

DOL Nursing Expansion Grant Summaries

Overview:

The U.S. Department of Labor (DOL) awarded approximately \$78 million for the Nursing Expansion Grant Program to address bottlenecks in training qualified nursing professionals and boost the nation's healthcare systems. The unprecedented demands that the pandemic placed on the nation's nurses – combined with retirements and an aging workforce – have greatly increased the need for nursing workers in the U.S. Through the development and expansion of worker-centered sector strategies partnerships between public and private sector entities, the Employment and Training Administration (ETA) aims to boost the nation's healthcare systems by helping individuals gain the skills necessary to fill quality jobs as nursing educators and instructors and direct care nursing professionals through one of two training tracks.

The **Nurse Education Professional Track (Track 1)** will increase the number of nursing instructors and educators by training new or upskilling experienced current or former nurses (including retired nurses) into advanced post-secondary credentialing necessary for nurses to become nursing instructors and educators. The **Nursing Career Pathways Track (Track 2)** will train participants as frontline healthcare professionals and paraprofessionals, including direct care workers, along a career pathway to attain post-secondary credentials needed for middle- to high-skilled nursing occupations.

Of the 25 grants selected, four grants will be offering experienced and former nurses training in nurse education and instruction under **Track 1**. The awards range from \$3,543,416 to \$5,999,908. Twenty-one grants will be providing training along a career pathway to occupations in direct healthcare that lead to middle- and high-skilled jobs under **Track 2**. Awards range from \$1,124,821 to \$3,000,000.

The grants were awarded to 14 institutions of higher education; six nonprofit healthcare organizations; three Workforce Innovation and Opportunity Act (WIOA) State or Local Workforce Development Boards; one nonprofit community-based organization; and one labor-management organization.

Nursing Expansion Program Activities:

The Nursing Expansion grant program partnerships collaborate to develop nurse education and instructor training programs or nursing professional career pathway programs that are industry-driven and incorporate worker's voice. The training programs developed by the partnerships will create a safe, high-quality work environment by advancing diversity, equity, inclusion, and

accessibility through the development of targeted recruitment and outreach strategies to individuals from historically marginalized and underrepresented populations; expanding career pathways that focus on the skills, competencies, and credentials needed for middle- to high-skilled nurse education professional and nursing occupations; and embedding elements of good quality jobs to ensure a meaningful benefit to the nursing workforce.

Nurse Education Professional Track (Track 1) grantees will use innovative strategies to address the economic challenges of experienced current and former nurse professionals that contribute to the undesirability of nurse educator and instructor occupations, and the critical obstacles that inhibit nurse professionals from achieving the necessary credentials to move into nurse educator and instructor occupations.

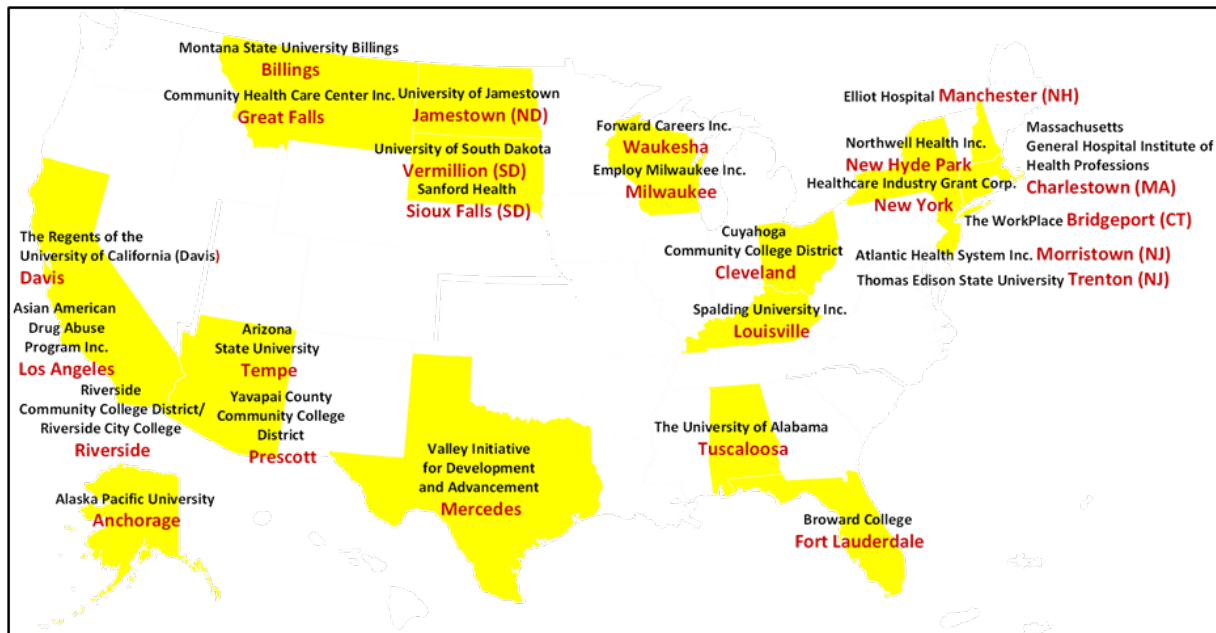
Nursing Career Pathways Track (Track 2) grantees will expand the pipeline of nursing professionals by providing high-quality training and employment programs in direct care occupations along a nursing career pathway. Project designs include strategies to fill the critical shortage of nursing preceptors who can provide mentorship to nurse trainees.

Nursing Expansion grantees will deploy a wide range of training models that lead to middle- and high-skilled jobs in nursing and nursing education occupations, including on-the-job training, incumbent worker training, accelerated training, classroom training, and Registered Apprenticeship Programs (RAPs). These grants also emphasize the development of training that address barriers to becoming nurses by requiring grantees to incorporate services that are necessary to support individuals enrolled in education and training activities funded through this grant program. Project designs must include a strategy for the provision of supportive services, on which they can use up to 15% of their budget.

Award Summary:

- \$78 million awarded to 25 grantees.
- Four Nurse Education Professional Track awards range from \$3,543,416 to \$5,999,908, and 21 Nursing Career Pathways Track awards range from \$1,124,821 to \$3,000,000.
- The grants were awarded to 14 institutions of higher education; six nonprofit healthcare organizations; three Workforce Innovation and Opportunity Act (WIOA) State or Local Workforce Development Boards; one nonprofit community-based organization; and one labor management organization.
- The period of performance is 60 months, from June 1, 2023, to May 31, 2028.

DOL Nursing Expansion Grants Across the United States



An accessible format of grantees across the U.S. can be found in Table #1, along with the associated track.

Table 1 Grant Recipients

Recipient	Track	City	State
Alaska Pacific University	2	Anchorage	AK
Arizona State University	1	Tempe	AZ
Asian American Drug Abuse Program, Inc.	2	Los Angeles	CA
Atlantic Health System, Inc.	2	Morristown	NJ
Broward College	2	Fort Lauderdale	FL
Community Health Care Center, Inc.	2	Great Falls	MT
Cuyahoga Community College District	2	Cleveland	OH
Elliot Hospital	2	Manchester	NH
Employ Milwaukee, Inc.	2	Milwaukee	WI
Forward Careers, Inc.	2	Waukesha	WI
Healthcare Industry Grant Corporation	2	New York	NY

Recipient	Track	City	State
Massachusetts General Hospital Institute of Health Professions	1	Davis	MA
Montana State University Billings	2	Billings	MT
Northwell Health, Inc.	2	New Hyde Park	NY
Riverside Community College District	2	Riverside	CA
Sanford Health	2	Sioux Falls	SD
Spalding University, Inc.	2	Louisville	KY
The Regents of the University of California, Davis	1	Davis	MA
The University of Alabama	1	Tuscaloosa	AL
The WorkPlace	2	Bridgeport	CT
Thomas Edison State University	2	Trenton	NJ
University of Jamestown	2	Jamestown	ND
University of South Dakota	2	Vermillion	SD
Valley Initiative for Development and Advancement	2	Mercedes	TX
Yavapai County Community College District	2	Prescott	AZ

Note: Information in the project abstracts is subject to change as grantees adjust their project designs in alignment with DOL policy guidance and in response to changing industry and labor market demands of the targeted service areas.

