

Governor Schwarzenegger's California Nurse Education Initiative



Annual Report 2009

March 2010

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Executive Summary

Governor Schwarzenegger's California Nurse Education Initiative, established in 2005, continues to make great progress in addressing the nursing shortage.

With ongoing funding from the Administration in 2008-09, California nursing education programs have continued to expand through regional public-private partnerships. Positive results realized in the past five years include:

- More than 25,285 students are currently enrolled in California pre-licensure nursing programs, reflecting a 78.7% increase in new student enrollments in the past 5 academic years.
- California has 139 nursing education programs, an expansion of 35 pre-licensure nursing programs in the past 5 academic years.
- There are 3,630 faculty members serving California pre-licensure nursing schools, reflecting a 49.2% increase in nursing faculty for pre-licensure nursing programs in the past 5 academic years.
- 10,570 registered nurses (RNs) graduated in 2009, reflecting an increase of over 71.6% in RN graduates over the past 5 years. See details below.

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	9,580	15.2%
2008-09	10,570	10.3%

- 42,672 RNs have graduated in California in the past 5 years.
- 89% of the pre-licensure nursing education programs use high fidelity simulation, reflecting an increase of over 63% or 43 programs in 1 year.

Governor Schwarzenegger set a goal at the launch of this Initiative in 2005, to graduate 10,900 RNs in 2010. That goal will be reached because of the hard work and commitment of the Initiative's education and industry partners working together.

California currently has an estimated 653 RNs employed per 100,000 population, with the national average being 825 RNs employed per 100,000 population, according to the *Forecasts of Registered Nurse Workforce in California* released in September 2009 by Dr. Joanne Spetz of the Center for California Health Workforce Studies at UCSF. This proportion is an improvement from 2005, when California had 589 RNs employed per 100,000 population.

The increased enrollment and graduation rates are a reflection of Governor Schwarzenegger's continuing commitment to nursing education. The Governor included additional funding in the 2008-09 budget for the University of California, California State University, and California Community Colleges to continue expansion of the pre-licensure nursing education programs.

In May 2009, Governor Schwarzenegger announced a \$60 million, 5 year second round of funding for the nursing education public-private partnerships to continue so that the gains in nursing education realized in the past 5 years may continue. The first year of the second round of funding began in the 2009-10 academic year, overlapping with the final year of the initial \$90 million public-private partnership investment in nursing education.

Background: California Nurse Education Initiative

Governor Schwarzenegger launched the California 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 the first year of the Initiative, the Governor and his partners found ways to build educational capacity to graduate an estimated 10,900 RNs to the workforce in 2010.

Highlights of accomplishments in the first year of the Initiative included:

- 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 baccalaureate and masters nursing programs.
- Opening of new University of California nursing programs at the baccalaureate, 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 under-served 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 Governor's Task Force, have met regularly since the inception of the California Nurse Education Initiative to continue to set direction, chart progress and identify needs for future change.

California 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

The achievements accomplished through the efforts of the Governor's Task Force and its partners in each of these key policy areas are listed below.

Expanding Educational Capacity in Nursing Programs

The California Board of Registered Nurses Annual School Survey shows the following results over the past five academic years (2004-05 to 2008-09).

- 9 additional pre-licensure nursing programs opened in the past year and are listed below. 76% of the pre-licensure programs are public.
 - Associate Degree in Nursing:
 - Everest College
 - West Hills College LeMoore
 - West Coast University, Inland Empire
 - Bachelors of Nursing:
 - Concordia University Irvine
 - West Coast University, Inland Empire
 - West Coast University, Orange County
 - Western Governors University
 - Entry Level Masters:
 - CSU Sacramento
 - InterAmerican College
- There are currently 139 RN nursing programs in California:

LVN to RN	10 Programs
ADN	76 Programs
BSN	36 Programs
ELM	17 Programs
- 14.7% attrition rate, reflecting an increase of 5.8% over past five years
- 89% of the nursing education programs use high fidelity simulation, reflecting an increase of over 63% or 43 programs in one year

Challenges in academic year 2008-09:

- 22,523 or 61.7% of the qualified applications were not accepted into pre-licensure nursing programs. [*Note: Students apply to multiple programs and data captures applications, not individuals.*]
- 4.7% faculty vacancy rate or 181 positions

Increased Enrollment in Community College Nursing Programs

California Community College Associate Degree in Nursing (ADN) programs account for 70% of the Registered Nurse (RN) graduates in California. The Chancellor's Office of the California Community Colleges has committed to expand enrollment by 45% by the end of academic year 2010-11 to meet the demand for nurses. Enrollments have already increased by 44.7% since academic year 2004-05 and 36,000 RNs have graduated from California Community Colleges in that same time period.

Grants

In 2005, the Governor launched a five year, \$90 million public-private partnership between the State, the California Community Colleges and private industry to expand capacity under the auspices of the Nurse Education Initiative. After a competitive bidding process, 19 California Community College nursing programs qualified for five-year grants. In 2008-09, \$6,086,747 of the funds allocated, along with \$14,577,174 of cash and in-kind match funding from private partners, were expended by these grants. The positive outcomes to date include expansion in enrollment, as well as preceptor training, tutoring and National Counsel Licensure Exam (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. These were:

- **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 and 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

Simulation Use in Community College ADN Programs

The use of simulation in the nursing programs at the community colleges has expanded significantly in the past year. Approximately half of the nursing programs have integrated simulation into their curriculum across all semesters; and other programs use it in the third and fourth semesters. Schools that have the most simulation have hired dedicated staff for the simulation lab. A few schools use simulation in lieu of on-site clinical placements for Obstetrics, Pediatrics, and Critical Care, due to limited clinical site availability.

Most schools start with low fidelity simulation such as the Laerdal Vital-Sim in the first semester and then advance to the high fidelity simulators in the third and fourth semester while simultaneously increasing the number of experiences as the students progress through the program.

Regional Health Occupation Resource Centers

The Regional Health Occupations Resource Centers (RHORCs), 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 English as second language (ESL) students into California nursing programs and professions. The RHORCs also provide support services to rural nursing projects and specialty projects such as the ongoing “Men in Nursing” program underway at the Maurine Coburn Church School of Nursing on the Monterey Peninsula that focuses on recruiting and retaining men enrolled in the RN associate degree program. The partners host a statewide annual event to share successful practices with other nursing education programs throughout California.

Men in Nursing Project – Maurine Church Coburn School of Nursing, Monterey Peninsula College (MCCSN)

The Men in Nursing project was developed as a response to the college administration's awareness of high attrition rates among male students. A review of attrition rates identified a pattern of higher than normal attrition rates for the men – approximately 50%, as compared to 7-12% for female students. MCCSN administration and faculty developed the following plan to better understand and address this phenomenon. Highlights of the plan included offering male-only study groups, monthly male-only student meetings led by a social worker consultant, and hosting of an annual Men in Nursing conference featuring Speaker Chad E. O'Lynn PhD, R.N., author of *Men in Nursing: History, Challenges and Opportunities*.

The following chart shows the improvements in attrition rates for male nursing students in the MCCSN nursing program:

Class	Students Enrolled	Students Graduated	Rate of Attrition
2005	11	4	64%
2006	6	0	100%
2007	7	4	43%
2008	8	6	25%
2009	8	6	25%
2010	18	15 (currently enrolled)	16%

In the Fall of 2009, the American Assembly for Men in Nursing of Nursing recognized MCCSN as the best school or college of nursing in the United States.

Paramedic/Corpsmen-to-RN Bridge Program

A feasibility study has been completed through the California Community Colleges examining the academic criteria of a bridge program for paramedics and military corpsmen to enter into Community College RN programs with academic credit for training and experience. The Governor's Task Force is partnering with the California Community Colleges Chancellor's Office to implement Paramedic to RN programs in California. The following colleges received grants to implement these programs:

- College of the Canyons (Santa Clarita District)
- Napa Valley Community College
- Victor Valley Community College
- Fresno City Community College

ADN to BSN Collaborative Project

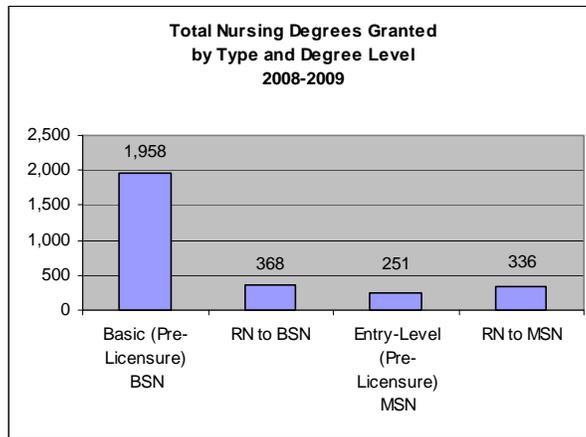
At the direction of the Governor's Task Force, a collaborative team of educators and nursing consultants from the Chancellors' offices of the California State University and California Community College systems, the Board of Registered Nurses, Academic Senate representatives, and the Labor and Workforce Development Agency are conducting meetings to develop clear pathways for students to transition from associate degree to baccalaureate or masters nursing education programs. A survey of three proposed models for collaboration has been distributed to all public nursing education programs in California as well as to outside stakeholders and associations for feedback.

