Joint Study Committee on Dual Enrollment for Highly Skilled Talent at Younger Ages

August 9, 2023
Agenda

- Brief History of Dual Enrollment - Irene Munn
- Skilled Nursing Workforce Challenges - Pam Clayton
- Phoebe Putney Workforce Challenges - Scott Steiner
- Phoebe/4C Academy Solution - Tracy Suber
- Pre SB 86 Challenges - Angie Gardner
- Removing Barriers - Irene Munn
Set Stage

- Brief History of College and Career Academies
- Brief History of Dual Enrollment
  - Pre HB 444
  - Post HB 444
- Efforts to get qualified students to the workforce sooner
  - Dual Enrollment Changes
  - Accelerated Career Option
Current Career Pathway Options for High School Students

**4 Years of Academic Courses**

**TRADITIONAL Diploma**

- Optional
  - **CTAE Pathway** (3 HS courses) ("Perkins" federal funding)
  - **Dual Enrollment** - academic or technical (DE funding up to 30 hrs)
  - Technical College **Certificates** (HG + HCG funding)

- **WBL/Apprenticeships**

**Career Ready? ... Maybe (majority of HS grads)**

- **Associate Degree** (HS pays if meet rqmts)
- **Bachelor's Degree** (HS pays if meet rqmts)

**High-Demand High-Wage CAREER**

**ACCELERATED CAREER Diploma**

- Plus, earn one college credential (required):
  - 2 Approved Technical College **Certificates** (HG + HCG funding)
  - Any Technical College **Diploma** (HG + HCG funding)
  - Any **Associate Degree** (partial funding DE + HG + HCG)

- Optional/Required:
  - **WBL/Apprenticeships**

**Career Ready? ... Yes**

- **Associate Degree** (HG + HCG will pay 30 hrs)
- **Bachelor's Degree** (HS pays if meet rqmts)
Georgia Health Care Association

SR 175 – JOINT STUDY COMMITTEE ON DUAL ENROLLMENT FOR HIGHLY SKILLED TALENT AT YOUNGER AGES
Who we serve

349 Skilled Nursing Providers
71 Assisted Living Providers
21 Elderly & Disabled Waiver Providers (SOURCE/CCSP)
209 Associate Members (Vendors & Ancillary Services)
What We Know

- We have a numbers problem—GA and the nation has a burgeoning aging population and a critically strained workforce.
- There is a validated correlation of resource to quality. Skilled nursing centers/states with higher staffing levels and reimbursement rates demonstrate improved quality outcomes.
- Centers have lost staff to other health care providers (including staffing agencies) or have seen health care workers experience burn out and leave the health care profession altogether.
- Direct care staffing shortages have threatened access to care. In the interest of quality outcomes, centers may decline admissions due to workforce shortages.
- The ratio of caregiver to consumer is declining at an alarming rate—presently the pipeline is inadequate.
Employment by State

Challenge & Opportunity

- Workforce is a national conversation.
- Biden administration has signaled intent to issue minimum staffing requirements for skilled nursing facilities.
- Testing delays and closure of test site locations delayed certification for many nurse aides in training. Waivers afforded by the PHE have ended.
- HB 497 provides opportunity to expand Certified Nursing Assistant and Certified Medication Aide workforce pool.
- Early outreach and seamless pathways are needed to meet current and future workforce needs.
- Let's make it easy—local partnerships are critical.
  - Clinical host sites
  - Seamless pathways
  - Internships & residency programs
  - Testing & skills evaluation
  - Job fairs
  - Employment opportunities
Economic Impact

- **5,528** PHOEBE FAMILY MEMBERS
- **8,350** ADDITIONAL JOBS CREATED
- **13,878** TOTAL JOBS DUE TO HOSPITAL PRESENCE

- **$1.8B** TOTAL ECONOMIC IMPACT
- **$425M** TOTAL PAYROLL & BENEFITS
- **$63M** IN CHARITY & INDIGENT CARE
- **$59.3M** COMMUNITY BENEFIT
Brief History of Dual Enrollment in Georgia

- Pre HB 444
- Post HB 444 Changes
- SB 86 Changes

National Nursing Crisis

Georgia has too few nurses, and the problem could get much worse.
Critical shortages across the country

1.1M
NURSES NEEDED
TODAY

80K
SHORTFALL
BY 2030

200+
open positions at Phoebe
Georgia’s Nursing Shortfall Compared to Other States

- 50% of nurses are over the age of 50 and likely to retire well before the age 65
- Georgia is consistently losing 3.7% of its workforce every year not being replaced by new graduates

<table>
<thead>
<tr>
<th>State</th>
<th>Ranking Worst to Best</th>
<th>Nurses Per 1,000 Population</th>
<th>More Nurses than Georgia</th>
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<tr>
<td>Georgia</td>
<td>49</td>
<td>7.31</td>
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<tr>
<td>Florida</td>
<td>34</td>
<td>8.72</td>
<td>15,103</td>
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<tr>
<td>US Average</td>
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<td>9.19</td>
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<td>12.56</td>
<td>56,233</td>
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<tr>
<td>South Dakota</td>
<td>1</td>
<td>15.95</td>
<td>92,543</td>
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</table>

Georgia’s Nursing Shortage: A Pay Issue?