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Nurse Education Professional Track Grantees

Arizona State University

Arizona Nursing Faculty Expansion Project

Lead Entity Type:	Public/State Controlled Institution of Higher Education	
Total Funding:	\$5,475,660	
Training Track:	Nursing Education Professional (Track 1)	
Partnership Lead City/State:	Tempe, Arizona	
Partnerships:	<p>Employer Partners: Central Arizona College; Cochise College; Coconino Community College; Creighton University; Eastern Arizona College; Maricopa Community College; Northern Arizona University; Pima Community College; University of Arizona; Yavapai College</p> <p>Education and Training Partner: Arizona State University</p> <p>Workforce Development Partners: ARIZONA@WORK Workforce Development Boards of Phoenix and Maricopa County</p> <p>Labor Union, Labor-Management Organization, or Worker Organization Partners: Arizona State Board of Nursing, Arizona Nurses Association; American Association of Nurse Anesthesiology; American College of Nurse-Midwives Arizona Affiliate; Arizona League for Nursing; Phoenix Area Chapter of the American Association of Critical-Care Nurses; Arizona Korean Nurses Association; Association of Operative Nurses; Black Nurses Association - Greater Phoenix Area</p>	
Optional Partner(s):	Arizona Advisory Council on Indian Health Care; Gila River Healthcare; Native Health Phoenix; River People Health Center; San Carlos Apache Healthcare; Dignity Yavapai Regional Medical Center; Kingman Regional Medical Center; Mt. Graham Regional Medical Center; Abrazo Carondelet Health; Abrazo Scottsdale Health; Banner Health; HonorHealth; Mayo Clinic; and ValleyWise Health	
Geographic Scope:	Statewide	
Service Area	Arizona counties of Cochise, Coconino, Graham, Maricopa, Pima, Pinal, Yavapai	

Summary of Program Activities:	The Edson College at Arizona State University (ASU) will fill the current nursing workforce gap through two tracks: a Master of Science (MS) in Nursing track for Registered Nurses (RNs) holding a bachelor's degree and (2) a Master of Science in Nursing Bridge degree for RNs holding an associate degree. These options will increase the capacity of instructional faculty, improve the quality of instruction, and increase the representation of cultural, racial, and socioeconomic backgrounds in the nursing faculty across the state.	
Credentials to Be Awarded:	Master of Science (MS) in Nursing (Nursing Education)	
Special Focus or Emphasis:	Conducting outreach in Health Professional Shortage Areas (HPSAs) and other rural and tribal communities to recruit practicing nurses, underemployed and under-educated nursing faculty, and retired/retiring nurses interested in nurse educator training, who will be more likely to remain or return to their communities after completing their graduate degree	
Population(s) Served:	underemployed and incumbent workers; rural nurses and nurses from underrepresented populations in geographic Health Professional Shortage Area (HPSA) regions in Arizona	
Projected Number to Enroll in Training:		140
Industry Occupation(s):	Post-secondary Health Specialties Teacher; Post-secondary Nursing Instructor and Teacher	
Commitment to Job Quality:	Offering support through workshops on rights, resources, and responsibilities in teaching, including use of preceptors from the Employer Partner sites (experienced and master's-prepared nursing educators) who will work one-on-one with participants and provide support for understanding their options for teaching, professional development, and employee rights	
Public Contact Information:	Sarah Gates, Pre-Award Manager Phone: 480-727-3745 E-mail: asu.awards@asu.edu	

Massachusetts General Hospital (MGH) Institute of Health Professions (IHP)

Nursing Expansion Education in the Greater Boston Region

Lead Entity Type:	Private Institution of Higher Education	
Total Funding:	\$5,885,354	
Training Track:	Nurse Education Professional (Track 1)	
Partnership Lead City/State:	Davis, MA	
Partnerships:	<p>Employer Partners: Bunker Hill Community College (BHCC); Brigham & Women's Hospital; Massachusetts General Hospital</p> <p>Education and Training Partner: MGH Institute of Health Professions (IHP)</p> <p>Workforce Development Partner: MassHire Workforce Boards (Boston, Metro North, Metro South/West)</p> <p>Labor Union, Labor-Management Organization, or Worker Organization Partner: Massachusetts Nursing Association</p>	
Optional Partner(s):	Nantucket Cottage Hospital; National Association of Hispanic Nurses, Massachusetts Chapter (NAHN); New England Regional Black Nurses Association (NERBNA); Salem Hospital; Commonwealth Corporation (CommCorp); Massachusetts Association of Certified Nurses (MACN); and Nursing Council of Workforce Sustainability (NCWS)	
Geographic Scope:	Regional	
Service Area:	Greater Boston Region (Boston, Waltham, Lynn, Medford, Cambridge); Salem, Gloucester, Peabody, Lynn, Everett, Chelsea, Revere, Nantucket County	
Summary of Program Activities:	<p>The MGH Institute of Health Professions (IHP) plans to recruit, train, and employ current nurses for post-secondary nursing instructor and educator roles, addressing critical shortages in Massachusetts. The program focuses on training Nurse Instructors and Clinical Nurse Educators through a Master of Science in Leadership in Nursing Education (MS-LNE) and Post-Master's Certificate programs. The project addresses labor shortages and societal issues affecting educator recruitment, offering competitive pay, and addressing skill gaps through comprehensive coursework.</p>	

Credentials to Be Awarded:	Master of Science in Leadership in Nursing Education (MS-LNE); Post-master's Certificate in Nursing Education (PMC-NE)	
Special Focus or Emphasis:	The MS-LNE was developed in partnership with IHP's Health Professions Education program (HPed), which trains health professionals who wish to excel in leadership, research, innovation, curriculum design, program evaluation, and assessment. The MS-LNE program utilizes an innovative approach for educating Bachelor of Science-prepared nurses by offering core courses from the MS in HPed, thus providing an opportunity for students to participate in interprofessional, collaborative team-based learning alongside fellow healthcare graduate students. Coursework consists of a blend of asynchronous and synchronous learning methods, and weekly live discussions, designed to be accessible and meet the needs of working nurses' busy schedules.	
Population(s) Served:	Incumbent workers; people of color; veterans; military spouses; transitioning service members; and historically marginalized and underrepresented populations including women, people of color, justice-impacted individuals, individuals with disabilities, and other populations with employment barriers that hinder movement into career pathways in quality jobs	
Projected Number to Enroll in Training:		224
Industry Occupation(s):	Post-secondary Nursing Instructor and Teacher	
Commitment to Job Quality:	Union partnerships ensure worker representation and protection from retaliation, contributing to a supportive organizational culture where all workers are valued contributors. This commitment reflects a holistic approach to job quality, prioritizing the well-being and success of workers across various dimensions of employment.	
Public Contact Information:	Michael Moody , Sr. Grants Administrator Phone: 617-643-4658	

The Regents of the University of California, Davis

Residency in Education, Teaching, And Instruction (RETAIN)

Lead Entity Type:	Public/State Controlled Institution of Higher Education; Asian American and Native American Pacific Islander Serving Institution (AANAPISI)	
Total Funding:	\$5,999,908	
Training Track:	Nurse Education Professional (Track 1)	
Partnership Lead City/State:	Davis, CA	
Partnerships:	<p>Employer Partners: California Polytechnic State University, Humboldt; California State University, Sacramento; California State University, Sonoma; American River College; Sacramento City College; University of California, San Francisco</p> <p>Education and Training Partner: University of California, Davis</p> <p>Workforce Development Partner: Sacramento Employment and Training Agency (SETA)</p> <p>Labor Union, Labor-Management Organization, or Worker Organization Partners: Capital City Black Nurses Association; National Association of Hispanic Nurses, Sacramento Chapter</p>	
Optional Partner(s):	HealthImpact; California Organization of Associate Degree Nursing	
Geographic Scope:	Regional	
Service Area:	California counties Sacramento, Yolo, Sonoma, Humboldt, Butte, Glen, Shasta, Yuba, El Dorado, Sutter, Amador, Placer, Siskiyou, and Del Norte	