California State University Nursing Education Programs

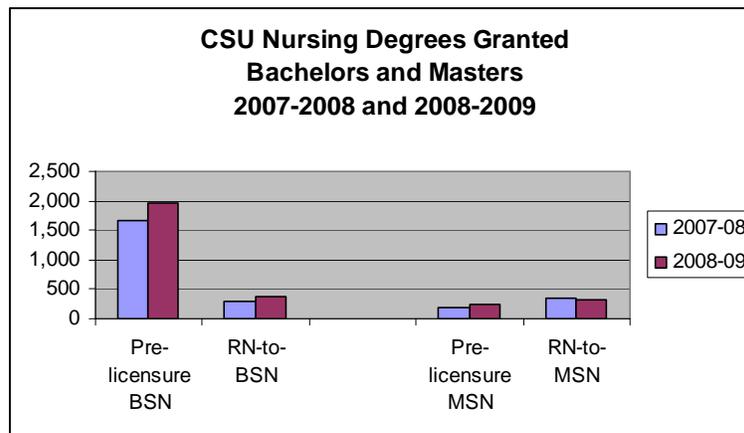
At the bachelor's and master's levels, the California State University system (CSU) has 34 nursing education programs leading to university degrees. During the 2008-2009 academic year, 2,326 students earned baccalaureate degrees in nursing and 587 masters degrees in nursing, for a total of 2,913 nursing degrees within CSU. The chart below breaks down the number of students who graduated having no prior nursing education (pre-licensure) and those who already held associate degrees in nursing (ADN).

2008-09 Nursing Degrees Granted

Bachelor's		Master's		Total
2,326		587		2,913
Pre-licensure	ADN-to-BSN	Pre-licensure	ADN-to-MS	
1,958	368	251	336	



Between 2007-08 and 2008-09, there was a 20% increase in the number of CSU nursing degrees granted through pre-licensure bachelors and master's programs, and an 18% increase in all CSU nursing degrees granted.



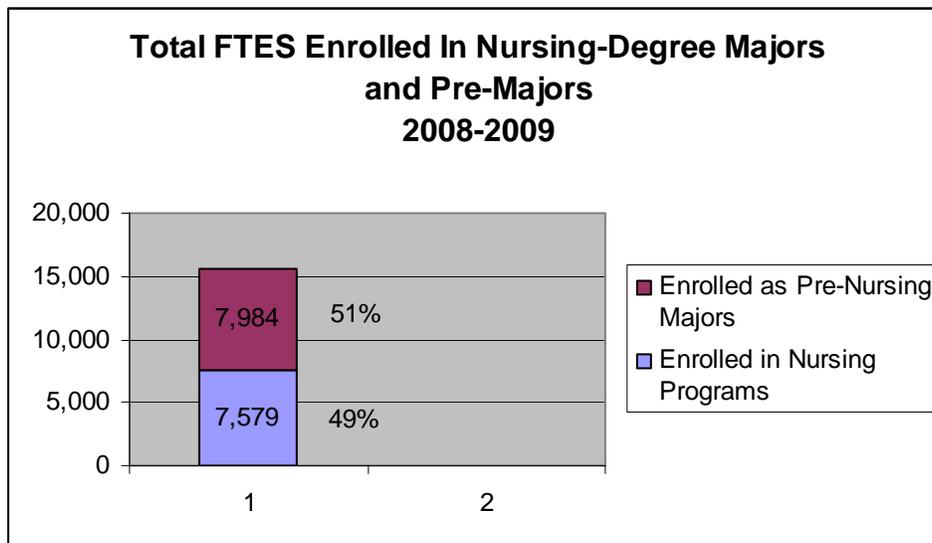
CSU Pre-Nursing and Nursing Students in the Pipeline

In the 2008-2009 academic year 7,579 full-time equivalent students (FTES) were enrolled in CSU state-supported nursing degree programs.

2008-09 CSU Nursing FTES Enrollments

Bachelor's		Master's		Total
5,814		1,765		7,579
Pre-licensure	RN-to-Degree	Pre-licensure	RN-to-Degree	
4,662	1,152	749	1,016	

An additional 7,984 FTES were enrolled as pre-nursing majors who must meet campus nursing criteria and complete nursing program prerequisites before they can be considered for admission to a nursing program. A total of 15,563 FTES were enrolled in the CSU as either nursing majors or pre-majors in 2008-09.



CSU Nursing Education Program Narratives for 2008-09

CSU Bakersfield

The traditional BSN program has been converted to a 7-quarter, 21-month program. Students must complete all but two of their general education courses prior to entry. This program will reduce the time most students take to complete their graduation requirements, increase the number of nursing students with full-time enrollments and will allow for 2 entry points (Fall and Spring), which will increase capacity in clinical sites. CSU Bakersfield generic BSN students had a pass rate of 92.5% on the National Council Licensure Examination (NCLEX).

An RN-to-BSN completion program was converted to a 12-month online format. The first cohort of students began in June 2009.

The Masters of Science in Nursing (MSN) program will continue through June 2010, for a cohort of students completing the program. At that time, the program will be discontinued due to low enrollment and lack of funding.

The CSUB Regional Nursing Simulation Center received a \$100,000 grant under the California Nurse Education Initiative to expand the use of simulation in nursing education.

A new on-campus nursing computer lab with 40 work stations will open in Spring 2010, to enhance technology-mediated instruction. Online learning and assessment activities have been incorporated into each nursing course; students will be required to develop the computer literacy needed to meet expectations in a technologically complex healthcare environment.

CSU Channel Islands

CSU Channel Islands will graduate its first class of 62 nursing students in May, 2010 and currently has 120 BSN students and 15 RN-to-BSN students. In March 2010, a fast-track ADN-to-BSN program will open with 22 students. A collaborative partnership with Ventura, Santa Barbara and Moorpark Colleges will enable students to complete the BSN degree program in 14 months. CSU Channel Islands is graduating its first class of 62 students in May 2010.

CSU Chico

As of February 2010, there were approximately 200 students enrolled in the BSN program. Admission to the BSN program continues to be impacted, with 200-300 applicants each semester and only 40 openings. Approximately 500 students who have declared pre-nursing as their major receive academic advising.

42 licensed vocational nurses (LVNs) are enrolled in the LVN-to-BSN program, with the next enrollments to occur in Fall 2011. 22 students are enrolled in the online MSN program for future nursing faculty, with 6 projected to graduate within the next year. 30 students will be admitted to the RN-to-BSN program in Fall 2010. The RN-to-BSN program has reduced enrollments to once a year.

The campus simulation center has been selected for review by the Society for Simulation and Healthcare and is one of only 10 institutions worldwide selected for accreditation review. The accreditation review will occur in March 2010.

CSU Dominguez Hills

CSU Dominguez Hills (CSUDH) enrolled 767 nursing students in 2008-09 and awarded 342 pre-licensure degrees. Nursing enrollments increased with 808 RN-BSN, 494 MSN and 75 Master's Entry-level Professional Nursing (MEPN) students in Fall 2009. The National Nursing Program continues with self-support to provide the RN-BSN and MSN programs online to out-of-state students. Enrollment has been suspended temporarily in the gerontology Clinical Nurse Specialist (CNS) role option because of low enrollment, and in the Family Nurse Practitioner (FNP) post-master's certificate program because of limited faculty resources and clinical placements.

CSUDH received a grant of \$35,000 for a collaborative partnership with Santa Monica College to develop and implement an ADN-to-MSN Program to prepare nurse educators. The grant supported the development of an innovative concurrent-enrollment curriculum model that will provide seamless articulation from ADN to MSN degrees. It is anticipated that students will first enroll in this program in Fall 2010.

CSUDH also received a grant of \$200,000 under the California Nurse Education Initiative to expand enrollment in the RN-to-BSN, MSN and ELM programs, starting in Spring 2009. The School of Nursing admitted an additional 25 BSN, 25 MSN, and 10 MEPN students. The school received a \$166,220 award from the federal traineeship grant to give stipends to 29 MSN students. The campus partnered with the California Institute for Nursing and Health Care to offer a graduate-level course titled, "Teaching Clinical Nursing," which prepares staff nurses for the role of clinical instructor.

A CSU system-level freeze on building projects has been lifted and CSUDH will complete a \$1.2 million space renovation project to build a nursing skills lab by Summer 2010. Without a skills lab on campus, CSUDH nursing students have had to travel to other campuses to practice their clinical skills.

