

Community-Based Job Training Grants

North Central Kansas Technical College

Grantee: North Central Kansas Technical College

Industry Focus: Healthcare

Key Partners: The Kansas Local Area I Workforce Investment Board, The Kansas Local Area III Workforce Investment Board, The Kansas Department of Commerce, Community and Technical Colleges, Golden Gate National Senior Care, LLC (formerly Beverly Healthcare), The Kansas State Healthcare Association, Paraprofessional Healthcare Institute, The DreamWorks, and *WorkForce21*

Grant Amount: \$1,600,000

Leveraged Amount: \$535,000

Location of Grant Activities: Kansas and Missouri

Challenge: The shortage of nursing paraprofessionals and professionals is staggering; demand is expected to grow by 3.5 million new workers by 2012, with the industry experiencing over 100% turnover and over 20% vacancy rates. Nursing schools are at capacity, and the inability to grow the incumbent workforce successfully through ladder/lattice programs has been slow to evolve. In the Kansas City metropolitan area, career opportunities in occupations for Registered Nurses, Licensed Practical Nurses and Nursing Aides are projected to grow.

Addressing the Challenge: This project will address a need in the regional and multi-state target market for nursing paraprofessionals and professionals. The Kansas Department of Commerce developed an innovative apprenticeship program called "Health Support Specialist," for nursing assistants to learn and demonstrate competency in all care and support routines of their facility. Coupled to a unique delivery system, with facility-based learning, a highly flexible large multi-state lead employer, and advanced technology distance learning techniques, the program is poised to expand the current in-state enrollment of less than 100 apprentices to over 1,000 in over 100 locations in eight states over three years. NCKTC will reach out to traditional and nontraditional sources to encourage individuals with diverse backgrounds to consider and enter the field and address future shortages.

Projected Outcomes:

- Train a total of 2,000 incumbent and new workers
- 1,240 of those will be apprentices enrolled in the Health Support Specialist program
- Adapt curricula and competency models to support multi-state application of the KS apprenticeship
- Develop distance learning tools to permit extension of NCKTC to provide Health Support Specialist and Licensed Practicing Nurse apprenticeships at over 100 locations off campus

