

SOUTHERN ECONOMIC DEVELOPMENT REGION
CRITICAL SKILLS SHORTAGE INITIATIVE

Overview

Due to past successes and the desire to be a successful regional system, the Southern Economic Development Region (SEDR) is applying for CSSI training funds as an early bird applicant. Included you will find the Training Grant Application for the Nursing Sector, specifically Licensed Practical Nurse and Registered Nurse (Associate Degree Nurse). With this initiative, the Southern Economic Development Region's partners are collaborating to ensure a prosperous future for the nineteen county area. Specifically, the workforce development system is working with economic development, local businesses, education, and labor organizations to create effective partnerships which will ensure a strong, vibrant economy in the next decade and beyond. As part of this process, the SEDR previously submitted Phase One: Identification of Industry Sectors and Phase Two: Root Causes and Solutions. Included in this application:

Part One: Executive Summary

Part Two: Background

- Summary of root causes and solutions
- Contributions to the solutions
- Redirected resources

Part Three: Statement of Work

- Description of training elements
- Description of funding levels and participants
- Description of activities and outcomes expected

Part Four: Budget

PART ONE: Executive Summary

The Southern Economic Development Region (SEDR), composed of the Workforce Investment Areas #25 and #26, is pleased to present this Training Grant Application under the Critical Skill Shortages Initiative. The Southern Illinois Workforce Investment Board for Area 25 and the Southern 14 Workforce Investment Board for Area 26 have successfully worked together over the past seven months during the Planning Phase of this initiative and are committed to a successful outcome for the Training Phase of the initiative.

With the agreement of WIA 26, and due to past successful alliances, Management, Training and Consulting , Corp. (MAN-TRA-CON) has been designated as the grant recipient for the Southern EDR. Appointed by the Chief Elected Officials, MAN-TRA-CON has served as the grant recipient for LWIA 25 for the past 35 years and has demonstrated meticulous effort with all programs to ensure complete fiscal responsibility for each service it provides. MAN-TRA-CON is committed to promoting economic and social development for communities in southern Illinois by working for all

the people in the region and assisting them in attaining better lives for themselves and their families. In partnership with WIA 26, our efforts will benefit thousands more throughout the SEDR.

Preparation of this application was possible through a coordinated effort among Workforce Board #26, their board members and staff, Workforce Board #25, and the staff and Executive Director of MAN-TRA-CON. The board chairmen from Areas 25 and 26, Mr. Rodney Cabaness and Mr. Bill Jackson, along with Southern 14 Executive Director, Mr. Jim Murphy, and MAN-TRA-CON Executive Director, Ms. Kathy Lively, collaborated on the vision and implementation of the project for the Southern Economic Development Region. They also provided oversight and management for all project activities. Additionally, the Southern 14 WIB Grants Monitor, Ms. Mary Haley, and MAN-TRA-CON's Management Analyst, Ms. Lucinda Pearce, attended and/or facilitated all committee meetings and implemented all project activities. In an effort to minimize regionalism, a national workforce consultant, Sandra Hastings, and Dr. John Washburn, Professor of Workforce Development at SIU-C, were contracted with to facilitate the regional briefing and sector focus groups. A CSSI website was also created at Mantracon.org/cssi. The website has proven an effective tool for completion of surveys and constant updates for those interested.

This team of individuals from both areas has worked together during the past seven months to assist the Workforce Board chairmen and members in the work required for this initiative. The team will continue to assist the workforce boards and the consortium during the training phase. The team has been responsible for the preparation of all major

product deliverables: Critical Skill Shortages Report, Root Cause Reports and the Regional Solutions Report, and this Training Grant Application.

A Steering Committee for the CSSI project was appointed by both board chairmen to provide oversight responsibilities for the project. The Steering Committee consists of 26 members (13 from each Area) from the Southern Economic Development Region and is co-chaired by Mr. Bill Jackson, Board Chairman for LWA 26, and Mr. John Rendleman, LWA 25 Board member (See Appendix, Attachment 1).

The Workforce Boards for Areas 25 and 26 hosted an initial regional information session in November of 2003 to provide information on the initiative and to enlist support for the project. Over 100 individuals from the 19 county region attended the session at Southeastern Illinois College in WIA 26. Committees were organized to participate in the data gathering process and to identify the occupations and sectors vital to the economy of the SEDR. The five committees established represent: Economic Development, Business and Industry, Labor, Workforce Development, and Education. Each committee was co-chaired by an individual from Area 25 and an individual from Area 26. The committees have met a total of 13 times since the beginning of the initiative, rotating meeting sites between both workforce investment areas. Participation surveys were completed (see Appendix, Attachment 2) and sign-in sheets for each meeting have been collected.