Continued partnerships with Salinas Valley Memorial Hospital, Marian Medical Center, Presbyterian Intercommunity Hospital, Ventura County Medical Center, Saint John's Health Center, and St. Jude's Medical Center allow the RN-BSN program and MSN core courses to be offered to working RNs so that they may obtain their degree by attending classes held at their place of employment.

CSU East Bay

CSU East Bay's (CSUEB) enrollment for the pre-licensure program has remained steady at 390 full-time equivalent students (FTES). The Governor's California Nurse Education Initiative provided funding for expansion of enrollments in partnership with John Muir Hospital, as well as through the Initiative's Song Brown capitation funding of \$960,000 for 40 pre-licensure students.

CSUEB will admit 40 students into a new ADN-to-BSN collaborative model with its regional community college partners through a Kaiser Permanente Northern California Fund for Health Education grant.

CSU Fresno

CSU Fresno admitted a second Entry-Level Masters (ELM) cohort in May, 2009 with 44 students. The first ELM cohort graduated in May 2009. Several graduates are serving as faculty and one is pursuing doctoral studies in nursing education.

A new Psychiatric Mental Health Nurse Practitioner (PMHNP) Certificate of Advanced Study program was established in August 2009. The post-master's certificate program is delivered via distance modalities and is designed for primary-care nurse practitioners already in practice. The first cohort will complete the program in August 2010, and the second cohort will be admitted in Fall 2010. The program was established with support from the Fresno County Department of Behavioral Health and the California State Department of Mental Health. Students from throughout Northern California are currently enrolled.

Two RN Capitation Grants have allowed the campus to admit 10 more generic BSN students per year for the past 2 years. The funds were used, in part, to support the development of a simulation lab and to augment salaries for a regional simulation coordinator and part-time technical support person.

Under the California Nurse Education Initiative's Song-Brown and nursing education grants, CSU Fresno has received support for: (1) the development of a graduate-level adjunct

clinical faculty course, (2) the ongoing NCLEX Success Program, (3) expansion of curriculum related to health care needs and medical management of vulnerable populations, (4) development of 14 new clinical sites in medically underserved areas that have an identified RN shortage; and (5) development of a collaborative agreement with the regional ADN and BSN nursing programs to enable students to graduate within three years.

CSU Fullerton

CSU Fullerton enrollment in Department of Nursing programs is up 8.5% from the 2008-09 academic year, and 2,611 Fall 2009 applications were received for the pre-nursing major. The entry-level BSN program received 383 applications for 33 slots in Fall 2009, and 355 applications were received for 30 slots in the entry-level MSN program. A \$2 million grant from UnitedHealthcare made it possible to expand the capacity of the pre-licensure nursing programs for this year and over the next 3 years. Fullerton also maintains its campus-based option for the RN-to-BSN pathway, as well as statewide and regional distance cohorts at thirteen off-campus sites.

The Masters in Nursing Leadership program was able to expand to include a distance option in 2009. This program has been very well received, having a 150% increase in enrollment over the on-campus option. In addition, the campus has added a newly approved Nurse Educator Concentration in the MS program, developed in response to community college partners and student demand. The program contributes to the preparation of future nursing faculty in California.

CSU Humboldt

CSU Humboldt enrolled 135 FTES in nursing programs and awarded 51 BSN degrees in 2008-09.

CSU Long Beach

The CSU Long Beach School of Nursing continues to be one of the largest nursing programs in the CSU system, with 845 students; 496 BSN students and 349 MSN. The campus continues its partnerships with Long Beach Memorial Medical Center, Long Beach VA Medical Center, and Hoag Memorial Hospital Presbyterian providing funds and in-kind contributions for expansion of enrollments in the nursing programs.

The CSU Long Beach School of Nursing will have a new wing by Fall 2010 in the current nursing building and will include three classrooms, one 50-seat computer lab, and administrative offices.

CSU Los Angeles

CSU Los Angeles (CSULA) continues to have a large applicant pool for all four nursing programs: BSN, RN-to-BSN, ELM, and MSN. The ELM and BSN program enrollments are slightly down from last year but are still substantial. The RN-to-BSN and MSN demand has increased. CSULA has continued its partnership with CSU Fullerton and San Marcos for regional simulation faculty training and has integrated simulation into its specialty courses. They have created pediatric simulation rooms and an operating room simulation.

CSU Northridge

33 BSN students graduated in August, 2008. The NCLEX pass rate of the students is 100% on the first attempt. CSU Northridge is continuing to work with College of the Canyons on a collaborative nursing education partnership and will continue its partnership with Kaiser

Permanente to develop a simulation skills lab and provide faculty salaries.

CSU Sacramento

CSU Sacramento (CSUS) continues to admit 80 BSN students each semester. The Spring 2010 enrollments for RN-to-BSN are limited to native Sacramento students and 20 students previously enrolled and deferred to 2010. The ELM and accelerated second-baccalaureate programs have been suspended.

CSUS will move the nursing program to a new facility for Spring 2011. The facility will include 6 simulation suites, faculty and staff offices, computer labs, and classrooms. A \$500,000 grant was received from the Frank M. & Gertrude R. Doyle Foundation for simulation equipment that will be used in the new facility.

CSU San Bernardino

CSU San Bernardino (CSUSB) has its primary nursing program on the San Bernardino campus and has opened an additional program at the CSUSB Palm Desert Campus (CSNSU PDC). That campus enrolls cohorts of 20 students each fall, drawn from nursing employees in the Coachella Valley hospitals and will be graduating its first class of BSN students in June, 2010. The off-campus BSN program is supported through funds provided by foundations and local hospitals, including the Riverside Community Hospital.

CSU San Diego

CSU San Diego offers a BSN program and MSN programs for nurse practitioners, midwives, clinical nurse specialists, administrators, and faculty. In addition, CSU San Diego's Imperial Valley campus partners with local hospitals to provide clinical faculty in the RN-to-BSN program.

CSU San Francisco

The CSU San Francisco School of Nursing received a \$450,000 grant from the Gordon and Betty Moore Foundation to conduct a feasibility study to assess the value of expanding its MSN program and the school's current curriculum regarding health care systems in general. The feasibility study will be conducted by a consultant working with an advisory committee of medical professionals from Stanford/Packard, El Camino, Alta Bates and Sequoia hospitals and the CSU San Francisco School of Nursing. The goal is to create a model for other institutions to use in assessing their markets and curriculum. In addition, the grant will support the increase in the number of students who participate in the clinical nurse specialist program. The majority of nurses in the existing cohort are practicing at Stanford Hospital and Lucile Packard Children's Hospital.

CSU San Marcos

CSU San Marcos is the regional lead for a faculty simulation education grant received under the California Nurse Education Initiative to provide faculty simulation education to all ADN and BSN nursing programs in the San Diego, Riverside, Los Angeles, and Orange counties to advance the use of simulation in nursing education.

CSU San Marcos continues a close partnership with Palomar Pomerado Health Center, which provides faculty support and a one-dollar-per-year lease on the 15,000 square foot facility that houses the university's School of Nursing.

CSU Sonoma

For the past two years, the CSU Sonoma NCLEX first-time pass rate has been 97% for BSN graduates and 100% for the ELM graduates. Retention and graduation rates in these programs continue to remain well above 85%.

CSU Sonoma currently has 85 MSN students enrolled in its Rural Distance Family Nurse Practitioner Program which, in collaboration with CSU Chico and CSU Stanislaus. Recent MSN-Family Nurse Practitioner (FNP) graduates had a 100% pass rate on the national certification exam. CSU Sonoma has graduated over 200 master's prepared family nurse practitioners throughout rural northern California since the inception of this distance education model.

Under the Governor's California Nurse Education Initiative, CSU Sonoma has received funding for a pilot collaborative nursing education partnership with 5 regional community college partners and 5 major healthcare system providers to develop and pilot the Collaborative Nursing Education Continuum Model (CNECM) for ADN-to-BSN-to-MSN educational pathways. The program seamlessly facilitates academic progression for currently enrolled ADN students and licensed California Registered Nurses holding the ADN, allowing them to complete the Master of Science degree in Nursing with the option of "stopping-out" when the Bachelor of Science in Nursing degree is awarded. The students are completing upper-division nursing coursework while they are still enrolled in their respective ADN programs. Upon receipt of their ADN degree, the students may complete the BSN within one calendar year. Coursework is offered online, and the project is being developed on a self-support financial model in conjunction with the CSU Sonoma School of Extended Education.

CSU Sonoma also partners with Indiana State University and The College Network to provide a California State Board approved LVN-BSN program that offers LVNs in California the opportunity to "educate in place," using online course technologies and pedagogy and a preceptor model for clinical education. There are 82 students in the program, with 5 having completed the BSN in 2009.

