

ECONOMIC BRIGHT SPOT: HEALTH CARE JOBS

NCSL Labor and Economic Development
Committee
2010 Spring Forum

**COMMUNITY
COLLEGE OF
BALTIMORE
COUNTY
SCHOOL OF HEALTH
PROFESSIONS**

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CCBC

- ◉ Multi-campus, single college
- ◉ 3 campuses, 3 extension centers
- ◉ Educate 65,000
- ◉ Half of all residents
- ◉ Largest provider
- ◉ 37% economically disadvantaged
- ◉ 47% represent a minority racial population
- ◉ 58% first members of family/college
- ◉ Major campuses circle the city

SCHOOL OF HEALTH PROFESSIONS

- ◉ Largest provider/60% jobs in metro area
- ◉ 534 grads/year, 1359 students
- ◉ 60 FT faculty, 150 adjuncts
- ◉ 15 credit programs, 30+ con-ed courses/programs
- ◉ Since early 2000 7 new programs
- ◉ 6 new offerings in delivery or programs in nursing including Practical Nursing

JOBS: CURRENT STATUS

- ◉ Recession delayed retirement
- ◉ Absent health care professionals returning to the workforce
- ◉ Part timers going full time
- ◉ Confidence in the economy, retirements/leave workforce
- ◉ Health care reform, greater need for workforce
- ◉ Community colleges, nimble, driven to provide for workforce demand, for students accessible, affordable

CCBC SHP: EFFORTS

- ⦿ Health care education is not the only mission for community colleges
- ⦿ Competition for dollars
- ⦿ Major fund draw is developmental education
- ⦿ Necessitates seeking alternative funding to address predicted long term shortages

GRANTS

- ◉ Multiple sources
- ◉ Maryland Higher Education Commission
- ◉ HRSA
- ◉ Perkins
- ◉ DoL
- ◉ ARRA Stimulus Funds
- ◉ Hospital partners
- ◉ 13 million
- ◉ Progressively built on previous
- ◉ Targets - space, faculty, programs

KEYS TO SUCCESS

- ◉ Vision, leadership
- ◉ Writing to criteria
- ◉ Target underemployed, incumbent, student success, variety of access points
- ◉ Accountability measures
- ◉ Career ladders, articulated credit
- ◉ Champions
- ◉ Data
- ◉ Partners
- ◉ Leverage funds
- ◉ Institutional support

ARRA GRANT COMPONENTS

- ◉ Unemployed, disadvantaged, incumbent in Baltimore County and City
- ◉ CNA, NST, LPN, ADN, Respiratory - all built out in previous grants/data for success
- ◉ Increase in enrollment, space, new classes, enlarging current class size, engaging new partners, student success, adding faculty
- ◉ Supplemental instruction for retention/selective admissions

SHORTAGE OF NURSE EDUCATORS

- ◉ Few schools in area offer Master's in Nursing Education
- ◉ Majority of programs for clinical practice
- ◉ Wage disparity
- ◉ Teaching is an art and a science
- ◉ New hires, clinical experience and patient education
- ◉ Mentor, access to programs Center for Teaching and Learning Excellence
- ◉ Minimal teaching in first year

SOLUTION

- ◉ Partnership with Franklin Square Hospital
- ◉ Additional evening/weekend cohort of 24
- ◉ 10 seats given to qualified FSH incumbents
- ◉ FSH donated on their time didactic faculty
- ◉ Provides all clinical faculty and sites
- ◉ First graduating class of 8 passed NCLEX
- ◉ ROI
- ◉ Second cohort 36, 14 for FSH
- ◉ Allowed students in our pipeline normally denied entrance to enter program

SOLUTIONS

- ⦿ Partnership with MedStar Health
- ⦿ Broker through “Who Will Care Initiative”
- ⦿ 1 million over 5 years
- ⦿ Salary supplements to retain and hire
- ⦿ Since July 2009 4 new hires
- ⦿ No retirements or departures of seasoned faculty

SOLUTIONS

- ◉ DoL grant funded with partner Towson University/Nursing Teacher Education Program
- ◉ Subsequent grant funding through Towson to provide tuition assistance and faculty
- ◉ Associate to Master's ATM
- ◉ Bachelor or higher degree
- ◉ Completion in less than 3 years
- ◉ Current cohort of 13
- ◉ Courses at CCBC

THANK YOU FOR THE OPPORTUNITY

QUESTIONS