The Chairs of the Workforce Investment Boards from both areas presided over a regional briefing held on March 17, 2004, at John A. Logan College in WIA 25. Industry and occupation recommendations compiled from the committee work were reviewed. The briefing was attended by 75 individuals from the SEDR. At this meeting, stakeholders

agreed to accept the recommendations of the consortia committees and the Steering Committee. Signatures of support were gathered. (See Appendix, Attachment 3). Preparation of this application was possible through the collaboration of representatives of education, workforce development, labor, economic development, and business/industry from the nineteen county region. These representatives have participated in a series of focus group and summit meetings to identify the best possible solutions for the critical shortages of LPNs and RNs. Participants also identified their current contributions toward easing these shortages as well as their contributions to the initiative. A complete listing of consortium members is included (See Appendix, Attachment 4).

This training grant will request CSSI funds for the LPN and RN(ADN) occupations for:

- Two Career Coordinators for career development services within the SEDR. The Career Coordinators will be housed at 5 high schools in the 19 county area. The Career Coordinators will work closely with instructors in the pilot sites and help to coordinate career fairs and job shadowing opportunities. The Career Coordinators will educate and screen potential WIA Youth clients for referral to nearby WIA Youth programs. The Career Coordinator will assist high schools and healthcare facilities with the creation of job shadowing programs where they do not exist.
- A Career Youth Network Website for dissemination of information in a format appealing to young people but also usable by adults. A graduate assistant and multimedia company will design a website and virtual tour of area healthcare facilities.

- A virtual tour of facilities will give interested youth and adults a “look” at SEDR health care facilities and be guided by practicing male and female LPN and RN employees.
- A supplement to the *Southern Business Journal* concentrating on the occupations of LPN and RN. The supplement will have a youth focus and graphic design but will reach the larger economic and business sectors as well. Existing scholarships and incentive programs offered by health care organizations will be highlighted in the Journal and on the website.
- Additional nursing customers through each of the Title 1B providers in the SEDR. With 10 additional ITAs for LPNs and RNs in each LWIA, it is believed that we will increase the retention of nursing students due to the additional support services and mentoring that occur with WIA customers.
- Nursing mentor/tutors are an important request in the initiative as a way to combat the high dropout rate of nursing students. Since no additional nursing slots will be available this fall, we will combat the drop out rate within the nursing classes as one way to create more nurses for the critical shortage.