<p>Summary of Program Activities:</p>	<p>The Residency in Education, Teaching, And Instruction (RETAIN) program's purpose is to increase the numbers of academically trained nurse faculty and clinical instructors in rural and urban underserved areas of Northern California. Working with partner organizations, RETAIN will recruit 20 nurses to participate in a 12-month limited term, fully benefitted faculty position as nurse faculty residents (NFRs). The NFRs will spend 50% of their time completing a graduate degree and 50% co-teaching with a mentor and completing a graduate academic certificate in education. An additional 48 nurses will participate in a 6-month clinical instructor internship. Upon program completion, all will be eligible to sit for one of the National League for Nursing Certified Nurse Educator certification exams.</p>	
<p>Credentials to Be Awarded:</p>	<p>Master of Science in Leadership in Nursing Education (MS-LNE); Post-master's Certificate in Nursing Education (PMC-NE)</p>	
<p>Special Focus of Emphasis:</p>	<p>Most clinical and faculty positions are developed for either practice or teaching, but clinically active nurse educators enrich curricula and student learning, and faculty who continue to practice keep their clinical expertise current. RETAIN will establish a nurse faculty residency (NFR) program that supports this notion. The 12-month NFR program will provide didactic learning, mentored teaching experiences, and opportunities to learn and network with passionate nurse educators.</p>	
<p>Population(s) Served:</p>	<p>Unemployed, underemployed, and incumbent workers; nurses of color, particularly male nurses; veterans; and individuals in rural and urban underserved communities</p>	
<p>Projected Number to Enroll in Training:</p>		<p>68</p>
<p>Industry Occupation(s):</p>	<p>Post-secondary Nursing Instructor and Teacher; Nurse Instructor; Clinical Nurse Instructor; Clinical Nurse Educator</p>	

<p>Commitment to Job Quality:</p>	<p>The Betty Irene Moore School of Nursing at UC Davis has focused on building a strong, positive organizational culture since its inception. Its vision (optimal health and health care equity for all), mission (integrating the science and humanity of nursing and bold system change), and core attributes of community connection, diversity and inclusion, leadership, innovative solutions, and collaboration support that culture. Their eight Team Agreements of Trust & Integrity, Dignity & Respect, Inclusivity, Esprit de corps, Empowerment, Accountability, Healthy Conflict, and Truth to Power are reviewed and practiced consistently.</p>
<p>Public Contact Information:</p>	<p>Kelly Gilmore, Associate Director of Sponsored Programs E-mail: awards@ucdavis.edu</p>

The University of Alabama

BAMA Distance (Diversity and Inclusion "stance")

Lead Entity Type:	Public/State Controlled Institution of Higher Education	
Total Funding:	\$3,543,416	
Training Track:	Nurse Education Professional (Track 1)	
Partnership Lead City/State:	Tuscaloosa, AL	
Partnerships:	<p>Employer Partners: Tuskegee University (an Historically Black College or University); Reid State Technical College; Lawson State Community College (an Historically Black College or University); Jefferson State Community College; Beville State Community College; Coastal Alabama Community College</p> <p>Education and Training Partner: The University of Alabama, Capstone College of Nursing</p> <p>Workforce Development Partners: The Chamber of Commerce of West Alabama; West Alabama Works!</p> <p>Labor Union, Labor-Management Organization, or Worker Organization Partners: Alabama Board of Nursing; National League for Nursing</p>	
Geographic Scope:	Statewide	
Service Area:	State of Alabama	
Summary of Program Activities:	<p>The BAMA Distance project seeks to increase the number of nurse educators through recruitment of the current population of Bachelor of Science-prepared nurses from underserved communities in Alabama to earn a Master of Science in Nursing (MSN) degree with a nursing education specialty. This accomplishment will be achieved through partnerships with academic institutions with large nursing student populations from underserved communities. As a result, BAMA Distance participants will emerge with an MSN degree, preparing them to be nurse educators so more nurses can be trained, and higher quality healthcare provided.</p>	
Credentials to Be Awarded:	Master of Science in Nursing (MSN) degree with a nursing education specialty	

Special Focus or Emphasis:	The BAMA Distance project will incorporate evidence-based recruitment, admission, and retention strategies, and will target a population of workers, specifically from Underserved Communities, via a pipeline program to support success. The pipeline program incorporates interventions to promote equity, academic achievement, and well-being and will include 1) partnerships with local organizations, 2) financial support, 3) holistic admissions, 4) academic advisement/mentoring, 5) paid internships, 6) academic/diversity/wellness support, and 7) distance learning based on evidence-based findings.	
Population(s) Served:	Underemployed and unemployed workers from underserved populations; incumbent worker nurses	
Projected Number to Enroll in Training:		80
Industry Occupation(s):	Post-secondary Nursing Instructor and Teacher	
Commitment to Job Quality:	To assist employers with ensuring a healthy work environment, the BAMA Distance Professional Development Coach will lead and oversee the implementation of the American Association of College of Nursing's evidence-based standards for a healthy work environment. These standards cover communication, collaboration, effective decision-making, appropriate scheduling/staffing, meaningful recognition, and authentic leadership.	
Public Contact Information:	Lisa Joiner , Manager, Sponsored Programs Phone: 205-348-5152	

Nursing Career Pathways Track Grantees

Alaska Pacific University

Alaska Nursing Expansion Initiative

Lead Entity Type:	Private Institution of Higher Education; Indian/Native American Tribally Designated Organization; Alaska Native and Native Hawaiian Serving Institution (AANH); Asian American and Native American Pacific Islander Serving Institution (AANAPISI)	
Total Funding:	\$2,999,913	
Training Track:	Nursing Career Pathways Track (Track 2)	
Partnership Lead City/State:	Anchorage, AK	
Partnerships:	<p>Employer Partners: Alaska Native Tribal Health Consortium; Foundation Health Partners; Bartlett Hospital Juneau; Yukon Kuskokwim Health Center; Samuel Simmonds Hospital</p> <p>Education and Training Partners: Alaska Pacific University; Yuut Elitnaurviat</p> <p>Workforce Development Partner: Alaska Workforce Investment Board</p> <p>Labor Union, Labor-Management Organization, or Worker Organization Partner: Alaska Nursing Association</p>	
Optional Partner(s):	Alaska Primary Care Association; Alaska Area Health Education Center; Alaska Hospital and Healthcare Association; Alaska Board of Nursing	
Geographic Scope:	Statewide	
Service Area:	State of Alaska	

Summary of Program Activities:	The program will expand and launch new cohorts of nursing degree programs offered by Alaska Pacific University (APU) in Anchorage and six rural areas of the state. APU will also develop an accelerated degree pathway from Licensed Practical Nurse to Registered Nurse (RN). Several grant activities will support the retention and completion of these academic programs: mentoring, the hiring of a student success coordinator, assisting with the financial cost of licensure, and adding pre-nursing camps to support academic and professional preparation. Partners will collaborate on the addition of a Nurse Technician designation in Alaska to fill workforce needs and provide an additional step on the career ladder for student nurses.	
Credentials to Be Awarded:	Bachelor's degrees in nursing (RN-to-BSN); associate degrees in health sciences	
Special Area(s) of Focus or Emphasis:	The Alaska Nursing Expansion Initiative will address the workforce needs of the Tribal Health system and other rural healthcare providers to promote better health outcomes in underserved communities.	
Population(s) Served:	Incumbent workers; Alaska Natives and other Indigenous nurses	
Projected Number to Enroll in Training:		529
Projected Number of Nursing Professionals Placed into a Preceptor Role:		18
Industry Occupation(s):	Registered Nurse (RN); Licensed Practical Nurse (LPN); Personal Care Aide; Medical Assistant	
Commitment to Job Quality:	The grant partnership is designed to reduce Alaska's dependence on temporary and contract traveling nurses by improving the job security and working conditions for the nursing workforce trained in and committed to staying in Alaska.	
Public Contact Information:	Sami Glascott , Director of Sponsored Programs Phone: 907-564-8884	

