULTS

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. Each laboratory will be shared by several nursing programs, hospitals, and health care providers and will be centrally located or mobile so that all partners can access the laboratory. Each lab is estimated to serve 100 students annually. The funds will be granted through a competitive process, whereby at least three local coalitions will each receive a one-time grant of \$250,000 to support start-up costs. Grants will be released in summer 2006. Grants are administered by the California Employment Development Department. It is unknown how many new nursing students these laboratories will generate at this time.

Expanded Educational Capacity in Medically Underserved Areas

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, \$2.75 million was allocated to the California Healthcare Workforce Policy Commission in the Fiscal Year 2005-2006 Budget to expand the statutory authority under the Song-Brown act to provide resources to educate RNs.

Before this statutory expansion, the Song-Brown provided funding support to family practice, physician assistant and family nurse practitioner education programs. The Song-Brown Program is operated by the California Statewide Office of Health Planning and Development.

These newly allocated funds will be used to expand nursing educational capacity in medically underserved areas in the state and to encourage RNs to work in medically underserved areas. Funding can be used to support faculty positions, expand or create new nursing programs, facilitate course development or other relevant efforts. Funds were granted through a competitive application process in June 2006, and projects will run from July 2006-June 2007. At least 200 new nursing students are expected to graduate by 2008 as a result of these funds.

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

NURSE EDUCATION INITIATIVE ACTION AND RESULTS

Loan Assumption Program for Nursing Faculty *(continued)*

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 are expected to be adopted in summer 2006, after which the program is anticipated to be operational. An estimated 100 new nursing faculty are expected to begin receiving loan assumption by 2008, resulting in enough space for an estimated 1,000 new nurses (assuming a 1:10 faculty-to-student ratio).

FORMING PUBLIC-PRIVATE PARTNERSHIPS**Expanded Capacity in California Community Colleges**

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. Forming such a partnership created a greater impact and more sustainability. Funds were released through a competitive grant process, whereby all California Community Colleges were eligible for funding support. Nearly 40 colleges applied for the grants and a total of 19 colleges were awarded funding support. A summary of grant recipients is listed in Appendix A. Participating colleges are expected to collectively yield 2,400 new Registered Nurses by the end of the fifth year.

DEVELOPING NEW AVENUES TO NURSING CAREERS**Strengthened Nursing and Healthcare Pathways in High Schools**

The California Department of Education, the California Workforce Investment Board and the California Labor and Workforce Development Agency 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. Statewide models are being created that will guide students through a coordinated progression of health-oriented academic courses and internship experiences to help them transition to postsecondary education or into the

NURSE EDUCATION INITIATIVE ACTION AND RESULTS

Strengthened Nursing and Healthcare Pathways in High Schools (*continued*)

workforce. Preparing students for success in nursing programs is expected to help reduce the high attrition rates in nursing programs, thereby boosting graduation rates.

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.

For a full list of projects, see Appendix B.

Employment Training Fund Nursing Education Efforts

The Employment Training Panel (Panel) allocated more than \$4.2 million to support nurse education and employment retention efforts. The Panel has funded projects that upgrade Certified Nurse Assistants (CNAs) to LVNs. In addition, the Panel is focusing on upgrading the skills of 1,655 RNs through funding of specialty training programs including cardiovascular care, neonatal intensive care and trauma care. Training is expected to be complete in 2008.

EXPAND BACCALAUREATE LEVEL NURSING PROGRAMS

While efforts are underway to expand capacity in Bachelors level nursing programs within the California State University and University of California systems, additional steps must be taken to expand and create more Bachelors level nursing programs. Additional Bachelors programs are desirable because nurses who go through these programs are highly educated and able to meet the increased demands of the nursing profession. Further, Bachelors programs are often a stepping-stone to Masters and Doctoral nursing programs. California needs to educate additional graduate level nursing students to meet the demand for nursing faculty.

Recognizing the value of Bachelors degree nursing programs, the Governor's Nursing Task Force will design ways to expand more Bachelors level nursing programs in 2006 and beyond. Efforts will include finding ways to expand accelerated Baccalaureate nursing programs to generate more qualified nurses more quickly, expanding currently existing Bachelors programs, and creating better articulation between Community Colleges and CSU and UC nursing programs. Greater articulation between California's higher education systems will enable nursing students to make a more seamless transition between nursing programs if they are pursuing advanced degrees or transferring between programs.

EXPAND CREATION OF CLINICAL SIMULATION LABORATORIES

Most nursing programs cite a lack of clinical education experiences as an impediment to expanding educational capacity. Expanding availability of clinical simulation laboratories is an effective way to extend clinical education experiences to more nursing students. Students can go through as much as 25 percent of their clinical education in a simulated setting. Offering additional clinical education opportunities opens educational capacity in nursing programs, particularly in medically underserved and rural areas of the state where clinical education opportunities are more limited.