Part Two: BACKGROUND

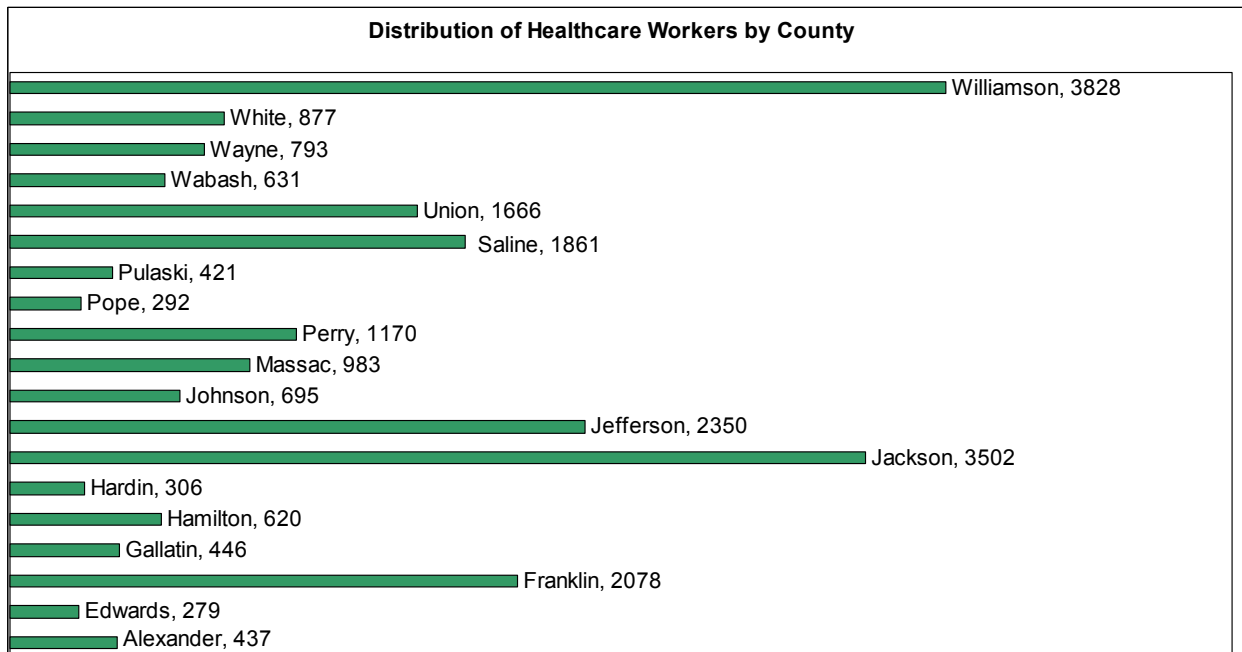
Summary of Root Causes and Solutions

Of all of the skills shortages identified in the SEDR, nursing has been identified as the most critical. Data clearly shows that shortages in the supply of registered nurses and licensed practical nurses are those occupations where skills shortages should be addressed at the earliest possible time.

NAICS Code 62, Health Care and Social Assistance

- SOC Code 29-2060, Licensed practical nurses
- SOC Code 29-1110, Registered nurses

There are approximately 120 Healthcare employers in the 19 county Southern Economic Development Region, including 18 hospitals. A map of the SEDR with hospitals identified by location helps to understand the distribution of larger facilities (See APPENDIX, Attachment 5). Further the following graph shows the disbursement of healthcare workers by county in the SEDR to reflect the areas with the largest healthcare employment.



Source: U.S. Census Bureau

The data shown in Tables I – VI were used as a part of this analysis including long-term projections for SEDR, nursing enrollment data, and salary/wage data. These data were used in conjunction with data collected for extensive community audits conducted for LWA 25 and 26 by Workforce Associates, Inc. This quantitative information was used to

focus specifically on healthcare shortage needs in registered nursing and licensed practical nursing.

TABLE I – SEDR Occupational Projections and Wage Data

Occupation	Average Entry Wage	Short-term projections (2004-2006)	Long-term projections (2000-2010)	Average Annual Job Openings due to:		
				Growth	Replacement	Total
RNs	\$13.97	336	489	49	69	118
LPNs	\$9.82	52	67	7	20	27

Source: IDES, Southern Economic Dev. Region Industry Staffing Patterns Report

TABLE II – LWA 25's Occupational Projections and Wage Data

Occupation	Average Entry Wage	Short-term projections (2004-2006)	Long-term projections (2000-2010)	Average Annual Job Openings due to:		
				Growth	Replacement	Total
RNs	\$14.76	144	308	31	41	72
LPNs	\$9.83	32	42	4	12	16

Source: IDES, Southern Economic Dev. Region Industry Staffing Patterns Report

TABLE III – LWA 26's Occupational Projections

Occupation	Average Entry Wage	Short-term projections (2004-2006)	Long-term projections (2000-2010)	Average Annual Job Openings due to:		
				Growth	Replacement	Total
RNs	\$13.51	92	181	18	28	46
LPNs	\$9.59	20	25	3	8	10

Source: IDES, Southern Economic Dev. Region Industry Staffing Patterns Report

Overall, the data suggest that:

- WIA Title I participants are enrolled in nursing programs
- WIA Title I participants are hired by local healthcare providers when they graduate
- More WIA Title I participants could be enrolled in nursing training programs if there was funding available.

TABLE IV - WIA Participants Currently Enrolled in Healthcare Training Programs

	WIA 25 Participants	WIA 26 Participants
RNs	38	42
LPNs	52	33
Total Nursing	90	75

TABLE V - WIA Participants Employed in Healthcare in 2002

	Region 25	Region 26
RNs	12	9
LPNs	11	11
Total Nursing	23	20

TABLE VI - WIA Participants with Skills and Interest Who Couldn't Obtain WIA I Training Funds for Nursing

	Region 25	Region 26
RNs	24	20
LPNs	36	31
Total Nursing	60	51

The Illinois Hospital Association conducted the 2002 Illinois Hospital Workforce survey to collect Illinois-specific data for the healthcare workforce. The results were broken down by region: Chicago & Suburbs, North & Northwest, Central Illinois, and Southern Illinois & the St. Louis Area. The following table represents the vacancy and turnover rates for LPNs and RNs for the Southern Illinois area in the SEDR. This information was collected directly from hospital employees.