Asian American Drug Abuse Program, Inc. (AADAP)

Nursing Expansion Grant Program Nursing Career Pathways

Lead Entity Type:	Nonprofit Healthcare Organization	
Total Funding:	\$3,000,000	
Training Track:	Nursing Career Pathways (Track 2)	
Partnership Lead City/State:	Los Angeles, CA	
Partnerships:	<p>Employer Partners: Kaiser Permanente Hospitals; CHA Hollywood Presbyterian</p> <p>Education and Training Partners: American Career College; Westchester College of Nursing and Allied Health; Maxine Waters Employment Preparation Center</p> <p>Workforce Development Partner: LA City Workforce Development Board</p> <p>Labor Union, Labor-Management Organization, or Worker Organization Partner: Philippine Nurses Association of Southern California</p>	
Optional Partner(s):	All Peoples Community Center (FamilySource Center)	
Geographic Scope:	Local	
Service Area:	Los Angeles County	
Summary of Program Activities:	<p>Asian American Drug Abuse Program, Inc. (AADAP) is leading a pioneering effort to address healthcare workforce disparities through its Nursing Career Pathway Track, targeting underrepresented individuals from disadvantaged backgrounds and communities. For the past seven years, AADAP and its partners have developed robust healthcare career pathways, and this project will expand their reach for the training and employment of LVNs and CNAs. As an America's Job Center of California, AADAP aims to create quality jobs and build a sustainable pipeline of healthcare professionals.</p>	
Credentials to Be Awarded:	Licensed Vocational Nursing (LVN); Certified Nursing Assistant (CNA)	

Special Area(s) of Focus of Emphasis:	Emphasizes a Wrap-around Worker-Centered Sector Strategy Model, focusing on providing diverse, inclusive, and equal access to education and training, along with structured job training, work-based learning opportunities, and support services to reduce barriers for participants.	
Population(s) Served:	Unemployed and underemployed workers, incumbent workers, veterans, and eligible spouses of veterans	
Projected Number to Enroll in Training:		220
Projected Number of Nursing Professionals Placed into a Preceptor Role:		5
Industry Occupation(s):	Licensed Vocational Nurse (LVN); Certified Nursing Assistant (CNA)	
Commitment to Job Quality:	AADAP ensures job quality through partnerships with employers like Kaiser Permanente and CHA Hollywood Presbyterian, who prioritize diversity, leadership development, and comprehensive benefits. Financial coaching and income support services will aid employed participants achieve financial stability. Supportive services, including technology provision and certification fees, aim to reduce barriers and facilitate career advancement.	
Public Contact Information:	Dean Nakanishi , Chief Operating Officer Phone: 323-293-6284	

Atlantic Health Systems, Inc. (AHS)

AHS Pathway to Ensuring Access and Clinical Excellence in Nursing (AHS PEACE)

Lead Entity Type:	Nonprofit Healthcare Organization	
Total Funding:	\$2,785,263	
Training Track:	Nursing Career Pathways (Track 2)	
Partnership Lead City/State:	Morristown, NJ	
Partnerships:	<p>Employer Partners: Morristown Medical Center; Overlook Medical Center; Newton Medical Center; Chilton Medical Center; Hackettstown Medical Center; Atlantic Medical Group; Atlantic Visiting Nurses; CentraState Healthcare System</p> <p>Education and Training Partners: William Paterson University; County College of Morris; Union County Project SEARCH</p> <p>Workforce Development Partner: Morris-Sussex-Warren Workforce Development Board</p> <p>Labor Union, Labor-Management Organization, or Worker Organization Partner: Organization of Nurse Leaders of New Jersey - Nursing Workplace Environmental and Staffing Council</p>	
Optional Partner(s):	Goodwill Industries Inc. New York/New Jersey; Pequannock Township/Morris County Allied Health Academy	
Geographic Scope:	Regional	
Service Area:	Northern New Jersey - Bergen, Union, Essex, Hudson, Morris, Passaic, Sussex, Warren, Monmouth	
Summary of Program Activities:	<p>Atlantic Health Systems Pathway to Ensuring Access and Clinical Excellence in Nursing (AHS PEACE) will expand and diversify the pipeline of qualified nursing professionals in Northern New Jersey by strengthening career pathways that lead to registered nurse (RN), acute care nurse, critical care nurse, and nursing assistant (NA) occupations for unemployed and incumbent workers. Grant activities will support these goals through high-quality, comprehensive, competency-based training through clinical rotations, dedicated education units, and nursing residencies. An increased number of trained preceptors available to support RN and NA trainees is also planned.</p>	

Credentials to Be Awarded:	Registered Nurse (RN); Bachelor of Science in Nursing (BSN); Associate of Applied Science in Nursing (ASN)	
Special Area(s) of Focus or Emphasis:	AHS PEACE will work with partner Project SEARCH to add two job coaches specifically to increase the number of young adults with disabilities placed at AHS sites each year. Project partner Goodwill Industries will focus on outreach and recruitment of veterans transitioning out of the military and provide a warm handoff into the program.	
Population(s) Served:	Unemployed, underemployed, and incumbent workers, including veterans, historically marginalized and underrepresented populations, and individuals with disabilities (including young adults ages 18 to 20 with physical and developmental disabilities who are interested in healthcare)	
Projected Number to Enroll in Training:		1,359
Projected Number of Nursing Professionals Placed into a Preceptor Role:		100
Industry Occupation(s):	Registered Nurse (RN); Nursing Assistant; Acute Care Nurse; Critical Care Nurse	
Commitment to Job Quality:	AHS is committed to promoting job quality through inclusive hiring and recruitment strategies and offering comprehensive benefits, including enrichment programs to promote staff wellness and tuition reimbursement options. AHS' shared governance model formally empowers nurses to make decisions about clinical practice standards, quality improvement, and professional development through a consensus-driven, decision-making process.	
Public Contact Information:	Suja Mathew , EVP, Chief Clinical Officer Phone: 973-829-4310	

Broward College

Answer the Call for Healthcare Professionals Project (HealthPro)

Lead Entity Type:	Public/State Controlled Institution of Higher Education; Hispanic-Serving Institution
Total Funding:	\$3,000,000
Training Track:	Nursing Career Pathways (Track 2)
Partnership Lead City/State:	Fort Lauderdale, FL
Partnerships:	<p>Employer Partners: Memorial Healthcare Systems; Broward Health; Cleveland Clinic; Holy Cross Hospital; HCA Healthcare</p> <p>Education and Training Partner: Broward College</p> <p>Workforce Development Partner: CareerSource Broward</p> <p>Labor Union, Labor-Management Organization, or Worker Organization Partners: Indian Nurses Association of South Florida; Florida Nursing Students Association</p>
Optional Partner(s):	Broward UP Community Partners, which includes nine municipal and over 35 agency partners
Geographic Scope:	Local
Service Area:	Broward UP Communities (Broward County's most distressed zip codes): 33023, 33069, 33309, 33311, 33313, 33319, 33441, 33065, 33314, 33020, and 33064)
Summary of Program Activities:	Broward College's Answer the Call for Healthcare Professionals Project (HealthPro) aims to combat critical shortages of frontline healthcare workers and fast-track nursing career pathways in South Florida. Utilizing proven sector-based strategies, HealthPro will focus on expanding education and training opportunities for underrepresented and non-traditional adult learners, particularly in areas affected by intergenerational poverty and economic immobility. Offering a wide array of career pathways and programs leading to degrees ranging from associate to bachelor's degrees, Broward College will lead the charge in meeting the pressing needs of South Florida's healthcare sector.
Credentials to Be Awarded:	Certified Nursing Assistant (CNA); EKG Technician; Phlebotomy Technician; Medical Administrative Assisting

