

Grant amount: \$5 million in DOL grants to states

Leveraged amount: \$10 million HCA contribution

Challenge

The health care worker shortage has significant negative impacts upon hospitals and other health care facilities, the quality and availability of medical care, and the economic stability and growth potential of local communities. While many dislocated, unemployed, and underemployed individuals want and need these available health care positions, they often lack the training and skills required to perform these jobs successfully.

Addressing the Challenge

In May 2002, DOL awarded \$5 million in grants to Georgia, Florida, Texas, and Colorado. HCA matched DOL's investment with an additional \$5 million. This unique public/private partnership supports local efforts to recruit and train dislocated, unemployed, and underemployed individuals for careers in nursing and allied health care sectors. Qualified candidates receive scholarships in the form of forgivable loans from HCA and access support and other services through local One-Stop Career Centers. Trainees are then guaranteed employment with HCA facilities upon the completion of their education.

Impact Data

As of August 2003, the HCA Cares partnership has awarded over 600 scholarships to students pursuing nursing and allied health care education and career opportunities. Because of HCA's commitment to hire successful graduates, employment retention rates for the HCA Cares program are excellent.

Sustainable Impact

In October 2002, HCA provided another \$5 million to expand the HCA Cares scholarship program to 11 new communities. DOL's ongoing in-kind support of this successful partnership, provided by local One-Stop Career Centers, is leveraged by continuing support from partnering education providers.