	Vacancy 2001	Vacancy 2002	Turnover 2001
LPN	14.5	14.3	18.1
RN	4.5	7.8	14.0

Hospitals typically use 7% as a benchmark for personnel shortages. Additionally, the survey gathered information on “problem positions” in healthcare. The vacancy rate and turnover rates for healthcare occupations were combined to determine a list of the top problem positions. LPNs are the third most problematic position in hospitals due to the high vacancy and turnover rates.

Description of Root Causes

A number of causes were identified at focus groups and Steering Committee meetings over the past seven months:

- Hundreds of people are on waiting lists for community college programs who would like to enter these occupations but are not able to enroll in a program. The capacity of institutions to meeting needs for those desiring training is limited.
- Lack of understanding of career opportunities and benefits within health professions, especially in the formative career development years of high school, limits adequate academic preparation.
- The inability of community colleges to employ faculty for teaching RNs and LPNs, especially for clinical experiences, affects the capacity of institutions to prepare workers for these occupations.
- Inflexible hours in the healthcare workplace; stress and/or burnout; and better opportunities elsewhere are contributing factors to the need for replacement workers.
- The "border-town" influences of Cape Girardeau, Paducah and Evansville and the greater St. Louis area, have an impact on new nurses leaving the area for better paying positions.

RN

- For RN's the issue is one of geographic migration. While the local community colleges may be preparing more RNs than needed to fill local demand, for financial reasons RNs may choose to work in areas outside of Illinois such as St. Louis, Cape Girardeau, Paducah, and Evansville. Nurses in these areas can work three 12-hour shifts at \$40 per hour contrasted with \$14-30 per hour for a nurse working in southernmost Illinois. Also, most shifts in southern Illinois are 8 or

12-hour shifts which may not be conducive to raising a family particularly when the nurse must work evenings, weekends, or midnights.

- A significant problem identified by healthcare providers is the lack of understanding by young people regarding their interests, abilities and aptitudes and how they might relate to the future pursuit of a career in the health professions. Young people are often not exposed to the variety of healthcare careers. Providers have been actively working with local school districts to initiate career awareness programs and job shadowing activities so that health occupations is "on the radar" of potential occupations for high school students concerned about their future. Far too little is being accomplished in the area of career development in nursing.
- A primary root cause of the healthcare shortage in southern Illinois relates specifically to the age of the existing workforce. The age of RN's is estimated to be more than 40 years of age. Many are leaving the position causing needs for substantial numbers of replacements.

LPN

- For LPNs the issue is one of career migration. LPNs needed in long-term care facilities and physician's offices often seek employment with local hospitals where benefits may be higher. Once in the hospitals, many choose to improve themselves by attending a registered nursing program to command higher salaries. Work with the Southern Illinois Healthcare Human Resource Organization suggests that causes associated with geographic and career migrations are key to understanding the healthcare shortages in the area.
- Pipeline issues in LPN were also mentioned many times by both hospital and nursing home participants. The criteria used for entrance into the LPN program center completely on the test score and the relative placement among the cohort testing for entrance in any given year. Health care officials asked for more placements in the LPN program by the community colleges.
- Nursing homes commented that LPNs often leave long term health care facilities for hospital positions since nursing homes do not offer the same type of care that a nurse can experience in the hospital setting. Nor are they able to offer the same compensation as hospitals.

Description of Solutions

The variety of summits and focus groups held to address critical skills shortages in the healthcare occupations focused on a number of potential solutions for addressing RN and LPN shortages. These included:

- Expanding the knowledge base of young people and adults so they are aware of potential career opportunities in the healthcare professions.
- Reimbursement for tuition and expenses for students wanting to pursue training as an RN or an LPN.
- Increasing training opportunities for people desiring to enter nursing.