- Georgia ranks number 1 in the United States in the cost of living adjusted registered nurse hourly wage

<table>
<thead>
<tr>
<th>State</th>
<th>RN hourly mean wage</th>
<th>Cost index</th>
<th>Cost of living vs. US avg.</th>
<th>COL-adjusted RN wage</th>
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<tbody>
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<td>Georgia</td>
<td>$40.95</td>
<td>88.8</td>
<td>-0.11</td>
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<tr>
<td>California</td>
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<td>142.2</td>
<td>0.42</td>
<td>$45.14</td>
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<td>Michigan</td>
<td>$38.78</td>
<td>91.3</td>
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<td>$42.15</td>
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</table>

Beckers Healthcare citing the U.S. Bureau of Labor Statistics (May 19, 2023)
Investing in Innovative Solutions

Goals

- Infusion of new nurses to address critical shortages
- Long-term nursing pipeline expansion to ensure robust population for years to come
- Enhanced nurse retention via community bonding
- Support for the downtown revitalization project
- Example-setting for talent development innovation for health systems across the state and country

$43M Living & Learning Community
We have a HISTORY of investing in Medical INNOVATION

With educational partners across our region
Phoebe Discussions with The 4C Academy

- Professional and Soft Skills
- Strong healthcare foundation
- Emphasis on skills development
- Phoebe has strong willingness to partner
  - Access to simulation lab
  - Guest speakers and talent to develop skills
  - Faculty
  - Offer paid internship

Skilled, Younger, Ready.
2021 Plan to get qualified students into workforce sooner

High School Academics

- **Soft Skills**
  - Communication
  - Work Ethic
  - Personal Finance

- **Career Exploration**
  - YouScience
  - Industry Tours
  - Guest Speakers

- **CTAE**
  - Intro to Healthcare
  - Healthcare Essent.
  - Patient Care Fund.

- **Certified Nursing Asst.**
  - Albany Tech
  - CNA Courses 9 hrs
  - Clinicals & Cert.

- **Dual Enrollment**
  - ASU or ATC
  - 30 hrs toward ASN
  - 11th Grade Start

- **Internship**
  - Real-World
  - $10/hour
  - Experience & References

9th, 10th, 11th, 12th
### Phoebe Pathway 4-year Plan: CNA to RN.  **Albany Technical College**

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Pre SB 86 Rules: The HOPE Career Grant is available to students, for approved technical courses, once students reach their 30 hour dual enrollment cap.

Implementation options for the 2021 Phoebe/4C Plan

**Option 1: Use Dual Enrollment for Technical Courses**

- Dual Enrollment
  - 21 hours for Academic Core
  - 9 hours for Technical (CNA)
- Barriers
  - Negative impact on student recruitment. Parents and students choose to use dual enrollment for academic core.
  - Delay in Associate’s Degree. Using 21 hours for academic core vs. 30 adds 1 semester to ASN Degree.

**Option 2: Use HOPE Career Grant for Technical Courses**

- Dual Enrollment
  - 30 hours for Academic Core
  - 9 hours for Technical (CNA)
- Barriers
  - Students unable to complete clinical rotations and certification test required for CNA while in high school.
  - Without attaining CNA, students are not able to participate in a clinical internship where they gain valuable work experience.
Determined that Option 2, *using the HOPE Career Grant for approved technical course* would yield the best results. *Policy Changes required.*

- GEER Funding
- SB 86
SB 86 Removed Barriers: Allows students to access their HOPE Career Grant funds, for approved technical courses, prior to reaching their 30 hour Dual Enrollment Cap.

Post SB 86
- 30 hours Dual Enrollment for Academic Core
- HOPE Career Grant for technical courses
Dual Enrollment Changes have impacted Enrollment

CNA to RN Students

- Pre SB 86
- GEER Pilot
- Post SB 86
Qualified students into the workforce sooner.
SB 86 Allows for:

- Professional and Soft Skill Development
- High School Healthcare CTAE Pathway Completion
- CNA Certification
- Medical Assisting Coursework (Potential for MA Certification)
- 30 Hours of Dual Enrollment that counts toward their Associate’s Degree (RN)
- 1 year of an internship as a Certified Nursing Assistant, CNA.
  - Experience
  - Relationships
  - Income
- High School Diploma
- Will have only 30 - 32 hours remaining for Associate’s post high school
- RN by age of 19
Questions and Answers