

Building the Pipeline

PURPOSE | With the current workforce shortage, increased turnover, early retirements, and decreased applicants to nursing schools, we must partner with colleges and find creative ways to grow the talent pipeline.



PROGRAM | College and High School Partnerships

We must engage with top student talent early on to ensure they're exposed to nursing and enter the workforce earlier.

PROCESS

1. Meet with community colleges to discuss partnership opportunities such as apprenticeships for high school students 16 and over to work in hospital and take classes to be CNAs, or auto-entrance to the nursing programs.
2. Assess current dual credit offerings or create intentional ones that support RN curriculum.
3. Identify new ways of introducing required nursing courses into high schools and work with them to build programs such as Medical Science Academy (MSA), where students are exposed to hospital settings and opportunities while earning high school credit.
4. Requires hospital support for clinical faculty with the college and clinical sites and the involvement of high school administrators and counselors to partner in the endeavor.
5. Bring team to the table with a proposal from the community college to present to the HS guidance counselors/administrators and discuss how this could be supported.
6. If support for funding is needed, create programs for hospitals to support the risk of loans following graduation with job opportunities (industry model).
7. Guidance counselors select students they believe can participate and be successful.
8. Meet with identified students and their parents.

OUTCOMES

- Increased nursing pipeline
- Partnership with colleges
- Recruitment of local workforce for career longevity
- Decreased reliance on travel nursing

PROGRAM | Non-Nursing Scholarships/Pay to Learn

We have an opportunity to recognize top talent and support our current care team members (CTM) who may want to be a nurse but cannot afford that opportunity.

PROCESS

1. Identify scholarships that the organization could support.
2. Partner with the community college to increase class size by 8-10 to support your cohort of scholarship recipients.
3. Offer to pay for tuition and books directly.
4. CTMs would work with the organization in a tech role with a part-time status.
5. Organization pays a full-time rate and benefits or pays for clinical time on the units.
6. A human resources contact partners with students/CTMs and the college to ensure there is good communication and good student standing.
7. Work with legal to develop a contract for employment following graduation (a 3-4-year commitment based on the investment of dollars).
8. Human resources contact works with the cohort monthly to remove barriers.

OUTCOMES

- Investment and increased engagement in the team
- Development of lifelong employee/local
- Improvement in the nursing vacancy rate
- Decreased traveler spending (LTG)