Contributions to the Solutions

Research of existing local incentive programs for professional development and training were examined. State-wide and federal incentive programs were also examined in an attempt to validate the solutions the SEDR groups proposed. Solutions for the nursing shortage mirrored the discussions of our CSSI project. Existing regional efforts include extensive scholarship and incentive programs for employees within healthcare institutions. Several hospitals have initiated “pre-pay” tuition and fee programs rather than the traditional post award. For the working poor it is a recognized barrier to expect personal resources to pre-pay expenses. One of the larger nursing home organizations also has instituted a “grow your own” scholarship program and reports great success. The smaller nursing homes, however, report a difficulty in freeing up any dollars for scholarship opportunities since they receive most of their payments from Medicare and Medicaid which barely meet their minimum needs. Community colleges in the SEDR also report having strong working relationships with their health care providers as evidenced by numerous college foundation nursing scholarships sponsored by health care providers. The participants in the meetings report an inability, however, to address the career awareness for youth and adults who know very little about existing opportunities. Hospitals in the area are sponsoring job shadowing with area high schools but admit more

needs to be done, especially with the adult population. Perkins funds presently utilized in nursing programs support the programs at a cost of \$80,000+ each year

Scholarships/Incentive Programs

In order to supply more entry level nurses, it will be important "to grow our own" and target special populations that may be more likely to stay in the region for employment.

A solution identified by healthcare providers is to develop special programs to allow CNAs to enroll in training as LPNs and for LPNs to receive additional training to become RNs. The region will target single parents who are most likely to stay in the region with a program taught on evenings or weekends, using clinical sites alternated between the first and second shifts in hospitals and nursing homes. Incentive and scholarship programs increase the probability that graduates will remain at the facility for at least the minimum-required years. Data would indicate that some will stay with the facility out of a sense of loyalty for their assistance, as well. Examples of scholarship funding in the SEDR follow.

Southern Illinois Healthcare (SIH) oversees 18 facilities within the Southern Economic Development Region employing over 2,000 healthcare workers. The hospitals under administration by SIH include the following: Memorial Hospital of Carbondale, Herrin Hospital, St. Joseph Memorial Hospital of Murphysboro, Ferrell Hospital in Eldorado, and Miner's Memorial Health Center in West Frankfort. In addition, SIH administers the following healthcare facilities with locations throughout the region: Rehab Unlimited, Fit For Work, Herrin Hospital Obstetrical and Gynecological Services, The Breast Center of Carbondale, Women's Diagnostic Center in Herrin, and the Cancer Care Center in Carbondale and Marion.

In order to address the critical need for nurses in their facilities, SIH implemented a scholarship program in 2000 for their employees and students. The average award ranges from \$5,000-\$6,000 for two years to cover tuition, books, lab fees, uniforms and some supplies. If the student needs more funding, SIH will consider amending the contract to include additional need. The scholarship recipient is required to work for SIH for 2 years (typically) after graduation.

The summer of 2003 was the first year SIH had graduating students. During this time period eleven RN's were graduated from local training programs and hired within SIH facilities. In the next couple of months, an additional 15 students will graduate with ADN degrees and will be employed in the SIH system. In the past year alone, the Southern Illinois Healthcare system has contributed over \$75,000 for the educational expenses of registered nursing students in the Southern Economic Development Region.

Hamilton Memorial Hospital in McLeansboro offers the same type of scholarship program as that offered by SIH. Though Hamilton Memorial is a smaller more rural healthcare system, they fully support and fund the educational opportunities and advancement potential for all of their employees and will fund all employee requests for education expenses. The only requirement is that students must complete one full year of employment for each year of study paid by the hospital.

Additionally, Hamilton Memorial has collaborated with local high schools and Rend Lake College to promote awareness of healthcare career opportunities and to increase the number of potential nursing candidates. The hospital has recently implemented an accelerated CNA program in the summer for high school students. Rend Lake College

will provide the CNA instructor, the local high schools will provide the students and the facility for the course, and Hamilton Memorial will provide the necessary books.

St. Mary's Good Samaritan Hospital in Mt. Vernon has implemented their Forgivable Loan Repayment program. This program pays the full cost of a two-year nursing program at one of their local community colleges and requires a two-year work commitment after graduation. The loans pay for the entire nursing education, provide part-time employment and experience while attending school, and guarantee employment upon graduation. If a scholarship recipient fulfills their two-year obligation, the loan is forgiven. If a recipient fails to meet his/her two-year commitment, they must repay the full amount of the loan.

Additionally, the hospital is setting up a faculty funding program with their local community college that will increase the enrollment capacity of the college. The college has established a coalition of health providers in the area which will share the responsibility of funding the salaries of faculty members at the college.

Harrisburg Medical Center in Harrisburg offers a \$5,000 scholarship program for five nursing students per year. In addition, the medical center pays the cost of the nursing board exams for graduates provided the student passes the exam on the first attempt.