CSU Stanislaus

CSU Stanislaus admits 60 BSN students per year. In response to regional demand, CSU Stanislaus is developing a self-support, online RN-to-BSN program, with the first cohort of students scheduled for admission in Fall 2010. As a result of budget cuts, enrollments in the Stanislaus RN-to-BSN program have been reduced and enrollments have been discontinued for the Stockton RN-to-BSN program.

University of California Nursing Education Programs

The University of California continues its commitment to nursing education in California through its programs at UC Irvine, UC Los Angeles (UCLA) and UC San Francisco (UCSF), as well as through the additional programs to be offered at the new UC Davis School of Nursing. These programs contribute greatly to the education of baccalaureate, masters, and Ph.D., prepared nurses in California.

In partnership with the Governor's Task Force for the California Nurse Education Initiative, the University of California (UC) developed a multi-year system wide plan for expanding nursing enrollments, with implementation beginning in Fall 2006. In 2005-06 (baseline), UC enrolled 811 nursing students in its nursing programs. Beginning in 2006, UCLA reopened its undergraduate nursing program, and UC Irvine launched a new undergraduate baccalaureate degree program in nursing. Additionally, there was growth and expansion of master's level nursing programs at UCLA (new entry level master's program) and UCSF (pre-licensure and traditional master's programs). By 2008-09, UC had increased nursing enrollments by 512 students, to a total system wide enrollment of 1,323 students, representing a 63% increase over baseline enrollments.

2008-09 Total Enrollments in UC Nursing Programs

Program	UCI	UCLA	UCSF	UC TOTAL
Doctor of Philosophy (PhD)	n/a	41	153	194
Master's – Traditional (MSN/MS)	n/a	222	436	658
Master's Entry (MSN/MS)	n/a	111	83*	194
Bachelor's of Science (BS)	158	202 [^]	n/a	360
TOTAL, by campus	158	576	589*	1,323*

**The first year of the UCSF Master's Entry Program in Nursing (MEPN) is not state supported. Therefore, the total enrollment listed for the UCSF campus (and for UC overall) does not include 83 first year MEPN students.*

[^] Includes students in a UCLA post-licensure program for Associate Degree nurses.

UC Nursing Education Program Narratives for 2008-09

UCLA

Current plans include modest proposed growth in their post-licensure RN-BS-MSN program, and continued growth in their baccalaureate program, which should reach steady state enrollment with 200 students in 2009-10.

UC Irvine

The Irvine campus is planning new graduate programs at both the master's and doctoral levels, with initial implementation to begin with the master's program. UC Irvine enrolled its first class of Master's nursing students in 2009 and continues the development of a Nursing PhD program proposal. At full enrollment, UC Irvine's graduate nursing program is projected to accommodate 90 master's degree students and 85 doctoral students.

UC Davis

In July 2007, the Gordon and Betty Moore Foundation generously pledged \$100 million in founding support to launch a new school of nursing at UC Davis. In March 2009, the UC Board of Regents approved the establishment of a new nursing school at UC Davis, named

the Betty Irene Moore School of Nursing. Pending necessary program approvals and resources, UC Davis anticipates admitting its first students in the master's and doctoral programs in Fall 2010, at the UC Davis Sacramento campus. The baccalaureate-level nursing program is expected to follow. At maturity, the school plans to enroll a total of 456 students (56 PhD, 200 master's degree students, and 200 undergraduates).

Statewide Efforts to Expand Use of Clinical Simulators

The use of simulation in nursing education has increased by over 63% in the past year, with over 89% of the programs currently using high fidelity simulation. Competitive grants were awarded under the California Nurse Education Initiative to increase faculty training in the use of simulation in nursing education and for the establishment of 3 rural clinical simulation laboratory partnerships. In addition, the Statewide Simulation Alliance hosted by the Governor's Task Force, the Board of Registered Nurses, and the California Institute for Nursing and Health Care, continues to work together for innovative practices in simulation.

Expanded Educational Capacity in Medically Underserved Areas

Song-Brown Grants

An important component of the California Nurse Education Initiative is encouraging RNs to work in medically under-served 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 2008-09 Budget to continue to provide resources to educate RNs through the Song-Brown grants, facilitated through the Office of Statewide Health Planning and Development. Song-Brown grants provide competitive funding to nursing education programs for support of faculty positions, specialty courses, and expansion of nursing education programs.

The \$2.7 million allocated in 2008-09 and awarded in March 2009, provided funding for 16 nursing programs. An estimated 104 additional nursing students will graduate in Spring 2011 and another 632 students will benefit from Song-Brown's Special Program funds that support NCLEX preparation, distance education, additional skills lab instruction, preparation of nurses as clinical instructors, and equipment purchases that will enhance the student's chance for successful program completion. In addition, one nursing faculty will be hired along with several faculty receiving partial financial support to the availability of nursing instructors and expand program capacity. The awards granted through academic year 2008-09 are summarized below:

- 2006 RN Education Program Awards: 11 programs for a total of \$2,721,950
- 2007 RN Education Program Awards: 15 programs for a total of \$3,002,382
- 2008 RN Education Program Awards: 16 programs for a total of \$2,721,950
- 2009 RN Education Program Awards: 16 programs for a total of \$2,793,352

For a complete list of 2009 Song-Brown grants, please see [Appendix A](#).

Recruiting and Retaining Nursing Faculty

Loan Assumption Program for Nursing Faculty

A shortage of qualified nursing faculty has been one of the primary barriers to expanding educational capacity in nursing programs. To give nurses an incentive to teach, the 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 and promotion of the program is provided by the Office of Statewide Health Planning and Development.

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.

100 students were admitted to the SNAPLE Nurse faculty program in 2008-09, leading to a total of 263 students admitted in the past three academic years. 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. Four applicants are enrolled in the SNAPLE state facility program in 2007-08. One application was received in 2008-09 but the application was determined to be ineligible. Efforts are being made to increase interest in applying for these funds.

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 efforts include:

- A collaboration between the San Joaquin Valley Nurse Education Consortium formed under the California Partnership for the San Joaquin Valley and the region's nursing education programs, 64 new clinical nursing faculty members graduated between 2006 and 2008, with some graduates enrolling in masters degree programs to become full-time nursing faculty.
- CSU San Marcos has developed an online and field work program entitled *Preparation of Clinical Nursing Faculty Certificate Program*.

Forging 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, and 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 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.**
Results: The NCLEX pass rates have increased from 80% to 87% for the 9 nursing programs in the region through the efforts of the Consortium members. Between 2006 and 2009, the Consortium contributed to an increase of 513 more RN graduates in the Central Valley. This was due to a focus on improving NCLEX scores, providing tutoring support, professional development workshops, and expansion of the nursing programs.
- **Increase faculty pool in San Joaquin Valley**
Results: San Joaquin Valley College and CSU Fresno developed a BRN-approved clinical faculty education program. In 2007-08, 64 graduates have completed the program, with some students continuing on to earn their masters degree in nursing education. In 2008-09, 52 additional faculty students were added along with 2 additional training programs.
- **Establish a computerized clinical placement system**
Results: Working with the San Diego Nursing Education Consortium, the San Joaquin Valley Nursing Education Consortium implemented a Central Valley computerized clinical placement system in 2008. Student background checks, faculty/student orientation guidelines, and open faculty positions are part of the website. Currently 17 healthcare partners and 16 academic partners use the system. New nursing programs coming on board are able to join the consortium and find available clinical space if they are willing to use non-traditional days for clinical sites.

- **Expand distance learning programs in the San Joaquin Valley**

Results: Students at Bakersfield College, Modesto Junior College, and West Hills College in LeMoore received academic assistance and specialty instruction in Psychology, Obstetrics, and Pediatrics through distance education nursing education partnerships.

Online Competency Based Pre-Licensure Nursing Program

The California Board of Registered Nurses has approved the first in the nation online, pre-licensure nursing education program which began enrollments in 2009 in Riverside, Fountain Valley, and Los Angeles. The \$11 million, innovative, public-private partnership between the State of California, the Robert Wood Johnson Foundation, Western Governors University, and participating hospitals, namely, the Hospital Corporation of America (HCA), Tenet Healthcare Corporation, Cedars-Sinai, and Kaiser Permanente, was established to develop an online, competency-based, BSN nurse education program in multiple states. Texas has approved the project for their state and discussions are underway for development of this program in Florida, Utah, New Jersey, and other states.

The purpose of this project is to provide access to nursing school for rural and working students, as well as to students on waiting lists, as a complement to the traditional classroom nursing programs in California, helping meet the nation's continuing critical workforce shortage of skilled nurses.

Contributions for the online nursing program development include \$725,000 from the Robert Wood Johnson Foundation, \$1,000,000 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, and Kaiser Permanente for the preceptor and clinical education portion of the program.

The key characteristics of this new multi-state nurse education system designed by the Western Governors University Nursing Education Committee includes:

- **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.