Special Area(s) of Focus or Emphasis:	To address training space limitations, Broward College will use a hybrid education model. With three campuses and multiple partner sites, courses can be simulcast to increase class capacity without increasing space needs. Virtual classes at partner sites will be supported by onsite facilitators to increase student success and address technical challenges. Virtual nursing simulations will be implemented as part of students' clinical experience. Broward College recently received funding to purchase a virtual 3D anatomy dissection table as well as virtual simulation software for students to practice a range of clinical skills.	
Population(s) Served:	Adult learners who are unemployed, underserved, underrepresented, non-traditional adult learners, and/or adult learners with employment barriers that hinder movement into career pathways in quality jobs	
Projected Number to Enroll in Training:	240	
Projected Number of Nursing Professionals Placed into a Preceptor Role:	16	
Industry Occupation(s):	Nursing Assistant; Clinical Medical Assistant; Home Health Aide	
Commitment to Job Quality:	The commitment for job quality in the HealthPro Project encompasses fair recruitment practices prioritizing essential competencies, offering family-sustaining benefits, and providing pathways for career advancement. It also emphasizes promoting diversity, equity, and inclusion through established policies and procedures, empowering employees in program design, and ensuring safe, healthy, and equitable working conditions free from harassment and discrimination.	
Public Contact Information:	Kareen Torres , VP of Workforce Education and Innovation Phone: 954-201-7488	

Community Health Care Center, Inc., dba Alluvion Health

Next Nurse Program of North Central Montana

Lead Entity Type:	Nonprofit Healthcare Organization	
Total Funding:	\$3,000,000	
Training Track:	Nursing Career Pathways (Track 2)	
Partnership Lead City/State:	Great Falls, MT	
Partnerships:	<p>Employer Partners: Little Shell Tribal Health Department; One Health; Alluvion Health Clinical Services; Great Fall Schools, Nursing Services</p> <p>Education and Training Partners: Montana State University; Providence University; Great Falls College of MSU</p> <p>Workforce Development Partners: Montana Department of Labor and Industry; Workforce Services Division, WIOA</p> <p>Labor Union, Labor-Management Organization, or Worker Organization Partner: Montana Nurses Association (Affiliated with American Nurses Association)</p>	
Optional Partner(s):	Montana Primary Care Association (PCA)	
Geographic Scope:	Statewide	
Service Area:	All of Montana, with an initial focus on Northcentral and Southeastern cities and towns: Choteau, Great Falls, Ashland, Chinook, Glendive, Hardin, Harlem, Lewistown, Miles City	
Summary of Program Activities:	<p>Alluvion Health (AH), as a Federally Qualified Health Center, aims to address Montana's severe nursing shortage through their plan to enable participants to gain credentials and degrees in a variety of programs. Leveraging partnerships with local colleges, universities, and healthcare organizations, AH seeks to create career pathways for frontline healthcare workers across Montana, particularly in the north-central region, which faces critical shortages. A diverse array of proven institutional partners ensures program design and improvement based on the real-world feedback of current and future nursing workforce, employers, educators, and state employment and healthcare agencies.</p>	

Credentials to Be Awarded:	Certified Medical Assistant (CMA); Licensed Practical Nurse (LPN); Associate of Science in Nursing (ASN); Bachelor of Science in Nursing (BSN); Master of Nursing (MN); Master of Science in Nursing (MSN); Doctor of Nursing Practice (DNP)	
Special Area(s) of Focus or Emphasis:	A key goal for this program is to recruit new workers from Native American communities into better paying nursing careers. AH currently partners with the Little Shell Tribe and local Indian Family Health Clinic service site on multiple projects and will collaborate on this program to ensure that the implementation addresses the interests of the tribes. AH has a relationship with the University of North Dakota - recognized by the American Medical Association for developing the country's leading indigenouness medical training program – to offer clinical placement opportunities for the school's allied health and graduate programs.	
Population(s) Served:	Rural residents, Native Americans, disadvantaged, and historically underrepresented healthcare job seekers, and existing entry-level and/or underemployed clinical staff	
Projected Number to Enroll in Training:		75
Projected Number of Nursing Professionals Placed into a Preceptor Role:		25
Industry Occupation(s):	Medical Assistant (CMA); Licensed Practical Nurse (LPN); Registered Nurse (RN)	
Commitment to Job Quality:	The project's commitment to job quality includes prioritizing recruitment and hiring through the apprenticeship program, offering new benefits such as fully paid health insurance and a 401K match, aiming to increase diversity in the healthcare workforce, empowering workers through meaningful representation, ensuring job security and supportive working conditions, fostering an organizational culture that values engagement and diversity, and investing heavily in skills and career advancement opportunities.	
Public Contact Information:	Trista Besich, CEO Alluvion Health Phone: 406-791-7972	

Cuyahoga Community College District

Northeast Ohio Nursing Post-Secondary Completion Initiative (NEO-NPCI)

Lead Entity Type:	Public/State Controlled Institution of Higher Education
Total Funding:	\$2,999,813
Training Track:	Nursing Career Pathways (Track 2)
Partnership Lead City/State:	Cleveland, OH
Partnerships:	<p>Employer Partners: Cleveland Clinic; MercyHealth; MetroHealth; Nord Center; Southwest General Hospital; University Hospitals</p> <p>Education and Training Partners: Lakeland Community College; Lorain County Community College; Stark State College</p> <p>Workforce Development Partners: OhioMeansJobs – Cleveland/Cuyahoga County; Lake County Workforce Development Board; Lorain County Workforce Development Agency; OhioMeansJobs – Summit and Medina Counties, Stark Tuscarawas Workforce Development Board</p> <p>Labor Union, Labor-Management Organization, or Worker Organization Partner: National Association of Hispanic Nurses; Cleveland Council of Black Nurses; Ohio League for Nursing</p>
Optional Partner(s):	Salus; ConxusNEO; Strengthening Stark; Greater Cleveland Career Consortium; Team NEO; Greater Cleveland Partnership; Greater Akron Chamber; Lorain County Chamber of Commerce; Workforce Funders Group; Ohio Association of Community Colleges
Geographic Scope:	Local/Regional
Service Area:	Five-county region in Northeast Ohio (Cuyahoga, Lake, Lorain, Stark, and Summit counties), which includes the cities of Cleveland, Akron, and Canton

Summary of Program Activities:	The four public community colleges in this consortium will offer a training program to address three areas that have emerged as threats to achieving and maintaining a stable nursing workforce in northeast Ohio: nursing program completion rates, licensure passage rates, and first-year nurse retention rates. New nursing program enrollees at the consortium colleges will be assessed for need, and at-risk individuals will be provided with grant-funded tuition support, intensive case management, supportive services, career navigation services, and augmented 1:1 preceptor matching. Special attention will be paid to identifying equity gaps in retention and completion of participants from underserved communities.	
Credentials to Be Awarded:	Licensed Practical Nursing (LPN) certificate; Associate Degree in Nursing (ADN)	
Special Area(s) of Focus or Emphasis:	Preceptorship will be facilitated by worker organization partners who will pair preceptors and new nurses with similar backgrounds. The worker organizations will collaborate with partnering hospitals to design and pilot a mentorship program for historically marginalized and underrepresented groups, connecting new nurses to experienced nurses with similar backgrounds for deepened support.	
Population(s) Served:	Unemployed workers, underemployed workers, and incumbent workers, targeting at-risk individuals who would benefit from supplemental retention, completion, and licensure support in order to advance along a career pathway and attain postsecondary credentials for middle- to high-skilled nursing occupations	
Projected Number to Enroll in Training:		506
Projected Number of Nursing Professionals Placed into a Preceptor Role:		40
Industry Occupation(s):	Registered Nurse (RN); Licensed Practical Nurse (LPN); Licensed Vocational Nurse (LVN)	
Commitment to Job Quality:	All participants hired as new nurses will be assigned 1:1 to a preceptor to support on-the-job learning and relationship development in the workplace and increase job satisfaction, professional development, confidence, and socialization of new nurses.	
Public Contact Information:	Michael Baston J.D., Ed.D , President Phone: 216-987-4851	