Part Three: STATEMENT OF WORK

The LWIAs requesting funding in this initiative are LWA 25 and LWA 26. The Southern Illinois Workforce Investment Board for Area 25 serves the counties of Franklin, Jackson, Jefferson, Perry and Williamson. MAN-TRA-CON is the designated grant administrator for Area 25 and has been appointed by both Areas to serve as the administrator for the CSSI training grant funds for the SEDR. Additionally, MAN-TRA-CON is the service provider for all five counties in Area 25. The community colleges within LWA 25 are John A. Logan College in Carterville and Rend Lake College in Ina. ManTraCon will subcontract with the Southern 14 Workforce Investment Board of LWA 26. This area serves the southernmost 14 counties of the SEDR which include: Alexander, Edwards, Gallatin, Hamilton, Hardin, Johnson, Massac, Pope, Pulaski, Saline, Union, Wabash, Wayne and White counties. Area 26 has three service providers and will subcontract with these agencies which include: Mid-5 Employment & Training in Harrisburg, Shawnee Development Council in Karnak, and Wabash Area Development in Enfield. The four community colleges in LWA 26 are Wabash Valley College, Frontier Community College, Southeastern Illinois College, and Shawnee Community College. After careful consideration of the scope of work involved for this initiative, the Southern Economic Development Region respectfully requests \$460,805 for LPN occupation training funds and \$668,222 for RN occupation training funds to underwrite the proposed activities of this important project.

Career Coordinator

In every meeting throughout the CSSI project, whether original consortia meetings, the later focus group meetings, or the three Steering Committee meetings, a constant concern

has been voiced about the lack of career awareness among young people within the SEDR. Regardless of occupation being discussed, a contributing factor to the shortage within the occupation seems to be a lack of understanding among young people concerning the opportunities within that occupation. In an attempt to bring more information to youth throughout the SEDR, participants of the project find a need for a Career Coordinator in each region to help coordinate career development. The Career Coordinators will be housed at pilot site high schools within the SEDR. High schools who have volunteered space for the Career Coordinator in WIA 25 are: Benton Consolidated High School and Carbondale High School. In WIA 26, Eldorado High School, Cisne High School, and Meridian High School have been identified by Regional Offices of Education as possible sites to host a Career Coordinator. The two Career Coordinators will develop career folders for instructors and guidance counselors. The Coordinators will work with instructors, disseminate brightly colored Career fliers targeting LPN and RN opportunities within their region, and coordinate the ordering and delivery of the Southern Business Journals with the Youth Career supplement. In addition, the Career Coordinator will work with local healthcare agencies to arrange health fairs and job shadowing. It is anticipated that the Career Coordinators will also work with the Illinois Hospital Association Task Force as they attempt to bring career fairs to area high schools. The Career Coordinators will also work within the five comprehensive One Stops/IETCs to ensure that the Youth Career Center Network is available to youth. It is expected that the Career Coordinators will document working with a minimum of 55 students each. The larger outcome will be gauged by hits on the website and requests for career information. The Career Coordinator salaries, benefits,

and travel for each WIA will cost approximately \$54,123 each. Youth funds will be requested with the costs split between the LPN and RN request. It is a goal of the initiative to reduce the actual time spent in the second year and to hire graduate assistants at a lower salary to complete the work begun.

Southern Business Journal

Since all partners identified the lack of career awareness in discussions concerning the root causes of the nursing shortage, one of the SEDR's solutions is to disseminate information in the *Southern Business Journal*, published by the Southern Illinoisan newspaper. In order to disseminate vital information to interested students, parents, guidance, and career counselors in the high school and community college level, a supplement would highlight Health Care each month. The Health Care supplemental section would identify all existing health care facilities in the Southern Economic Development Region. Each month, various health care facilities, career opportunities and wages, local graduates now employed as a nurse and available scholarships would be showcased. The section would also address suggested high school curricula and community college programs of study with entrance requirements. The section would have a youthful graphic appeal and at least one article written by a high school youth. Elements of the American Careers national youth career magazine would be emulated. The *Southern Business Journal* publishes monthly and also produces a special quarterly issue throughout the 19 county SEDR. The Southern Illinoisan mails to over 20,000 people in the SEDR. Each high school in the SEDR would be placed on the mailing list to be received in the guidance offices, consumer, and business classes. In the pilot schools the Career Coordinator will facilitate distribution within the school and at local

One Stops. The Southern Business Journal is also placed on the web in its entirety. The Southern Illinoisan absorbs all cost for mailing. Presently, this publication is a regional effort to unite business and economic development. With the addition of the Health Care supplement, workforce would become part of this important regional effort. The dissemination of information has not only short-term but long-term effects on the shortage of LPNs and RNs in the SEDR. The total cost of four pages of full color is \$60,160. This amount will be shared equally between the LPN and the ADN request. The cost will be allocated between adult and youth. Health care providers and colleges have agreed to purchase space in the 4 page supplement to help defray costs in the second year.