Developing New Avenues to Nursing Careers

Strengthened Nursing and Healthcare Pathways in High Schools

In 2006, the California Nurse Education Initiative included a partnership with the California Department of Education (CDE) to strengthen health care career pathways in California's high schools. 10 health science pathway high schools received funding to participate in the California Health Science Educator's Institute which is an annual event for faculty and industry partners to strengthen partnerships and academic practices integrating health professions education.

In 2007, the partnership between the California Nurse Education Initiative and the CDE continued with over 500 teachers, representing 37 health science pathway programs, participating in the California Health Science Educator's Institute.

The 2008, California Health Science Educator's Institute included the participation of 49 health science pathway school site teams and the California Biotechnology Foundation, with a focus on integration of biotechnology activities into high school science courses.

For a complete list of partnership academies and health science programs, see [Appendix B](#).

California Health Science Capacity Building Pathway Grants

In 2006, the California Nurse Education Initiative allocated \$2.5 million to the CDE to fund secondary health science pathway efforts, focusing on grades 7-14. 17 sites were funded for a two year period through a competitive process intended to improve, expand, or develop health science pathways.

In 2007, the California Nurse Education Initiative allocated an additional \$2.5 million to CDE in partnership with the Governors Career Technical (CTE) Initiative, SB 70. Through a competitive process, 23 sites were awarded \$100,000 for one year to expand and develop health science pathways.

In the 2008, the partnership continued with an award of \$2.5 million to the 6 school sites that are continuing to implement the health science pathways, in addition to 6 new school sites. Two of the new sites have been chosen to participate in a Mental Health America, Los Angeles pilot program to implement workforce development criteria in the Mental Health Services Act.

In 2009, the California Health Science Capacity Building Project continued with a \$2.5 million allocation. A competitive grant process is underway to fund new and continuing pathway programs with awards of \$50,000 to \$75,000. School sites will be responsible for pathways beginning at grade 7 and continuing through community college. Each team is required to have partners representing a grade level, school site administration, guidance and counseling and healthcare industry partners. The list of qualified applicants will be available in April, 2010 at www.cde.ca.gov/fg/fo/fr/. Additional information regarding the health Science Capacity building project can be found at www.health-careers.org.

Student Leadership in Health Care – California Health Occupations Students of America (Cal-HOSA) 2010

California Health Occupations Students of America (Cal-HOSA), a student organization whose mission is to develop leadership careers skills opportunities in health care and to enhance the delivery of compassionate quality health care to all people, has significantly increased membership as a direct result of funding from the Governor’s Nurse Education Initiative. There are currently 70 CAL-HOSA Chapters in California, with expansion in the past three years from 1,250 students to 3100 students.

Partnering with the Military in Nursing Education

The Governor’s Task Force has partnered with the Governor’s Troops to College Initiative to promote education and careers in health care professions, including development of a Corpsmen/Paramedic-to-RN program for enlisted military stationed in California.

In 2007, the U.S. Department of Labor and Department of Defense allocated \$10.1 million in a Military Spouse Initiative to California for education and training of U.S. Navy and Marine Corp spouses in the San Diego region through two-year Career Advancement Accounts totaling \$6,000 per person. The participants will 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. Beneficiaries of these accounts include currently enrolled nursing students who qualify for the Career Advancement Accounts.

Collaborative Agreements for CCC-CSU Nursing Education Pathways

The Chancellors’ offices of the California Community Colleges and California State University systems are working with the Governor’s Task Force to develop a streamlined academic pathway for licensed, ADN nursing graduates who wish to pursue a BSN degree at CSU.

Employment Training Panel Nursing Education Efforts

In 2008-09, in partnership with the Governor’s Task Force, the Employment Training Panel provided funding to 29 projects totaling \$6.1 million to support nurse education, advancement of skills, and employment retention efforts in California. Over 3,268 registered nurses and licensed vocational nurses participated in the skill advancement programs. In addition, 18 projects totaling \$5.4 million of Employment Training Panel, American Recovery and Reinvestment Act, and Workforce Investment Act funds were allocated to increase the skills of more than 3,338 nurses. In total, 47 projects totaling \$11.5 million were funded to advance the education of 6,606 nurses in California.

For a complete list of projects, please see [Appendix C](#).

Identifying Additional Funding Sources

The American Recovery and Reinvestment Act funding opportunities have greatly accelerated efforts to facilitate coordinated applications from California and the sharing of effective regional partnerships to applicants to assist their efforts to obtain funding. In addition to federal funding opportunities, the Governor’s Task Force, stakeholders, and regional partners continue to explore strategic funding opportunities and collaboration to maintain California’s role as a national leader of innovation and expansion in nursing education.

APPENDIX A

Song-Brown Registered Nursing Education Program Funding Awards March 25, 2009

Program Name: **Azusa Pacific University**

Amount: \$168,000 capitation* award

Purpose: To support 3.5 full time BSN students and 3.5 full time MSN students per year. This funding will maintain the educational access of non-traditional students to the Second Degree Programs in nursing.

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

Amount: \$168,000 capitation award

Purpose: To support 7 additional traditional BSN program students. This funding will support costs associated with hiring an additional part-time faculty, expand the simulation center resources, and cover the travel expenses needed to expand clinical placement sites for the students in the LVN to BSN 3 year program.

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

Amount: \$240,000 capitation award

Purpose: To support 10 additional BSN nursing students. The program will be able to expand from 44 students to 54 nursing students in the 2008-09 academic year.

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

Amount: \$240,000 capitation award

Purpose: To increase enrollment by 10 generic BSN students per year. The funding will allow the nursing program to accept more applicants, and in turn graduate students who will help relieve the severe nursing shortage in the San Joaquin Valley.

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

Amount: \$124,928 special program award*

Purpose: To support two options; 1) a 30-hour distance delivered course to prepare RNs to become clinical instructors who will provide higher quality clinical experiences for students studying to become RNs in nursing education programs throughout the San Joaquin Valley; 2) and a 12-unit distance delivered post-baccalaureate Nurse Educator Certificate option.

Program Name: **California State University, San Marcos**

Amount: \$125,000 special program award

Purpose: To be used for the development of a MSN graduate level nursing program that prepares ADN and BSN nurses to become nursing faculty. The MSN program will offer both Clinical Nurse Specialists and Nursing Education curriculum to the students.

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

Amount: \$240,000 capitation award

Purpose: To support 10 BSN students. Funding will allow an increase of enrollments by approximately 15%. To facilitate this enrollment increase, funding will allow for the addition of 8 clinical, lab, and practicum courses, as well as an expansion of Human Patient

Simulation experiences for the additional students.

Program Name: Chabot College

Amount: \$140,000 capitation award

Purpose: To support 7 ADN students. Funding would allow for the addition of one course section each year, as well as expand Chabot's capacity to retain and graduate a larger number of RNs who serve patients in several Registered Nursing Shortage Areas.

Program Name: College of the Canyons

Amount: \$200,000 capitation award

Purpose: To support 10 ADN students meeting the new eligibility requirements. Funding will support the continued goal to increase the learning abilities of LVN to RN students prior to the application process so that the students will have an increased chance to pass the merit based admissions criteria for the school, thus improving retention rates.

Program Name: College of the Siskiyous

Amount: \$120,000 capitation award

Purpose: To support 6 additional ADN students. Funds will support faculty and staff salaries, pay for recruitment expenses for students and faculty, purchase nursing program supplies, and provide for travel expenses.

Program Name: Fresno City College

Amount: \$140,000 capitation award

Purpose: To support instructional and administrative costs for 7 additional ADN students who will be enrolled in Fall 2008. These students will have access to campus services such as: financial aid, child care, disability services, mentoring, tutoring, clinical placements in area hospitals, formation of learning communities and study groups, early intervention by instructors in areas of academic difficulty, and assistance with passing the NCLEX upon graduation.

Program Name: Los Angeles County College

Amount: \$200,000 capitation award

Purpose: To support 10 additional ADN students. The program will expand critical support services, such as tutoring and coaching, which will support improved retention for ten at-risk minority students facing academic or personal challenges.

Program Name: Los Angeles County College

Amount: \$124,028 special program award

Purpose: To continue the programs "Designed to Succeed" NCLEX Review Program (DSNRP). DSNRP is designed for academically at-risk students in the Associate Degree in Nursing Program who are likely to work as Registered Nurses in underserved areas in the County of Los Angeles.

Program Name: Riverside City College

Amount: \$200,000 capitation award

Purpose: To admit an additional 10 traditional ADN students for Fall 2008. A new faculty member will provide a combination of instructional and counseling/remediation services to these students.

Program Name: University of San Diego – Hahn School of Nursing

Amount: \$240,000 capitation award

Purpose: To support 10 Masters Entry Program in Nursing (MEPN) students. Funding will support the preparation of faculty so that the nursing program might meet the need of educating more nurses. This program prepares MEPN graduates as clinical nursing faculty and offers an accelerated opportunity for eligible MEPN students to move into doctoral studies.