Elliot Hospital

Granite State PARTNERS (People Aligning Resources Towards Nursing Expansion)

Lead Entity Type:	Nonprofit Healthcare Organization	
Total Funding:	\$3,000,000	
Training Track:	Nursing Career Pathways (Track 2)	
Partnership Lead City/State:	Manchester, NH	
Partnerships:	<p>Employer Partners: Elliot Health System; Catholic Medical Center; Southern New Hampshire Hospital; Catholic Charities of New Hampshire's Healthcare Services/Facilities</p> <p>Education and Training Partners: Community College System of New Hampshire; Franklin Pierce University; New England College</p> <p>Workforce Development Partners: New Hampshire Department of Business and Economic Affairs Office of Workforce Opportunity; State Workforce Innovation Board; New Hampshire Employment Security/NH Works</p> <p>Labor Union, Labor-Management Organization, or Worker Organization Partner: New Hampshire Nurses Association</p>	
Optional Partner(s):	New Hampshire Department of Health and Human Services; Network4Health; International Institute of New England; Endowment for Health; MY TURN; Catholic Charities Community Services; Southern NH Area Health Education Center (AHEC)	
Geographic Scope:	Regional	
Service Area:	Southern New Hampshire/Hillsborough County; targeting the greater Manchester and Nashua metropolitan areas and surrounding towns	

<p>Summary of Program Activities:</p>	<p>The project aims to expand and diversify the pipeline of nurses at multiple levels to meet unprecedented demand for nursing professionals in New Hampshire's largest cities of Manchester and Nashua. Both cities are designated Medically Underserved Areas, with notably higher percentages of poverty, diversity, homelessness, high behavioral health and substance use disorders, and language barriers than other New Hampshire regions. The project will expand educational and training opportunities to allow traditionally underserved community members access to nursing programs; reduce burden on staff/healthcare providers by supporting worker-centric staffing models; leverage financial supports from partners to maximize program enrollment, retention, and completion; and grow and diversify the pipeline through collaborative outreach and marketing with our workforce and community organization partners to inform and recruit youth, minorities, immigrants and refugees, career changers, older and disabled workers, and individuals receiving public assistance.</p>
<p>Credentials to Be Awarded:</p>	<p>Licensed Practical Nurse Certificate (LPN); Associate Degree in Nursing (ADN or ASN); Bachelor of Science Degree in Nursing (BSN); Master of Science in Nursing (MSN)</p>
<p>Special Area(s) of Focus or Emphasis:</p>	<p>Granite State PARTNERS is committed to replicability and will continuously evaluate strategies to gather and document valuable "lessons learned" to be incorporated into the design of a Nursing Expansion Educational Symposium that will be taken "on the road" during the final year of the project and delivered in all NH regions. The symposium will share strategies, incentives, training plans, leveraged resources, etc. with healthcare organizations and other stakeholders, and will feature breakout sessions to provide information for individuals interested in health careers and agency case managers who represent various populations.</p>
<p>Population(s) Served:</p>	<p>Unemployed, underemployed, and incumbent workers, with target groups including Temporary Assistance for Needy Families (TANF) recipients; veterans and veteran families; immigrants and refugees; people of color; women/mothers experiencing homelessness; individuals with disabilities; and other underrepresented populations</p>
<p>Projected Number to Enroll in Training:</p>	<p>300</p>
<p>Projected Number of Nursing Professionals Placed into a Preceptor Role:</p>	<p>90</p>

Industry Occupation(s):	Licensed Practical Nurse (LPN); Registered Nurse (RN)
Commitment to Job Quality:	The Granite State PARTNERS commitment to job quality encompasses various aspects to ensure meaningful impact and benefit to the nursing workforce. Key elements include recruitment and hiring strategies focused on diversity and community connections, comprehensive benefit packages offered by partner employers to support staff holistically, apprenticeship programs to remove financial barriers for underserved populations, empowerment initiatives such as surveys and listening sessions with nursing staff to increase retention, shared governance models empowering RNs in decision-making, and evidence-based practice to promote quality care.
Public Contact Information:	Dr. W. Gregory Baxter , President Phone: 603-663-8934

Employee Milwaukee, Inc.

Milwaukee Equitable Nursing Development (MEND) Program

Lead Entity Type:	Nonprofit Organization; Workforce Development Agency	
Total Funding:	\$3,000,000	
Training Track:	Nursing Career Pathways (Track 2)	
Partnership Lead City/State:	Milwaukee, WI	
Partnerships:	<p>Employer Partners: Advocate Aurora Healthcare; Froedtert; Children's Wisconsin; St. Camillus; St. John's on The Lake</p> <p>Education and Training Partners: Milwaukee Area Technical College (MATC); University of Wisconsin Milwaukee; Center for Healthcare Careers Southeast Wisconsin; Marquette University</p> <p>Workforce Development Partner: Employ Milwaukee</p> <p>Labor Union, Labor-Management Organization, or Worker Organization Partners: Hispanic Collaborative; Greater Milwaukee National Association of Hispanic Nurses</p>	
Optional Partner(s):	Journey House	
Geographic Scope:	Local	
Service Area:	Milwaukee, Wisconsin; Milwaukee County	
Summary of Program Activities:	<p>The Milwaukee Equitable Nursing Development (MEND) Program aims to prepare traditionally underserved participants to enter the nursing occupation at any stage and provide training to diverse nursing students, place them in quality nursing jobs, and ultimately support individuals to obtain four-year nursing degrees and fill the critical nursing shortage in the Milwaukee area. Through collaborative partnerships and targeted recruitment, MEND addresses healthcare inequalities, closes the generational wealth gap, and meets the region's healthcare needs.</p>	
Credentials to Be Awarded:	Nursing Assistant Technical diploma; Licensed Practical Nursing (LPN) Technical diploma; Associate Degree in Nursing (ADN); Bachelor of Science in Nursing (BSN)	

Special Area(s) of Focus or Emphasis:	The MEND Program uses evidence-based solutions to develop worker-centered training strategies that prepare underrepresented populations, such as people of color and men, to fill much-needed nursing positions, aiming to increase diversity, equity, and inclusion within the healthcare workforce.	
Population(s) Served:	Individuals in Milwaukee 17 years or older, with an emphasis on Latinx/Hispanic and Black, Indigenous, and People of Color (BIPOC) individuals and veterans	
Projected Number to Enroll in Training:		378
Projected Number of Nursing Professionals Placed into a Preceptor Role:		9
Industry Occupation(s):	Registered Nurse (RN); Acute Care Nurse; Advanced Practice Registered Nurse; Psychiatric Nurse; Clinical Nurse Specialist; Nurse Anesthetist; Nurse Midwife; Nurse Practitioner; Licensed Practical Nurse (LPN); Licensed Vocational Nurse (LVN); Nursing Assistant; Medical Assistant	
Commitment to Job Quality:	The commitment to job quality in the MEND program is evident across various aspects. First, employer partners prioritize recruiting from diverse backgrounds, ensuring a racially and gender-diverse labor pool. Second, comprehensive benefits, including health insurance and retirement plans, are provided, with MEND staff offering support to help participants understand and access these benefits. Third, all partners adhere to Diversity, Equity, and Inclusion (DEI) principles, ensuring systemic barriers are addressed and underrepresented populations are empowered in healthcare careers. Finally, partner organizations such as the Greater Milwaukee National Association of Hispanic Nurses and the Hispanic Collaborative represent underrepresented worker populations, advocating for safe workplaces and providing input on working conditions.	
Public Contact Information:	Chytania Brown , Chief Executive Officer Phone: 414-270-1783	

Forward Careers, Inc.