Job Shadowing

In another effort to aid in career awareness and development job shadowing has proven successful. At the present time a highly successful job shadowing program at Public Hospital of Salem is operating and being used as a model for other high schools and health care providers. Hospitals in the SEDR are already participating in job shadowing or are expecting to at their own expense. They believe this program should be funded through the individual organizations to allow for maximum flexibility. Through the CSSI project, discussions about high school and/or dual credit for the experience have begun. A group of CSSI participants will be working with Betty Musgrave, MidSouth Coordinator for study of the credit issue. The CSSI Career Coordinator may assist with planning for job shadowing with the pilot schools and nearby health care facilities. No actual costs for this activity will be charged to the CSSI grant.

Youth Website and Virtual Tour

In order to reach young people with information about the LPN and RN career opportunities in the SEDR, a Youth Career Center Website will be created which can be accessed from any computer with internet access. The website will be created by a Graduate Assistant from Southern Illinois University at Carbondale. An important part of the website will be a virtual tour of area health care facilities in the 19 county area. The tour will be created with a multimedia company and conducted by male and female nurses working in the nursing field. Guided tours through various hospital and nursing home facilities would allow youth and adults who have interest to develop that interest at their convenience via a website. The virtual tour will be available through the Web but also on CD for greater mobility and ease of use where the Internet is not available. It is believed that the Virtual Tour will be viable for years. The graduate assistant will work closely with the multimedia company in design and use of digital work from the virtual tour for use on the website. The website will house appropriate links to other career or job sites, including Skills Match. The website and virtual tour will request funds from Adult, Dislocated Worker, and Youth funds split evenly between the LPN and RN requests. The total requested is \$17,000. Once the website is established it will require minimal updates which will be provided by MAN-TRA-CON, Corporation at no cost in the second year and beyond.

Increased Nursing Class Capacity

To aid in the admission of more nursing students, the focus groups and Steering Committee recommend that community colleges increase the capacity of LPN and RN (Associate Degree Nursing) classes each fall. In addition, the partners believed that

adjusting the admission criteria so that prior experience in the healthcare professions is weighted would increase the retention rate of accepted students since they will have proven a knowledge of and desire for a nursing career. Each community college has agreed to accept 10 additional LPN and RN (ADN) students in the fall of 2005. After several meetings of health care officials and community college administrators it was confirmed that acceptance of additional students this fall (2004) was not possible. The colleges have agreed to increase the capacity of the instructional and lab classes with the additional costs being paid by each institution. The clinical sites and supervisors were more problematic. The ratio imposed by the Illinois Department of Professional Regulations is 10:1. Since all the community colleges and Southern Illinois University at Edwardsville and Southeastern Missouri College utilize the same health care facilities for clinical rotations, the addition of 4-5 additional LPN and ADN clinical times will require planning and scheduling. Additional time must be allotted for clinical rotations with a limited number of facilities. Hospitals agreed to allow clinical rotations during second and third shifts. Southern Illinois Healthcare Corporation executives agreed to pay the cost of the instructors for clinical rotations or to offer a stipend to teaching nurses on their staff to supervise the clinical rotations. College staff voiced concerns about collective bargaining agreements that would prohibit paying additional amounts to entice nursing (MSN) staff to serve as faculty for clinics. The preceptor concept was explored at length and found to be an unsatisfactory solution for the need for clinical supervision since the special arrangements must be approved months prior to use and only increases the capacity of the MSN supervised clinicals by 2 with a ratio of 12:1 rather than 10:1. College staff advised that to enter into this increased capacity without adequate planning

would be detrimental rather than advantageous. A committee of hospital administrators and community college staff will continue to meet and plan to have increased the capacity of LPN and RN classes at each of the 6 community colleges by 10 for a total of 60 additional LPN and RN students next fall. Each of the community colleges has pledged to work on the issue of increased capacity as described in the Statement of Work. They will absorb the additional classroom and lab costs associated with the increased capacity, a value of at least \$15,000 at each institution.

