

Diane Factor – Director

1. The initial challenge
 - ◆ Fill critical nursing shortage in County hospitals – 1,100 vacancies
 - ◆ Retain licensed nurses who are willing to work at County
 - ◆ Build a multicultural and multilingual workforce aligned to needs of patients
 - ◆ Enhance strong clinical and critical thinking skills
 - ◆ Create a Grow Our Own program for lower wage County workers who want to become licensed nurses – 10+ years of County service = retention strategy

2. What we have done since 2002
 - ◆ Large contract with RHORC to conduct two generic RN courses, two LVN to RN courses and 20 science pre-req courses: El Camino, East LA, Cerritos, Valley colleges
 - ◆ Graduated 67 new RNs and 30 new LVNs – 30% AA, 33% Latino, 25% Asian
 - ◆ Obtained State EDD 15% WIA grant for nurse education for County's College of Nursing and Allied Health (CONAH) to expand to conduct two courses for LADHS employees
 - ◆ Trained 12 new clinical instructors from workforce
 - ◆ 62 currently in RN programs, 18 currently in LVN program
 - ◆ 43 in nursing pipeline
 - ◆ 39 in Psych Technician program
 - ◆ 2,217 trained in post-licensure programs
 - ◆ Obtained State OSHPD Song Brown grant to conduct comprehensive RN NCLEX review course for graduates
 - ◆ Stats: 56 - 100% retention in courses, average 86 – 90% first time pass rate on NCLEX exam, 98% placement and retention in new nurse positions

3. What we have learned
 - ◆ Incumbent workers are highly motivated and have relevant job experience – they know what they are getting into
 - ◆ Adult workers are challenged by standardized assessment tests and have poorer GPAs because of juggling work, family and school
 - ◆ Adult workers need college foundation and academic preparation bridge courses
 - ◆ Adult workers need to learn how to be a student – academic boot camp

4. Some innovative initiatives we have developed and implemented
 - ◆ Contextualized study skills, medical math, writing and reading comprehension courses
 - ◆ Pre Nursing Bridge courses
 - ◆ Personal coaching
 - ◆ Tutoring and supplemental instruction
 - ◆ Partnership with LA Community College District (LACCD)

5. What we want
 - ◆ Health care sector and regional approach: expand the partnership with LACCD using the Lehman College model to build a Health Care Career Institute for pipeline
 - a) Alternative assessment of basic skills
 - b) Contextualized remediation
 - c) Bridge to college
 - d) Package of health care careers pre-requisite and special course
 - ◆ Partnership with High School Health Care Career Academies (LAUSD)