Nursing.Equity.eXpansion.Training (NEXT) Program

Lead Entity Type:	Nonprofit Organization; Workforce Development Agency	
Total Funding:	\$2,482,195	
Training Track:	Nursing Career Pathways (Track 2)	
Partnership Lead City/State:	Waukesha, WI	
Partnerships:	<p>Employer Partners: Anita's Gardens; Capri Communities; ComForCare; Just Like Home; Lad Lake; Right At Home; Virginia Highlands; Waukesha Free Clinic</p> <p>Education and Training Partners: Moraine Park Technical College; University of Wisconsin Oshkosh</p> <p>Workforce Development Partners: Waukesha-Ozaukee-Washington Workforce Development Board; Southeastern Wisconsin One-Stop Operator</p> <p>Labor Union, Labor-Management Organization, or Worker Organization Partners: Wisconsin Center for Nursing; Wisconsin Hospital Association</p>	
Geographic Scope:	Regional	
Service Area:	Wisconsin counties of Calumet, Columbia, Dodge, Fond du Lac., Green Lake, Jefferson, Kenosha, Milwaukee, Ozaukee, Racine, Sheboygan, Walworth, Washington, Waukesha, and Winnebago	
Summary of Program Activities:	<p>Forward Careers, Inc. and their Nursing.Equity.eXpansion.Training (NEXT) program addresses the shortage of frontline healthcare professionals and paraprofessionals in Central, Eastern, and Southeastern Wisconsin. Through a mix of occupational skills training, work experience, and incumbent worker training, the NEXT program will move individuals through training and into middle to high-skilled positions. By equipping participants with technical nursing skills and providing supportive services, the program aims to ensure access to family-sustaining wages and career advancement opportunities, addressing both workforce shortages and employment barriers in the region.</p>	
Credentials to Be Awarded:	Certified Nursing Assistant (CNA); Associate Degree in Nursing (ADN); Bachelor of Science in Nursing (BSN); Medical Assistant Technical Diploma	

Special Area(s) of Focus or Emphasis:	A 1+2+1 model, developed by the University of Wisconsin, is designed to allow participants to receive both an Associate Degree in Nursing and a Bachelor of Science in Nursing over the course of four years.	
Population(s) Served:	Unemployed, underemployed, and incumbent workers; veterans; military spouses; transitioning service members; women; people of color; justice-served individuals; individuals with disabilities; first-generation college students; and non-traditional adult learners and/or adult learners with employment barriers that hinder movement into career pathways in quality jobs	
Projected Number to Enroll in Training:	165	
Projected Number of Nursing Professionals Placed into a Preceptor Role:	5	
Industry Occupation(s):	Registered Nurse (RN); Nurse Anesthetist; Nurse Midwife; Nurse Practitioner; Psychiatric Technician; Licensed Practical Nurse (LPN); Licensed Vocational Nurse (LVN); Home Health Aide; Personal Care Aide; Psychiatric Aid; Nursing Assistant; Occupational Therapy Assistant/ Aide; Physical Therapist Assistant/Aide; Medical Assistant	
Commitment to Job Quality:	The commitment for job quality in the NEXT program spans several key areas, including participants working closely with Career Planners to help them understand recruitment and hiring processes, benefits, and advocate on their behalf. Additionally, continuous feedback from participants and alignment with industry standards empower underrepresented populations while connecting them with essential resources like healthcare unions.	
Public Contact Information:	Kimberly Trinko , Operations Manager Phone: 262-695-7885	

Healthcare Industry Grant Corporation

New York Nursing Talent Pipeline (NYNTP)

Lead Entity Type:	Business-related Nonprofit Organization; Labor-Management Organization	
Total Funding:	\$3,000,000	
Training Track:	Nursing Career Pathways (Track 2)	
Partnership Lead City/State:	New York, NY	
Partnerships:	<p>Employer Partners: Mount Sinai Health; BronxCare Health System; St. John's Episcopal Hospital; New York Presbyterian, Queens; One Brooklyn Health (OBH); Northwell Health; SBH Health System; Kaleida Health; Montefiore Medical Center; Sunnyside Community Services; Bestcare, Inc.; Cooperative Home Care Associates; Personal-Touch Home Care; People Care; R.A.I.N Total Care, Inc.; VNS Health; Loretto Health and Rehabilitation; Weinburg Campus; Morningside Nursing Rehabilitation Center; Belair Nursing & Rehabilitation Center; Cabrini of Westchester; Upper East Side Rehabilitation and Nursing Center; Carillon Nursing and Rehabilitation Center; Sea Crest Nursing and Rehabilitation Center; Long Beach Nursing and Rehabilitation Center; Workmen's Circle MultiCare Center; Downtown Brooklyn Rehabilitation & Nursing Center; Fordham Nursing and Rehabilitation Center; VillageCare Rehabilitation & Nursing Center; Shore View Nursing and Rehabilitation Center; Peninsula Nursing and Rehabilitation Center; United Hebrew of New Rochelle; Hudson Hill Center for Rehabilitation and Nursing; ArchCare; RCA HealthCare Management; The New Jewish Home; Margaret Tietz Nursing and Rehabilitation Center; Laconia Nursing Home; Parker Jewish Institute for Health Care and Rehabilitation; San Simeon by the Sound San Simeon by the Sound Center for Nursing & Rehabilitation; The Emerald Peek Rehabilitation & Nursing Center</p>	

<p>Partnerships:</p>	<p>Education and Training Partners: College of Staten Island, CUNY; LaGuardia Community College, CUNY; Phillips School of Nursing; Eastern Suffolk BOCES; Western Suffolk BOCES; Rockland BOCES; Lehman College, CUNY; Helene Fuld College of Nursing; Trocaire College; ERIE 1 BOCES; Onondaga Community College, SUNY; Onondaga-Cortland-Madison Counties BOCES; Vocational Education & Extension Board (VEEB) Practical Nursing Program; Curtis High School Adult Practical Nursing Program</p> <p>Workforce Development Partners: New York City Workforce Development Board; The Buffalo and Erie County Workforce Investment Board; CNY Works (Onondaga County Workforce Development Board)</p> <p>Labor Union, Labor-Management Organization, or Worker Organization Partner: 1199SEIU United Healthcare Workers East</p>
<p>Optional Partner(s):</p>	<p>New York State Department of Labor, Office of Apprenticeship; City University of New York (CUNY) Office of Academic Affairs – Health and Human Services; The New York Alliance for Careers in Healthcare (NYACH); and The Healthcare Career Advancement Project (H-CAP)</p>
<p>Geographic Scope:</p>	<p>Local</p>
<p>Service Area:</p>	<p>New York City Metro area, Buffalo, NY and Syracuse, NY</p>
<p>Summary of Program Activities:</p>	<p>The Healthcare Industry Grant Corporation aims to address nursing shortages in New York State through the New York Nursing Talent Pipeline (NYNTP) project. The project will recruit and enroll a diverse range of individuals, including low-wage direct care workers, incumbent nurses, and unemployed and underemployed New Yorkers into nursing career pathway programs leading to middle- to high-skilled nursing occupations. The NYNTP will offer four distinct training and employment opportunities and target underserved communities in NYC, Buffalo, and Syracuse, where poverty rates are high and healthcare access is limited. By training and placing individuals into nursing roles, the project aims to mitigate workforce shortages and promote economic equity in these regions.</p>
<p>Credentials to Be Awarded:</p>	<p>Licensed Practical Nurse (LPN); Associate of Applied Science (AAS) in Nursing; Bachelor of Science (BSN) in Nursing</p>

