

President's High Growth Job Training Initiative

Neosho County Community College

Grant Amount: \$535,248

Grantee: Neosho County Community College

Region: Eastern Kansas: Neosho, Anderson, Franklin, and Douglas Counties

Key Partners: Workforce Investment Board – Area II, Workforce Investment Board – Area V; Anderson County Hospital - Long Term Care, Ransom Memorial Hospital, Neosho Memorial Ridge Medical Center, Kansas (KS) Association of Homes and Services for the Aging, Health Occupation Coordinators, Area Agency on Aging, KS Healthcare Association, Seven K-12 School Districts, Department of Commerce, Social and Rehabilitative Services, KS Registered Apprenticeship Program, KS Department of Social Rehabilitative Services, the Presbyterian Church and others.

Leveraged Resources: \$152,214

Target Occupations and Care Settings: Certified Nursing Aides and Nutrition Assistants in facilities and home-based care settings

Challenge: In 2000, a Kansas Healthcare Association survey indicated a 7.8 percent vacancy rate for Certified Nurse Aides (CNAs) and an annual turnover rate of over 99 percent. The region does not offer a sufficient number of training courses due to a lack of instructors, the lack of laboratory space for students to practice required competencies, and the lengthy commuting distance between potential students and training centers.

Addressing the Challenge: This initiative will recruit among high school students and retired senior citizens, and will implement strategies to retain incumbent CNAs. Courses will be taught during the traditional school day, allowing the students to work in the field during evenings and weekends. Two full-time Health Occupation Coordinators will be hired to work in high schools and teach direct care courses. Workers over the age of 55 will be trained to become nutrition assistants.

To remedy the lack of laboratory space, a fully equipped mobile laboratory will be purchased to meet training needs across the region. The challenge of retaining employees will be addressed by incorporating best practices learned in a research study titled "Keeping Frontline Workers in Long-Term Care." These best practices include providing on-the-job mentors through the Area Agency on Aging's Mentor Works Program and enrolling workers in registered apprenticeship programs.

Projected Outcomes:

- 25 home health aides trained, 80 CNAs trained, 23 LPN/RN enrollees in Nursing I
- 30 certified paid nutrition assistants trained
- Positive placement of 80 percent of those who complete their programs
- Retention rate of 60 percent
- Average earnings increase of 5 percent from starting wage for nurse aides

www.doleta.gov/BRG/JobTrainInitiative

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