

# Community-Based Job Training Grants

## Texas County Technical Institute

**Grantee:** Texas County Technical Institute

**Industry Focus:** Healthcare

**Key Partners:** Houston, Bolivar, and Branson Technical Colleges (TCs); Citizens Memorial Healthcare (CMH); Missouri Career Center; Houston, Bolivar, and Branson Public Schools; Polk and Dallas County Departments of Health; Texas County Memorial Hospital (TCMH); Skaggs Community Health Center; Ozark Technical Community College; and the City of Bolivar

**Grant Amount:** \$1,949,954

**Leveraged Amount:** \$ 1,066,835

**Location of Grant Activities:** Missouri

**Challenge:** The average age of nurses in the CMH, Skaggs, and Texas County service areas is 46 years old. CMH itself must replace approximately 50 Registered Nurses (RNs) and Licensed Practical Nurses (LPNs) a year while TCMH must replace 36 RNs, CNs, and LPNs a year. Skaggs Health Center replaces 39 RNs, CNs, and LPNs a year. This turnover is due to nurses taking other jobs for better pay, lack of or little department training, or the relocation of a spouse. Thus, this rate of turnover will likely remain year to year. In addition, over the next 10 years, 37 long-term nursing employees in CMH will reach retirement age. A newly opened long-term care facility in neighboring Dallas County will require 20 nursing staff. A new ambulatory surgery center and a new cancer center also will require more nurses. So replacements and new facilities will increase CMH's need for nurses.

**Addressing the Challenge:** The project will stage health career events for youth, like Body Walk, that will spark and nurture interest in health careers as early as middle school and extending through high school. They will be linked to role models and mentors who will develop their interest in health careers. Adults interested in health careers also will be the focus of community job fairs, with customized information kits dealing with financing healthcare education. Preparatory workshops will assist students in entering nursing education with the requisite skills. Those who qualify will receive workforce development assistance (transportation). During their clinical rotations, students will be supported during by on-site clinical instructors and preceptors, the latter of whom will be trained online. Students will have online courses available 24/7 through CMH. To boost the teaching pool, interested retired and former nurses will be given a 12.5% incentive to return to teaching at the three Technical Colleges.

### Projected Outcomes:

- Train 2,070 students
- Increase number of youth and adults aware of healthcare careers and their opportunities
- Increase the number of nursing students by 100 percent
- Improve classroom equipment for broader training before clinical rotations

