

Healthcare Workforce Investment Fund Partnership Proposal



Healthcare Training Scholarships
Deadline – August 15, 2024

Completed applications can be submitted via email to cpeworkforce@ky.gov.

Required attachment:

Upon proposal, please attach a copy of the total proposed budget for the program. The budget needs to include the healthcare partner contribution and the amount of healthcare workforce investment funds requested for match.

Identify the participating healthcare program.

Sullivan University – Associate of Science in Nursing

Identify the participating healthcare partner(s).

Norton Healthcare

How many employees does the healthcare partner(s) have?

20,000+

Please provide the amount of funds requested for match.

\$205,000.00

How does the healthcare program plan to use the healthcare partner's contribution and match from the fund to award healthcare training scholarships in the eligible healthcare credential?

The funds will be used to provide comprehensive scholarships covering tuition and fees for 10 students for 2-years (at \$40,170 per student) enrolled in Sullivan University's associate of science in nursing program. Norton Healthcare will contribute \$205,000 and this partnership proposal requests a match of \$205,000 from the HWIF appropriation. By reducing financial barriers, we aim to attract a diverse pool of students, particularly from underserved communities in west Louisville. This financial support aligns with the priorities outlined in Kentucky's HB 200 (2023), which emphasizes the importance of increasing access to education for underserved populations and addressing workforce shortages in critical sectors.

How will the healthcare program increase student enrollment in the eligible healthcare credential, program completion, and meet local, regional, or state workforce demands? In your response, identify strategies that will be used.

The partnership will implement targeted recruitment efforts focused on west Louisville and surrounding areas. Data indicates that Jefferson County has a high demand for registered nurses, with over 1,200 job postings in the past year and a projected growth rate of 15% over the next decade. By partnering with local high schools, community organizations, and using social media campaigns, we will attract students from diverse backgrounds who are committed to serving their communities.

Flexible learning options will be provided to accommodate working adults and non-traditional students. Evening and a few online classes will be available, ensuring that education is accessible to more adult learners. Support services such as tutoring, mentoring, and career counseling will be offered to enhance student retention and success.

What is the healthcare program's plan for student recruitment, the scholarship award criteria, and the selection process? In your response, identify any strategies that will be used during these processes.

Our recruitment plan will leverage data-driven strategies to identify and attract a diverse applicant pool. Community events, social media, and partnerships with organizations like AHEC will play a key role in reaching potential students. According to the Bureau of Labor Statistics, minorities make up only 19% of the nursing workforce, highlighting the need for increased diversity. Scholarships will be awarded based on financial need, academic achievement, and a demonstrated commitment to serving in underserved areas after graduation. The selection process will be rigorous and fair, with a committee of faculty and healthcare professionals reviewing applications to ensure the best candidates are chosen. This approach aligns with HB 200's focus on increasing diversity and providing educational opportunities for underserved communities.

How will the healthcare partner onboard and retain graduates? In your response, identify any strategies that will be used.

Graduates will undergo a structured onboarding program at Norton Healthcare, including orientation, mentorship, and continuing education opportunities. This comprehensive onboarding process is designed to integrate new nurses smoothly into the workforce, reducing turnover and enhancing job satisfaction. According to the American Association of Colleges of Nursing, structured onboarding programs have been shown to increase nurse retention by 25%. Retention strategies will include competitive salaries, benefits, and career advancement opportunities, ensuring that graduates have the support they need to thrive in their careers. These initiatives support HB 200's emphasis on retention and career development for healthcare professionals.

Specifically, onboarding and retention will include:

1. Comprehensive Orientation: A thorough introduction to hospital policies, procedures, and culture.
2. Structured Preceptorship: Assign experienced nurses to provide hands-on training and support.

3. Clinical Skills Training: Use simulation labs and workshops to enhance practical skills.
4. Regular Check-ins: Scheduled meetings with supervisors to address concerns and provide feedback.
5. Professional Development: Offer access to continuing education courses and certifications.
6. Peer Support Groups: Facilitate support networks among new hires to share experiences and advice.

How will graduates be supported through their service obligations? In your response, identify any strategies that will be used.

Mentorship programs will pair graduates with experienced nurses who can provide guidance and support throughout their service obligations. Continuous professional development opportunities will be available, helping graduates to enhance their skills and advance their careers. Specifically, the following strategies will be used:

1. Mentorship Programs: Pairing new nurses with experienced mentors provides guidance, support, and a smoother transition into the workforce.
2. Continuing Education: Offering access to courses, certifications, and advanced degrees.
3. Leadership Development: Programs focused on developing leadership skills and career advancement.
4. Clinical Simulation Training: Hands-on practice in a controlled, realistic environment.
5. Professional Networking: Encouraging participation in professional organizations and conferences.

By investing in our scholarship recipients as they enter the workforce, we aim to build a loyal and skilled workforce committed to improving healthcare outcomes in west Louisville. This aligns with HB 200's goals of fostering professional growth and ensuring long-term workforce stability.

How will this partnership improve diversity within the specific healthcare credential and/or plan to address the specific needs of a historically underserved county or region? In your response, identify strategies that will be used.

This partnership is dedicated to improving diversity in the nursing workforce. By targeting students from racially and ethnically diverse backgrounds, we aim to create a healthcare workforce that reflects the community it serves. Scholarships and support services will be specifically targeted at students that are interested in working in west Louisville, an area identified as medically underserved. According to the Health Resources and Services Administration, increasing the diversity of the healthcare workforce improves patient outcomes and reduces health disparities. This approach will ensure that the benefits of the partnership reach those who need it most and is in direct alignment with HB 200's legislative intent to serve underserved populations and promote equity in education and employment.

Optional: Please provide any additional details on how this partnership will serve the priorities set forth in KRS 163.0403.

The proposed partnership aligns with legislative priorities by addressing critical workforce shortages, enhancing diversity in the healthcare sector, and supporting economically disadvantaged regions. By creating sustainable pathways for students to enter the healthcare field, we aim to improve health outcomes for Kentucky residents and ensure a stable, skilled healthcare workforce for the future. This directly supports the mandates of HB 200 by fostering educational access, promoting workforce development, and enhancing community health.

Identify the designated points of contact for both the healthcare program and healthcare partner(s).

Healthcare Program

Full name: _____

Email address: _____

Phone number: _____

Healthcare Partner

Full name: _____

Email address: _____

Phone number: _____

*If there are multiple healthcare partners, please use the additional space below.***Healthcare Partner**

Full name: _____

Email address: _____

Phone number: _____

Required Signatures

By signing this proposal, you are acknowledging that the statutory requirements shall be satisfied as set forth in KRS 164.0403.

Chief Executive Officer - Healthcare Program_____
Date_____
Chief Executive Officer - Healthcare Partner_____
Date*If there are multiple healthcare partners, please use the additional signature line below.*_____
Chief Executive Officer - Healthcare Partner_____
Date

By signing this proposal, you are certifying the contribution outlined in the budget.

Chief Financial Officer - Healthcare Partner_____
Date