

Community-Based Job Training Grants

Union County College

Grantee: Union County College (UCC)

Industry Focus: Healthcare

Key Partners: Muhlenberg Regional Medical Center; Trinitas Hospital; Raritan Bay Hospital; Children's Specialized Hospital; On Time Transport; Union County Vocational Technical School District and the Union County Public Schools; Union County Workforce Investment Board; and local One-Stop Career Centers.

Grant Amount: \$1,919,713

Leveraged Amount: \$725,000

Location of Grant Activities: North Jersey/Central New Jersey

Challenge: New Jersey is facing a nursing workforce shortage. The projected 10-year need for new LPNs and RNs at county hospitals exceeds 1,000. There are also shortages of frontline healthcare workers. In addition to the need for workers with specialized training, the healthcare industry demands entry-level personnel with demonstrated basic skills and cultural competencies to respond to the needs of diverse populations. However, UCC faces significant challenges to educating its student population. For instance, 90% of students who enroll at the college require some /English as a Second Language preparation. Other issues include high dropout rates, basic skill deficiencies, space limits and difficulties in attracting qualified faculty.

Addressing the Challenge: The "Building a Pathway to Healthcare Careers" project will create a career path from entry level to advanced career training. UCC will implement job training and career awareness programs to address industry-identified workforce shortages. The training program will enable participants to attain credentials necessary for both employment and career advancement. Support services such as tutoring, mentoring and career counseling, will improve student retention. The Emergency Medical Technician (EMT) program will expand by enrolling a minimum of 150 high school seniors from the Academy of Allied Health Sciences. Strategies will be developed to enable LPNs to become registered nurses, or to pursue associate's degrees and/or BSN (bachelor's of science in nursing) degrees. Outreach activities will attract high school students and populations served by One-Stop Career Centers to opportunities in healthcare.

Projected Outcomes:

- 300 college nursing students will participate in tutoring, mentoring, and training
- Seat capacity in the LPN program will increase by 85-100 students
- Graduating nursing students will achieve a 90% pass rate on the licensure exam
- Retention in the LPN program will be increased by 20-35%
- An additional 50-plus high school students will participate in college-level training through the Bridge Program and other initiatives

