**Workforce Discussion Points**

**Resources**

* Hope Arthur, Director of Workforce Development at the Health Collaborative
* Nancy Learn, Instructor/Program Writer LPN High School, Mid-East Career Center
* Harry Snyder, President Great Oaks
* John Graft, President Butler County Vocational
* Robbin Hoopes, Provost of Cincinnati State

Other known LPN High School Programs: STEM at Collins, Wayne County, Willoughby East Lake, Eastland in process with Cathy Learn

**Expanding High School Career Center Enrollment for LPN**

* Barriers
  + To administer program, Must be a BSN with 2 years’ experience instructing, and 5 years RN to instruct. The pay for this type of nurse is very low, comparative to what they would earn at a hospital. Must have a master’s degree and current license. If BSN then MS doesn’t have to be in Nursing. If not BS-N, can be any masters (4723-5-11). Additionally, can administer multiple programs. If more than 60 miles away, need to have an associate administrator.
  + To instruct, must be RN for 2 years with BSN and active license (completion of approved nursing education program). If all others are met, but no BSN, can be teaching assistant (4723-5-11).
  + Preceptor can be LPN or RN and valid license, provides clinical education at direction of faculty member, no more than 2 at a time (4723-5-11).
  + Clinical experience can be taught by preceptor, teaching assistant or faculty. Faculty and teaching assistant can have 1 to 10 ratio, preceptor can have no more than 2. Preceptor and teaching assistant work under direction of faculty. (4723-5-20)
  + Feeder schools must be supportive and sending academically viable candidates with appropriate maturity levels and ATIT entrance test pass rates.
  + Laboratory space and equipment can be a startup cost barrier.
  + Program writing and proposal costs $12k from consultant.
  + No tuition, but books can cost about $1000 a year
  + Class sizes are small, currently Mid-east takes about 25 students a year
* Benefits
  + Students have a jumpstart towards RN, saving money on college.
  + Job opportunities are huge, no need for placement services.
  + Career Centers in some cases have arrangements with local Universities for accelerate RN program upon successful completion of LPN program.
* LPN Program Requirements (Federal)
  + Establishing the faculty or teaching assistant to student ratio for direct patient care experiences at no greater a ratio than ten students to one faculty or teaching assistant, or a smaller ratio in clinical settings where necessary to ensure the safe delivery of nursing care by students, faculty, and teaching assistants; No other federally structured rules for nursing instructors or program Administrators.

**Expanding High School Career Center Enrollment for STNA**

* ODH defers to BON to promulgate rules
* Rule 3701-18-09 poses problems for the Technical Schools offering the STNA program for their high school students.
  + (E) This rule requires the TTT (Train the Trainer) to have worked in a long-term care facility for two years.  Joel King indicated today on our call that this type of person is sometimes hard to find.  Registered nurses have worked in a Hospital(s) for thirty years but have not worked with Geriatric patients for two years continuously are available. (Notes below on federal requirements)  E) limits the number of students that can be trained to 1 to 8 ratio (This ratio mirrors CMS requirements)
  + (H) This rule requires the Instructor to be personally physically present.  For the past 18 months, Cincinnati State has been using a combination of distance learning and in-person clinical training.  Rule (K) allows videotape, film, audio tape, interactive videodisc, or similar medium for a portion of the classroom instruction but does not mention distance learning via Zoom. It also requires a primary instructor or guest lecturer to be present to answer questions. Not more than 30 hours of classroom instruction may be taught through similar media, or more than a total of 6 hours in a day.
* CMS STNA requirements
* 75 hours of training
* 16 hours supervised practical training under RN or LPN
* Meet the following requirements for instructors who train nurse aides;
* (i) The training of nurse aides must be performed by or under the general supervision of a [registered nurse](https://www.law.cornell.edu/definitions/index.php?width=840&height=800&iframe=true&def_id=1af9aaa969b41601650728d70340f2ed&term_occur=999&term_src=Title:42:Chapter:IV:Subchapter:G:Part:483:Subpart:D:483.152) who possesses a minimum of 2 years of nursing experience, at least 1 year of which must be in the provision of long term care facility services; (mirrors Ohio Requirements OAC 3701-18-09 for Program Coordinator, but primary instructors in Ohio are required to have 2 years’ experience in long term care/geriatrics)
* (ii) Instructors must have completed a course in teaching adults or have experience in teaching adults or supervising nurse aides; (Ohio has a Train to Trainer Program for this requirement under OAC 3701-18-09)
* (iii) In a facility-based program, the training of nurse aides may be performed under the general supervision of the director of nursing for the facility who is prohibited from performing the actual training; and
* (iv) Other personnel from the health professions may supplement the instructor, including, but not limited to, registered nurses, licensed practical/vocational nurses, pharmacists, dietitians, social workers, sanitarians, fire safety experts, nursing home administrators, gerontologists, psychologists, physical and occupational therapists, activities specialists, speech/language/hearing therapists, and resident rights experts. Supplemental personnel must have at least 1 year of experience in their fields;
* 42 CFR § 483.152 - Requirements for approval of a nurse aide training and competency evaluation program.
  + <https://phinational.org/wp-content/uploads/2017/07/na-training-reqs.pdf>
  + Passing scores and the content of the State written and skill competency exams varies from State to State. Passing exam scores on the written exams range from 70 percent to 80 percent. Acceptable scores on the clinical skills portion of State exams range from 70 percent to 100 percent.
  + Ohio is 80
  + https://phinational.org/wp-content/uploads/2017/07/na-training-reqs.pdf