The Nursing Task Force is committed to creating more clinical simulation laboratories in the state. The Nursing Task Force will work to create laboratories in urban and rural areas of the state, with a special emphasis on medically underserved areas.

RECRUIT AND RETAIN NURSING FACULTY

One of the largest barriers to expanding educational capacity is a lack of qualified nursing faculty. Nursing graduates can often make 50 to 100 percent more working in a health care facility than in a classroom, which makes attracting faculty difficult for nursing programs. The Task Force recognizes that additional incentives, in the form of loan forgiveness, stipends and recruitment packages must be offered to attract and retain additional nursing faculty.

The Task Force is committed to identifying and moving forward with ways to recruit and retain nursing faculty, and has made this a priority for 2006.

CONTINUE TO FACILITATE IMPLEMENTATION OF NURSING PROJECTS

Many of the projects described in this report are in its early stages, thus the Task Force will continue to chart progress as projects become fully implemented. The impact on the nursing shortage to date is significant, yet continuously monitoring results and designing new courses of action will lead to even greater achievements.

CALIFORNIA COMMUNITY COLLEGE NURSING GRANTS

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 (RN) 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 Received |
|----------------------------------------|---------------------------|
| 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 |

WORKFORCE INVESTMENT ACT GRANT PROJECTS
Project Summary – April 2005 Funding Round

| Grantee | Project Description |
|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|
| Archdiocesan Youth Employment Services of Catholic Charities of Los Angeles, Inc. | Transition 160 youth into entry-level jobs including medical assistant, pharmacy technician, medical billing, surgical tech and vocational nursing. |
| Cedars Sinai Medical Center | Provide education for 86 RNs and 20 LVNs. |
| Fresno County | Provide upgrade training for 15 RNs by providing prep courses. |
| Humboldt County | Provide upgrade training for RNs into critical care. Provide training to 15 phlebotomists. |
| Imperial Valley Regional Occupational Program | Provide education for 17 youth and adults to enter an LVN or other nursing program. 75 youth will go through a nursing skill attainment program. |
| Long Beach City | Provide education for 5 radiological technicians and 10 magnetic resonance imaging technicians. |
| Los Angeles City College | Provide training for 140 health care technicians. |
| Merced County | Provide education for 48 RNs. |
| Mount San Antonio College | Provide training to foreign-trained RNs to obtain US certification. |
| Northern Rural Training and Employment Consortium | Provide training for 18 RNs, 44 LVNs and 26 CNAs. |
| Orange County | Provide career ladder programs to transition CNAs to LVNs, and LVNs to RNs. |
| Rural Human Services Incorporated | Provide healthcare career preparation for 40 younger youth. Provide post-secondary RN education to 20 older youth. |
| Sacramento Employment Training Agency | Provide 20 immigrants with prior healthcare experience with education for allied healthcare professions. |
| Solano County | Provide education for 136 RNs and 31 CNAs. |
| Stanislaus County | Provide education for 20 RNs and 30 LVNs. |
| Verdugo Consortium | Provide specialty education for 10 RNs. |
| West Hills Community College District | Provide education for 150 psych techs. |
| Youth Policy Institute | Provide training for 150 entry-level medical assistants. |

Project Summary – December 2005 Funding Round

| Grantee | Project Description |
|---------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Los Angeles Works | Provide hospital-based training for 180 recent RN graduates in acute-care settings. This is a post-graduate education program to retain nurses in the field. |
| Long Beach City | The project will increase capacity in the Long Beach City College ADN program by 70 slots annually and provide program retention strategies to reduce attrition rates. |
| Downey Unified School District | Advance 60 current CNAs, medical assistants and other qualified adults through a LVN training program. Provide licensure exam review, and job placement and retention services. |
| Contra Costa County | Provide customized upgrade training for LVNs to become RNs, and ADNs to become BSNs. Hospital partners provide matching resources to develop a customized training program. |
| Kern Community College District | Increase current enrollment seats in the college by 240 slots. Through collaboration and contributions from hospitals, students will be provided with case management services, licensure exam review and on-the-job training. |
| Verdugo Consortium | Provide LVN to RN advancement, and RN to BSN advancement. Train RNs for specialty nurse occupations in the region. |
| Northern Rural Training and Employment Consortium | Increase training capacity in the LVN to RN bridge program in counties in the region. More than double capacity within two years. |
| Los Angeles County College of Nursing and Allied Health | Sponsor a RN education program for 50 incumbent workers of the County of Los Angeles Department of Health Services to become new RNs and be placed in one of the county hospitals. |
| Kaiser Foundation Hospitals, Inc. | Expand an existing partnership with Samuel Merritt College and Mount St. Mary's College by educating 48 additional accelerated BSN students. |
| State Center Community College District | Increase the number of RNs in Fresno County by 80. |
| Visalia Unified School District | Expand the LVN program for 30 to 60 students a year. Encourage students to go through a bridge program to become RNs. |