Program Name: Victor Valley Community College

Amount: \$123,396 special program award

Purpose: To hire a full-time tenure track Skills Lab Coordinator (SLC) Instructor for the ADN nursing program. The responsibility of the SLC will be to improve student retention, success, and student learning outcomes in the clinical skills laboratory setting. The SLC will be available to the current 187 students enrolled in the nursing program.

**Definitions of the two types of funding:*

Capitation: RN Education Programs can apply for one capitation cycle annually. Capitation cycles are based on a capitation rate of \$10,000 per student for ADN programs over 2 years for a maximum of 10 students. For baccalaureate and master's level nursing education programs capitation cycles are based on a capitation rate of \$12,000 per student over 2 years for a maximum of 10 students.

Special Programs: Each program may apply for a maximum single award of \$125,000 for a project no longer than 2 years in length. These special programs may include the development of courses or programs that assist students in successfully passing the NCLEX; the development of a graduate level nursing program that prepares nurses to become nursing faculty; infrastructure to support expanded educational capacity; clinical or preceptorship experiences that link nursing education programs with medically underserved communities; and other programs consistent with statutes and activities of the California Healthcare Workforce Policy Commission.

APPENDIX B

2009 California Partnership Academies and Health Science Programs

Health Science Capacity Building Funded Projects 2006-2009

2006-2008, 17 Sites at \$150,000

Apple Valley High School (Apple Valley)
Bassett High School (La Puente)
Casa Grande High School (Petaluma)
Cathedral City High School (Riverside)
Clear Lake High School/Lake Co ROP (Lakeport)
Galt High School (Galt) Not funded 2009-2010
Health Sciences High & Middle College (San Diego)
Imperial Valley ROP (El Centro)
North Orange County ROP – Savanna High School (Anaheim)
North Salinas High School (Salinas) Not funded 2009-2010
Pacifica High School (Ventura)
Ronald E. McNair High School (Stockton)
San Dieguito Academy High School (Encinitas)
Southwest High School/ Sweetwater ROP (Chula Vista)
Tulare Joint Union High School (Tulare)
Valley Center High (Valley Center)
Wallenberg High School (San Francisco)

2008-2009, 24 sites at \$100,000

Andrew Hill High School (San Jose)
Cerritos High School (Cerritos)
Dinuba High School (Dinuba)
Dozier-Libbey High School (Antioch)
East Bakersfield High School (Bakersfield) Not funded 2009-2010
El Dorado High School (Placerville)
Fontana High School (Fontana)
Manteca High School (Manteca)
*Kern Resource Center – Kern Unified School District (Bakersfield)
NOCROP/ Esperanza High School (Anaheim)
Nordhoff High School (Ojai)
Oakmont High School (Sacramento)
Oxford Academy (Cypress) Not funded 2009-2010
Red Bluff High School (Red Bluff) funded Oct 2008 from 2007/08 budget year
Serrano High School (Phelan)
Sherman E. Burroughs High School (Ridgecrest)
Southwest High School (El Centro)
Stockdale High School (Bakersfield)
Sultana High School (Hesperia)

Upland High School (Upland)
Venture Academy (Stockton)
Vista del Lago High School (Moreno Valley)
Washington Union High School (Fresno)

2009-2010, 5 Sites at \$50,000

Arthur A Benjamin Health Professions High School (Sacramento)
California Academy of Math and Science (Long Beach)
Palm Springs High School (Palm Springs)
Life Academy (Oakland)
Carson High School (Harbor City)

*Kern Resource Center – Kern Unified School District (Bakersfield)

*Kern Resource Center in Kern Unified School District received \$300,000 to provide pathways support, technical assistance, and resources to implementation sites statewide.

California Partnership Academies

2009-2010, California Partnership Academy Funded Projects (SB70)

Arroyo High School (San Lorenzo)
Hogan High School (Vallejo)
Irvington High School (Fremont)
Laguna Creek High School (Elk Grove)
Southwest Senior High School (San Diego)
Vista del Lago High School (Moreno Valley)
Carson Senior High School (Carson)

2009-2010, California Partnership Academy Funded Projects (SB70)

Cathedral City High School (Cathedral City)
Elk Grove High School (Elk Grove)
James C. Enochs High School (Modesto)
Palm Springs High School (Palm Springs)
Sequoia High School (Redwood City)

2009-2010 Health Science California Partnership Academy Mentor Sites Funded

Elizabeth Learning Center (Cudahy)
Jordan High School (Long Beach)
East Bakersfield High School (Bakersfield)
Dana Hills High School (Dana Hills)

California Partnership Academies – Current Ongoing Funding

A.B. Miller High School (Fontana)
Alisal High School (Salinas)
Apple Valley High School (Apple Valley)
Arroyo High School (San Lorenzo)
Arvin High School (Arvin)
Bassett High School (La Puente)
Blair High School (Pasadena)
California High School (Whittier)

Canyon Springs High School (Canyon Springs)
Coachella Valley High School (Thermal)
Crescenta Valley High School (La Crenscenta)
Dana Hills High School (Dana Hills)
Davis (Grace M.) High School (Modesto)
Delano High School (Delano)
East Bakersfield High School (Bakersfield)
El Dorado High School ((Placerville)
Elizabeth Learning Center (Cudahy)
Foshay Learning Center (Los Angeles)
Galt Joint Union High School (Galt)
Golden West High School (Visalia)
Hill (Andrew P.) High School (San Jose)
Hiram W. Johnson High School (Sacramento)
Hogan High School (Vallejo)
Irvington High School (Fremont)
Jordan High School (Long Beach)
Kern Valley High School (Lake Isabella)
La Quinta High School (La Quinta)
La Sierra High School (Riverside)
Laguna Creek High School (Elk Grove)
LIFE Academy (Oakland)
Lower Lake High School (Lower Lake)
McLane High School (Fresno)
Monterey High School (Monterey)
Moorpark High School (Moorpark)
North Salinas High School (Salinas)
Norwalk High School (Norwalk)
Oakland Technical High School (Oakland)
Oakmont High School (Roseville)
Oceanside High School (Oceanside)
Palmdale High School (Palmdale)
Porterville High School (Porterville)
Ramona High School (Riverside)
Redlands High School (Redlands)
Richmond High School (Richmond)
Roosevelt High School (Fresno)
Sheldon High School (Elk Grove)
Sonora High School (La Habra)
Southwest High School (San Diego)
Stagg High School (Stockton)
Stockdale High School (Bakersfield)
Tennyson High School (Hayward)
Valley High School (Sacramento)
Valley View High School (Moreno)
Vista del Lago High School (Moreno Valley)
Watsonville High School (Watsonville)
Westminster High School (Westminster)
Ygnacio Valley High School (Concord)

California Department of Education Delivery Systems, Health Science and Medical Technology Programs

Regional Occupation Programs and Centers (ROCP) – 310 Courses

ROCPs provide high school students 16 years of age and older and also adult students, with valuable career and technical education so students can (1) enter the workforce with skills and competencies to be successful; (2) pursue advanced training in higher educational institutions; or (3) upgrade existing skills and knowledge.

California Partnership Academies (CPA) – 77 Programs

CPA program is a school-business-district partnership, providing integrated academic and career instruction to high school students who present a high risk of dropping out of school and are not motivated by traditional curriculum; a school-within-a-school, grades ten through twelve, emphasis on student achievement and program accountability.

Specialized Secondary Programs (SSP) – Unknown due to budget flex option

SSP provides students with advanced learning opportunities in a variety of subjects retaining a core course work element within the approved curriculum, and specialize in such areas as English-language arts, mathematics, science, history and social science, foreign language, and the visual performing arts.

Adult Education Vocational Programs – 140 Courses

Adult education provides educational opportunities and services to equip adults with the knowledge and skills necessary to participate effectively as citizens, workers, parents, and as family and community members. Instructional programs ensure that adults have the education and skills required for a competitive economy and a better quality of life.

Tech Prep Programs (TP) – 55 Tech Prep Health Careers Pathways (Community College Programs –Health Occupations – 62,000)

TP program is an articulated, planned sequence of study beginning in high school, and extending through at least two years of postsecondary education or an apprenticeship program. Programs can continue up to the Baccalaureate degree.

