
President's High Growth Job Training Initiative Health Care Career Ladder Project



Grant amount: \$1,998,200

Leveraged amount: \$365,000 in cash from the Sloan Foundation and participating employers; \$117,000 in-kind from CAEL staff and project advisory committee members

Grantee: Council for Adult and Experiential Learning

Key Partners: Rio Salado Community College

Grant Activities will take place in Illinois, Maryland, South Dakota, Texas, and Washington.

Challenge

There is a critical current and projected shortage of nursing and affiliated health care workers. If unaddressed, this worker shortage will have severe and damaging impacts upon the availability and quality of health care services in the United States.

Addressing the Challenge

Under its \$1,998,200 grant from ETA, the Council for Adult and Experiential Learning (CAEL) is addressing both the current and projected health care workforce shortage through a unique holistic approach. In this model, CAEL will build the pool of new health care workers through Certified Nursing Assistant (CNA) and Licensed Practical Nurse (LPN) registered apprenticeship programs and then simultaneously provide incumbent LPNs with expedited pathways to careers as Registered Nurses through a hybrid distance learning/community college training model.

Projected Outcomes

CAEL will serve up to 3,000 new and incumbent workers during the grant period, advancing current healthcare workers and thus opening up the pipeline through which potential healthcare workers can move.

Sustainable Impact

CAEL will ensure the sustainability of this health care career pathway approach through its extensive partnerships with participating hospitals and national health care systems, the community college system, the registered apprenticeship system, and local One-Stop Career Centers, all of which have the infrastructure to adopt and support this unique approach after the federal investment has been fully expended. CAEL's commitment to addressing discrepancies and challenges in health care certification, licensing, and accreditation – all barriers that inhibit meeting the industry's pressing workforce needs – will have significant lasting impacts on the development and acceptance of more universal, competency-based licensing and certification standards.