Mentor/tutor

Since class sizes cannot be increased this fall to help increase the number of available LPNs and RNs in the SEDR, the focus of the group centered upon increasing the number of graduates from LPN and RN classes instead. Nursing directors identified lack of adequate support services, study skills, time management skills, and support from family as reasons for the 25% drop out rate among nursing students. In an effort to decrease the drop out rate, focus group participants recommend mentor/tutors for WIA eligible students enrolled in LPN and RN programs. Mentor/tutors would provide the academic support and encouragement many college nursing directors said would help the retention rate of participants. The community colleges in the SEDR vary in the availability of tutors within the nursing programs. All of them spoke of the great need for mentoring and tutoring. In fact, the consensus of the group was that perhaps the mentoring aspect was as important as the actual academic tutoring. Practicing or retired nurses are the target group for providing this mentoring/tutoring. It is expected that \$20 per hour would be sufficient for the mentor/tutor program. It is expected that the colleges will be willing to share this cost. However, colleges were not in a position at this writing to commit

actual dollar amounts since they do not have a state budget for their institutions. All colleges involved in the discussions were willing to allocate space and materials for the mentor/tutors. Each college offers academic tutoring but few had tutoring specifically for nursing students and none were using practicing nurses for the tutoring.

The target group for the assistance of the mentor/tutor will be WIA eligible students enrolled in the full or part-time nursing programs. By focusing on WIA eligible nursing students, the necessary supportive services that will be required for students involved in the mentoring/tutoring will be provided. The mentor/tutor services will be provided by the community colleges with contractual employees funded through the CSSI grant with adult intensive services dollars. It is expected that the retention rate will increase by at least 10%. At a rate of \$20 per hour for a maximum of 20 hours per week the cost for the LPN program will not exceed \$12,800 per college or \$76,800 for the SEDR. The RN(ADN) would be an additional \$12,800 per college or \$76,800 for the SEDR. The request would be for adult funds.

The mentor/tutor would allow for Perkins funds presently being spent on WIA eligible clients to be used for additional students. This element of the initiative was viewed as essential at this point since the actual capacity of the classes could not be increased until next fall.

Part Four: Budget

LPN BUDGET NARRATIVE for Southern Economic Development Region Training Grant

Career Coordinator – salary, benefits, and travel 100% Youth	\$54,124
Southern Business Journal – 4 page full color supplement Adult \$24064 Dislocated Worker \$3008 Youth \$3008	\$30,080
Graduate Assistant – from SIU-C for assistance with video and website wages and mileage 100% Youth	\$8,588
Youth Website – created by graduate assistant 100% Youth	\$2,000
Virtual Tour – created by multimedia company with grad assistant Adult \$3,010 Youth \$2,391 Dislocated Worker \$1,099	\$6,500
Mentor/Tutor – 1 at each community college nursing program @ \$20 per hour, maximum of 20 hours Adult	\$76,800
Individual Training Accounts - 10 each LWIA for a total of 20 ITA \$79,088 Support Services \$106,160 Service Provider Staff/Operating Costs \$39,020 100% Adult	\$224,268
Staff - includes WIA 25 and 26 Adult \$14,036 Dislocated Worker \$1,259 Youth \$1,259	\$16,554
Administration	\$41,891

RN BUDGET NARRATIVE for Southern Economic Development Region Training Grant

Career Coordinator – salary, benefits, and travel Youth funds	\$54,124
Southern Business Journal – 4 page full color supplement Adult \$24,064 Dislocated Worker \$3,008 Youth funds \$3,008	\$30,080
Graduate Assistant – SIU-C assistance with video and website wages and mileage 100% Youth	\$8,588
Youth Website – created by graduate assistant 100% Youth	\$2,000
Virtual Tour – created by multimedia company with grad assistant Adult \$3,010 Youth \$2391 Dislocated Worker \$1099	\$6,500
Mentor/Tutor – 1 at each community college nursing program @ \$20 per hour maximum of 20 hours 100% Adult	\$76,800
Individual Training Accounts - 10 each LWIA for a total of 20 ITA \$142,668 Support Services \$195,320 Service Provider Staff/Operating Costs \$74,840 100% Adult	\$412,828
Staff - includes WIA 25 and 26 Adult \$14,037 Dislocated Worker \$1,259 Youth \$1,259	\$16,555
Administration	\$60,747