APPENDIX C

2009 Employment Training Panel Grants July 1, 2008 – February 28, 2010

Contractor Name	Approved Amount for Nursing	# to Train for Nursing	County	Project Description	Inkind Contribution
A. Registered Nurses and Licensed Vocation Nurses					
AHMC Healthcare Inc. DBA Garfield Medical Center	\$496,296	452	Los Angeles	This training project is designed to raise the standards of patient care, reduce errors, combat employee turnover, and improve patient satisfaction through better teamwork and communication. This training plan will help upgrade the competencies of its nurses and support staff in the skills necessary to maintain a high performance workplace.	\$692,380
AHMC Healthcare, Inc. DBA Greater El Monte Community Hospital	\$278,640	129	Los Angeles	This training project is designed to raise the standards of patient care, reduce errors, combat employee turnover, and improve patient satisfaction. ETP funding will allow the hospital to implement a comprehensive training plan.	\$611,888
AHMC Healthcare, Inc. DBA Whittier Hospital Medical Center, Inc.	\$222,750	125	Los Angeles	This project is designed to support Whittier Hospital's goal to improve patient care and move toward a high performance workplace. According to hospital representatives, the proposed training will significantly upgrade the skills of employees and address the mounting shortage of trained healthcare professionals.	\$762,490
AHMC, Inc. DBA Alhambra Hospital Medical Center	\$105,984	58	Los Angeles	This project is designed to support Alhambra Hospital's goal of providing increased care to its largely underinsured and increasingly aging clientele.	\$397,923
Central Convalescent Hospital of Glendale, Inc.	\$61,236	21	Los Angeles	Due to the shortage of skilled health care workers, coupled with budget constraints and no training budget, the hospital is looking for new and inventive ways to maintain adequate staffing levels, learn teamwork and communication, offer new job skills training, and provide efficient service to its diverse patient population.	\$75,000
CFHS Holdings, Inc. DBA Marina Del Rey Hospital	\$135,828	98	Los Angeles	Quality improvement and cross-training modules will allow the hospital's patient care providers to participate in supervised clinical procedures, classroom instruction, standards of care and protocol updates, and quality management reviews.	\$213,417
CHA Hollywood Medical Center, LP DBA Holldywood Presbyterian Medical Center	\$127,440	135	Los Angeles	The HPMC curriculum is designed to keep employees on the cutting edge of technology and patient care. Accordingly, ETP training will be given in Medical Skills, Business Skills, and Computer Skills. Trainers will include internal HPMC staff and outsourced subject matter experts.	\$1,225,000
Clinica Msr. Oscar A. Romero	\$3,780	5	Los Angeles	Clinica Romero is positioning itself for growth by seeking to expand its healthcare services across a wider demographic of low-income residents, beyond merely the Hispanic community. To achieve this objective, Clinica Romero's workforce must be able to communicate effectively, work efficiently, and be able to function in an automated health care environment.	\$59,315

Contractor Name	Approved Amount for Nursing	# to Train for Nursing	County	Project Description	Inkind Contribution
HealthSouth Corporation DBA HealthSouth Bakersfield Rehabilitation Hospital	\$94,500	35	Kern	HealthSouth's objective of Stroke Rehabilitation Center of Excellence designation requires exceeding established benchmarks in clinical programming, training, and patient outcomes for the treatment of stroke. The hospital's goal for this ETP program is to train 10 new graduates, 4 new therapists, 25 experienced nurses to allow for expansion of beds over the next two years and achieve designation status for treatment of strokes.	\$243,765
Integrated Healthcare Holdings, Inc. of California DBA Western Medical Center, Santa Ana	\$249,480	90	Orange	Western Medical has developed an ETP focused strategic training plan to meet staffing requirements and critical training needs of its nursing staff.	\$331,951
Intercare Health Systems, Inc DBA City of Angels Medical Center	\$302,400	175	Los Angeles	Hospital will cross-train and upgrade the skills of its nurses and ancillary staff in advanced techniques and technology designed to best serve behavioral health patients with medical/surgical needs. 170 RNs will receive preceptor training and about 5 LVNs.	\$543,788
Lancaster Community Hospital	\$482,400	200	Los Angeles	The company's strategic plan is to train a sufficient number of nurses to staff the new medical center, including positions requiring upgraded skills, particularly in the emergency department and critical care units.	\$825,000
Los Alamitos Medical Center	\$74,700	83	Los Angeles	To meet the needs of a rapidly growing and aging population from the local community, LAMC has implemented new services. These new services and systems involve new equipment, requiring training of new and existing nursing staff. Additionally, LAMC has been recently designated as a Stroke Center, which will require extra training in advanced cardiac and assessment skills.	\$336,000
Los Robles Hospital and Medical Center	\$327,600	91	Ventura	The hospital is providing nursing school graduates with practical, organizational, and critical thinking skills in order to successfully and quickly transition from school to daily work at an acute care hospital.	\$470,000
Olympia Health Care LLC DBA Olympia Medical Center	\$109,440	80	Los Angeles	The hospital is expanding services to meet the healthcare demands of West Los Angeles and its surrounding cities. Olympia is requesting ETP funding to provide the monetary catalyst and resources to introduce new services and expand staff training.	\$213,345
PHI AIR Medical Group, A Division of PHI, INC.	\$38,592	16	Stanislaus, Shasta, Tuolumne	PHI Air Medical is proposing a curriculum that includes enhanced specialty medical skills training for both RNs (16) and paramedics (15), under the Medical Skills Training pilot program. This training is needed to meet the emergency, intensive care, and medical needs while accompanying the patients during transport.	\$74,900
Prime Healthcare Services - San Dimas, LLC DBA San Dimas Community	\$201,600	103	Los Angeles	The hospital's primary objectives are to improve patient care and satisfaction and maintain a high performance workplace; but to do this, staff faces many challenges. In order to overcome these obstacles, the hospital must upgrade current employee job skills, cross-train existing staff, and hire and train new nursing staff.	\$338,992

Contractor Name	Approved Amount for Nursing	# to Train for Nursing	County	Project Description	Inkind Contribution
Quantum Health Inc. DBA Promise Hospital of San Diego	\$148,896	88	San Diego	Because the patients require higher levels of assessment and care due to complex medical conditions, nurses must receive advanced job skills training. Additionally, the hospital is embarking on a formal New Graduate Education Program in an effort to recruit and retain new graduate registered nurses.	\$200,730
Riverside Healthcare Systems, LLC DBA Riverside Community Hospital	\$298,320	120	Riverside	In the face of critical nursing shortages and particularly the nursing shortage in the Inland Empire of Southern California, RCH has developed new training initiatives which it hopes will help ease the nursing shortage for the long term.	\$450,000
Temple Hospital Co. DBA Temple Community Hospital	\$121,680	52	Los Angeles	The goal of the hospital is to provide quality healthcare committed to the comfort, dignity, and compassionate care of its patients.	\$247,175
UHS of Delaware, Inc. (UHS) DBA Corona Regional Medical Center	\$264,600	100	Riverside	This project is designed to address the shortage of specialty nursing jobs at Corona Medical and to upgrade primarily the skills of its registered nurses through specialized training.	\$350,000
Universal Health Services of Rancho Springs, Inc., DBA Southwest Healthcare System	\$442,002	181	Riverside	This project is designed to address the shortage of specialty nursing jobs at Southwest Healthcare and to upgrade the skills of its registered nurses (RNs), technicians, and therapists through specialized training in Commercial Skills.	\$750,000
Vibra Healthcare, LLC	\$499,032	239	Fresno, Marin, San Bernardino, San Diego	Nurse upgrade pilot project for RNs and LVNs addresses nursing shortage through preceptor clinical training program.	\$647,618
Visalia Medical Clinic Inc.	\$4,320	12	Tulare	The Clinic is proposing to undergo technical training to better improve clinic management.	\$150,000
Vista Healthcare, LLC DBA Vista Hospital of South Bay	\$114,534	63	Los Angeles	Because Vista South Bay's patients generally require a higher level of assessment and long term care, its staff must undergo extensive learning and skill development.	\$389,058
Vista Healthcare. LLC DBA Vista Hospital of San Gabriel Valley	\$201,960	85	Los Angeles	ETP funding will help Vista move forward by providing training, implementing quality initiatives across the board, increasing patient care and overall patient and family satisfaction. It will also allow training to update employee skill levels; while changing the structure of caregivers to long-term employees with advanced skills.	\$349,918
Vitas Healthcare Corporation of California	\$169,344	392	Alameda, Contra Costa, Los Angeles, Orange, Sacramento, San Bernadino, San Diego	Vitas seeks to provide care as an interdisciplinary team. The training will provide enhanced job skills and standardize best practices.	\$1,077,808
Subtotal Nursing (RN & LNV) Project Activity:	\$5,577,354	3,228	27 Contracts		\$12,027,461