**Funding Opportunities**

1. ApprenticeOhio
   1. Potentially receive Workforce Innovation and Opportunity Act Funds (WIOA) and Workforce Opportunity Tax Credit (WOTC)
      1. Adults over 18, dislocated workers, young adults (14-24) who don’t have diploma, low income, homeless, ADA, English language learner
   2. Launch in 18 weeks
   3. Program Development required
2. Jobs Ohio Workforce Grant
   1. Department sets a wage floor
   2. Reimbursement for training costs such IT, supervisory, technical processes, OJT and materials
   3. Will not reimburse for consumables, GED, degrees, infrastructure, pre/travel time, or profit oriented courses
   4. Term based on project completion date
3. ARPA Education Funds: one time funds
4. ARPA HCBS Workforce Collaboration Dollars: one time funds
5. Nurse Faculty Loan Program through HRSA, cancellation of 85% of student loan debt for nurses pursuing higher education to become nurse faculty, closing date for applications is Jan 13, 2022, opened October 14, 2021

**Summary of Actions**

**LPN Program**

* 5 Year Rule Review for December 2021 appears to be complete under Board of Nursing.
* Discuss with Board of Nursing, clarify in-person classroom learning requirements and possibility for developing a standardized curriculum/program.
* Discussion with Board of Nursing, possible rule revisions for the Nurse Instructors from BSN to Associates with RN designation and comparable experience in the field as an alternative qualificiation.
* Review opportunities to allow for more program instructors through rule review and possibility of sharing MSN program administrators across different programs (current allowance for multiple program sites with associate administrator, as allowed by 4723-5-09, as part of the same program).
* Discuss funding options to remove barriers for startup costs of High School LPN programs, including program writing consultation fees (if applicable) and laboratory set up and equipment with Association of Vocational Schools.

**STNA Program**

* 5 Year Rule Review Currently Open under Department of Health.
* Allow for virtual option of classroom based training curriculum.
* Reduce NATCEP pass rate to 70% to align with Federal Requirements.
* Reduce training requirements to align with Federal Requirements, Train the Trainer Program and requirements to be an instructor. Review Kentucky requirements sent by Chris Chirumbolo for reference.

**Student Loan Forgiveness or Tuition Reimbursement**

* Possibilities for state funded or OHCA funded tuition reimbursement program for students that work in long term care field. Item requires OHCA executive level discussion and/or Ohio Department of Education and Administration involvement.
* CDC Strike Force Grant possible use listed as Recruitment and tuition reimbursement
* Build Back Better Nursing Home Worker Training Grants
* Research other grant options available through Ohio and various other programs:
  + ApprenticeOhio Program
  + JobsOhio Grant (cannot be used for education)
  + WIOA/WOTC Funds (OhioMeans Jobs)
* Education Loan program for universities nurse faculty loan forgiveness program. Promote through healthcare associations and various state agencies. Would have to partner with Ohio Department of Education.

**Other Marketing/Recruitment**

* The Health Collaborative continues to work with County Commissioners on ARPA funds for high school counselor connections towards connecting with student bodies/parent groups. Present careers in long term care, LPN/STNA high school programs benefits. This group is also pursuing an I-TAG pilot (which mirrors the current CTAG credit for skilled trades) with technical assistance schools.
* CDC Strike Force Grant papers released on October 28, 2021 lists employment recruitment as a possible use for the funds awarded to Ohio, as well as tuition assistance.