Contractor Name	Approved Amount for Nursing	# to Train for Nursing	County	Project Description	Inkind Contribution
B. CNA to LVN					
Central Nursing College, LLC	\$331,860	30	Los Angeles	ETP funding will help the college complete clinical and theoretical training.	\$0
Tulare Joint Union High school District Professional Development Center	\$144,390	10	Tulare	ETP funding will help the high school complete clinical and theoretical training.	\$150,000
CNA to LVN TOTAL Project Activity:	\$476,250	40	2 Contracts		\$150,000
TOTAL (CNA to LVN + Nursing) Project Activity:	\$6,053,604	3,268	29 Contracts		\$12,177,461
C. Non-Profit Hospitals					
Bakersfield Memorial Hospital	\$190,836	114	Kern	Bakersfield Memorial recently expanded its services and bed capacity from 303 beds to 430 beds. The hospital projects to expand its fulltime employee population base over the next two years by hiring at least 120 new nurses. ETP funding provided a critically needed funding subsidy to existing budgets at Bakersfield Memorial Hospital, creating a useful balance of training for new nurses, as well as training for incumbent nurses so that patient care needs are advanced to the highest possible level.	\$1,342,000
Barton Healthcare System	\$426,870	155	El Dorado	BHS has difficulty recruiting experienced nurses because of its rural location. Novice and new graduate nurses are typically not prepared to assume responsibility for patient care and must receive training from experienced preceptors. BHS developed a training plan that reflects the need to introduce the new technologies of Telemedicine and Electronic Medical Records and to upgrade nursing skills to ensure patient safety and care. ETP funds will allow BHS to upgrade the skills of incumbent nurses and hire and train new nurse graduates.	\$767,250
Catholic Healthcare West, a Non-Profit CA Corp, DBA Mercy Hospitals of Bakersfield	\$190,800	100	Kern	The Versant RN Residency was developed at Children's Hospital of Los Angeles in 1999 to provide quality pediatric training for new graduate nurses. After seeing the RN residency's profound effect on lowering turnover rates and increasing clinical performance, Children's Hospital formed a non-profit public benefit corporation to bring the training to other hospitals. The ETP funding will assist in hiring and training new nurses and incumbent RNs and LVNs in skills necessary for patient care and safety.	\$1,124,925

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Central CA Foundation for Health, a Non-Profit CA Corp, DBA Delano Regional Medical Center	\$362,232	129	Kern	Delano and the surrounding towns located in the Delano Region primary service area are situated in a high unemployment area (HUA). ETP funding will help Delano Regional overcome some of its financial pressures and allow the medical center to deliver new graduate training and provide advanced training to its incumbent nursing staff. Both the incumbent nurses and the new graduate nurses are projected to receive MST Didactic and Clinical Preceptor training, Computer Skills, and some Continuous Improvement courses	\$694,980
Community Hospital of the Monterey Peninsula	\$380,160	384	Monterey	To continue to provide quality patient care, improve patient safety, and reduce costs, Community Monterey has developed a strategic training plan to enhance the skills of its nursing staff. ETP funding will provide training in patient safety, quality care, resource utilization, cost control, and SXA electronic medical records systems. Training will be provided to RNs from the hospital and five medical centers, all located in Monterey.	\$1,230,500
Dameron Hospital Association	\$372,096	304	San Joaquin	Dameron Hospital will train newly-hired RNs in Medical Skills training utilizing Clinical Preceptor and Didactic training methods. Additionally, the hospital will provide training for those incumbent RNs and LVNs who possess skill gaps so that they have the requisite skills to advance to a specialty nursing position. The training is projected to improve patient quality care and increase health care worker productivity.	\$1,030,400
Hoag Memorial Hospital Presbyterian	\$379,620	285	Orange	The proposed training will allow Hoag Memorial to significantly upgrade the skills of its RNs and help address the mounting shortage of skilled healthcare professionals.	\$844,448
Kaiser Foundation Hospitals, Inc. South	\$190,080	220	Los Angeles, Orange, San Diego, San Bernardino, Riverside	This proposal is the result of three primary challenges faced by KFHS: (1) Integrating new graduate nurses into positions at Kaiser Hospitals; (2) upgrading the skills of experienced nurses, including preparation for specialty nursing positions; and (3) full and successful implementation of KFHS's electronic medical records system and related process changes. To assist new graduates in finding employment and provide them with needed clinical training, KFHS is seeking funding to help support more intensive training of new graduates. In addition to training for new nurses, this project includes upgrade training for existing nurses to help them handle increasingly acute patients, using evidence-based practices and systems.	\$340,000
Kaiser Foundation Hospitals, Inc. Northern	\$189,900	211	Alameda	KFHN is training nurses as advanced preceptors and provide advanced skill training on HealthConnect, the electronic medical record system. Preceptor training will include clinical training to increase nursing skills and teach principles of adult learning. The preceptors must have the most advanced nursing skills to be able to train the new nurse graduates and nurses that need to upgrade their skills.	\$841,600

Contractor Name	Approved Amount for Nursing	# to Train for Nursing	County	Project Description	Inkind Contribution
Lodi Memorial Hospital Association Inc. DBA Lodi Memorial Hospital	\$380,628	218	San Joaquin	To meet the need for expansion of services and to staff the new South Wing, LMH plans to provide training to incumbent nurses and hire new nurses. Novice nurses are not prepared to assume responsibility for patient care and must receive extensive theory and practical knowledge transfer from an experienced and trained preceptor. Training will include quality improvement and patient safety as well as training in the area of critical care.	\$503,280
Marshall Medical Center	\$77,832	46	Placer	MMC is committed to providing quality healthcare, but does not have a nursing education department to provide ongoing training for nurses. Due to budget constraints, MMC is only able to provide mandatory education and new employee orientation. ETP-funded training will expand nursing skills training in ways considered vital to sustain patient safety and other quality improvements. Training will be in the areas of Oncology, Cardiology, General Acute Medical-Surgical, Emergency, and OB medicine in inpatient, outpatient and long-term care.	\$299,000
North Central Counties Consortium	\$49,680	30	Colusa, Glenn, Lake, Sutter, Yuba	CRMC does not have the ability to offer much formal training except for legally mandated training within its rural service area. Problems providing training include financial limitations and distance from training resources. The ETP funds will assist the hospital to provide formal training for nurses which will improve patient care and increase the efficiency of operations. In addition, the hospital plans to hire four new graduate nurses and provide the extensive training needed to ensure that the new graduates have the required skills to provide quality care to patients.	\$60,000
Private Industry Council of Butte County, Inc.	\$280,555	55	Butte, Plumas, Shasta, Siskiyou	The participating hospitals are being affected by high unemployment and loss of health coverage which increases costs and reduces the availability of training budgets. The hospitals also have difficulty recruiting experienced nurses due to their locations. In addition, novice and new graduate nurses are typically not prepared to assume responsibility for patient care and must receive training from experienced preceptors. The ETP funds will assist these hospitals to provide formal training for nurses which will improve patient care and increase the efficiency of operations.	\$364,993
Saddleback Memorial Medical Center	\$361,800	67	Orange	ETP Funding will allow Saddleback Memorial to hire and train new graduate nurses to meet legislated nurse/patient ratios. New graduate nurses are typically not prepared to assume responsibility for patient care in specialty units (e.g., ICU, Surgery, and Labor/Delivery) and must receive extensive theory and practical clinical knowledge transfer. Each trainee will receive Clinical Preceptor and Didactic Medical Skills training.	\$642,946
Sharp Healthcare	\$375,804	286	San Diego	Due to the fact that Sharp Healthcare is a non-profit entity, budgets are stretched. To that end, Sharp Healthcare requested funding to train nurses, all of whom will have been recently hired into newly-created jobs.	\$642,946

Contractor Name	Approved Amount for Nursing	# to Train for Nursing	County	Project Description	Inkind Contribution
SJCH Foundation dba San Joaquin Community Hospital	\$379,962	209	Kern	The Versant RN Residency was developed at Children's Hospital of Los Angeles in 1999 to provide quality pediatric training for new graduate nurses. After seeing the RN residency's profound effect on lowering turnover rates and increasing clinical performance, Children's Hospital formed a non-profit public benefit corporation to bring the training to other hospitals. The ETP funding will assist in hiring and training new nurses and incumbent RNs and LVNs in skills necessary for patient care and safety.	\$1,443,424
St. Joseph Health System - Humboldt County	\$429,552	314	Humboldt	SJHS has experienced difficulty attracting and retaining skilled nursing professionals. To address the shortage, SJHS is implementing a new nurse residency program called Versant which was developed at Children's Hospital in Los Angeles in 1999 to provide quality training for new graduate nurses. Versant increases the number of hours of Medical Skills training a new nurse receives. Each new graduate nurse will go through a minimum of 288 hours of classes and close to 400 hours of training led by clinical preceptors. ETP funding will cover a maximum of 300 hours of Versant training, primarily clinical preceptor.	\$1,182,800
Sutter Medical Center of Santa Rosa	\$379,800	211	Sonoma	Sutter Medical is moving ahead with the strategic plan of increasing the services and capabilities of the nursing staff, including training in technological upgrades (Telemedicine and EMR). Each trainee will receive Clinical Preceptor and Didactic Medical Skills training.	\$736,083
NON PROFIT NURSING TOTALS:	\$5,398,207	3,338	18 Contracts		\$14,091,575