Special Area(s) of Focus or Emphasis:	<p>NYNTP participants will benefit from no-cost career path education, case management, job placement and support services. The partnership will also expand peer learning groups for all educational pathways. Peer learning groups are self-directed learning groups for participants to share the responsibility for designing, teaching, and participating in weekly study groups that mirror the content of their nursing courses. Based on experience, peer learning groups lead to higher program retention and completion rates.</p>	
Population(s) Served:	<p>Low-income, unemployed, underemployed, and incumbent workers</p>	
Projected Number to Enroll in Training:	<p>160</p>	
Projected Number of Nursing Professionals Placed into a Preceptor Role:	<p>30</p>	
Industry Occupation(s):	<p>Licensed Practical Nurse (LPN); Registered Nurse (RN)</p>	
Commitment to Job Quality:	<p>The commitment for job quality outlined is extensive, aiming to provide participants in the NYNTP with comprehensive support for decent wages, benefits, and career advancement. Participants who are placed in new union jobs or upgrades receive contractually negotiated benefits packages, including health insurance, pension, childcare benefits, and education/job security benefits. Diversity, equity, inclusion, and accessibility are emphasized to ensure a discrimination-free work environment and welcome underserved populations, supported by the strong organizational culture of participating employer partners and the representation of 1199SEIU, the largest healthcare union in the nation.</p>	
Public Contact Information:	<p>Sandi Vito, Executive Director Phone: 212-894-4369</p>	

Montana State University Billings

Rural Eastern Montana Nursing Expansion Program (REMNEP)

Lead Entity Type:	Public/State Controlled Institution of Higher Education	
Total Funding:	\$1,948,894	
Training Track:	Nursing Career Pathways (Track 2)	
Partnership Lead City/State:	Billings, MT	
Partnerships:	<p>Employer Partners: St. Vincent Healthcare Services; Sidney Health Center; Riverstone Health Center; Glendive Medical Center; Fallon Medical Complex; McCone County Health Center; Prairie Community Hospital; Garfield County Health Center</p> <p>Education and Training Partners: Dawson Community College; Eastern Montana Area Health Education Center AHEC</p> <p>Workforce Development Partners: Sidney Job Service Center; Billings Job Service Center</p> <p>Labor Union, Labor-Management Organization, or Worker Organization Partner: Montana Nurses Association</p>	
Optional Partner(s):	District 6 and 7 Human Resource Development Councils	
Geographic Scope:	Regional	
Service Area:	<p>Montana counties Sheridan, Daniels, Valley, Roosevelt, Fergus, Petroleum, Garfield, McCone, Richland, Dawson, Prairie, Wibaux, Golden Valley, Musselshell, Treasure, Rosebud, Custer, Fallon, Stillwater, Carbon, Yellowstone, Big Horn, Powder River, and Carter. Note that only six towns in the target area have populations greater than 5,000 (Sidney, Miles City, Billings, Lewistown, Laurel, Lockwood)</p>	
Summary of Program Activities:	<p>The Rural Eastern Montana Nursing Expansion Program (REMNEP) seeks to address the critical shortage of healthcare workers in rural eastern and south-central Montana through their degree programs. Covering a vast area of twenty-four counties, REMNEP aims to recruit, train, and graduate rural Eastern Montana students, with a focus on those likely to return to their hometowns to work. By offering high-quality training and substantially increasing earning potential for graduates, REMNEP aims to address the critical shortage of healthcare professionals and improve economic opportunities in the region.</p>	

Credentials to Be Awarded:	Licensed Practical Nurse (LPN) (Certificate of Applied Science); Registered Nurse (RN) (Associate of Science)	
Special Area(s) of Focus or Emphasis:	Focuses on rural and/or low-income incumbent or potential healthcare workers in Health Professional Shortage Areas (HPSAs) and Medically Underserved Areas (MUAs) in rural eastern and south-central Montana.	
Population(s) Served:	Unemployed, underemployed, and incumbent workers, with a focus on rural and/or low-income populations	
Projected Number to Enroll in Training:		130
Projected Number of Nursing Professionals Placed into a Preceptor Role:		30
Industry Occupation(s):	Registered Nurse (RN); Licensed Practical Nurse (LPN)	
Commitment to Job Quality:	REMNEP's comprehensive approach to job quality focuses on the diverse needs of workers beyond monetary awards, including professional development and training opportunities, fostering a positive work environment, and leveraging feedback from preceptors and nursing students to drive continuous improvement efforts.	
Public Contact Information:	Cindy Bell , Director Grants & Sponsored Programs Phone: 406-657-2363	

Northwell Health Inc.

Northwell Health Advancing Nursing Careers Experience (NHANCE) Program

Lead Entity Type:	Nonprofit Healthcare Organization	
Total Funding:	\$2,999,890	
Training Track:	Nursing Career Pathways (Track 2)	
Partnership Lead City/State:	New Hyde Park, NY	
Partnerships:	<p>Employer Partners: Hospitals and sub-acute facilities of Northwell Health, including Stern Center for Rehabilitation, Orzac Center for Rehabilitation, Glen Cove Hospital, Huntington Hospital, Long Island Jewish Forest Hills Hospital, North Shore University Hospital, Mather Hospital, Peconic Bay Medical Center</p> <p>Education and Training Partners: Suffolk County Community College; Nassau County Community College; Queensborough Community College; York College; SUNY Empire State College</p> <p>Workforce Development Partners: Long Island Regional Economic Development Council; Suffolk County Department of Labor; Licensing and Consumer Affairs; Hempstead/Long Beach Workforce Development Board</p> <p>Labor Union, Labor-Management Organization, or Worker Organization Partners: American Nurses Association – New York; New York Organization for Nursing Leadership; Greater New York City Black Nurses Association; Hispanic Nurses Association of NY; Indian Nurses Association of New York</p>	
Geographic Scope:	Local	
Service Area:	NY Metro Area: Long Island counties of Nassau, Suffolk, and Queens	
Summary of Program Activities:	<p>The Northwell Health Advancing Nursing Careers Experience (NHANCE) program will equip participants with the academic and clinical training required for licensure and employment as Registered Nurses and Licensed Practical Nurses. The NHANCE program targets incumbent patient support team members, particularly from historically underrepresented groups, providing advancement opportunities into nursing roles while addressing critical shortages in direct care nursing. This program not only addresses workforce shortages but also empowers individuals and uplifts communities by offering pathways to career advancement and economic stability.</p>	

Credentials to Be Awarded:	Licensed Practical Nursing Certificate (LPN); associate degree (AAS); bachelor's degree (BSN)	
Special Area(s) of Focus or Emphasis:	Focusing on incumbent team members already serving communities, the NHANCE program offers a novel approach to addressing workforce shortages while promoting diversity, equity, and inclusion within Northwell Health and its service areas.	
Population(s) Served:	Incumbent workers in patient support team roles, approximately 75% are from historically underrepresented groups in nursing occupations	
Projected Number to Enroll in Training:		100
Projected Number of Nursing Professionals Placed into a Preceptor Role:		100
Industry Occupation(s):	Registered Nurse (RN), Licensed Practical Nurse (LPN)	
Commitment to Job Quality:	Northwell Health's provision of comprehensive benefits, promotion of diversity, equity, inclusion, and accessibility, and empowerment of employees through shared governance councils underscores its dedication to fostering a supportive work environment. Additionally, significant pay increases and ongoing support for skills development highlight its commitment to advancing career opportunities for participants. With lower turnover rates and recognition for organizational culture, Northwell prioritizes job security and favorable working conditions.	
Public Contact Information:	Diane Marbury, Senior Director, Grants Management Phone: 516-465-2776 E-mail: GMO@northwell.edu	

Riverside Community College District/Riverside City College (RCC)

Nursing Career Pathways Track

Lead Entity Type:	Public/State Controlled Institution of Higher Education
Total Funding:	\$2,667,639
Training Track:	Nursing Career Pathways (Track 2)
Partnership Lead City/State:	Riverside, CA
Partnerships:	<p>Employer Partners: Parkview Community Medical Center; Providence Administrative Consulting Services; Riverside Community Hospital; Riverside University Health System; Arrowhead Regional Medical Center</p> <p>Education and Training Partner: Riverside City College</p> <p>Workforce Development Partner: Riverside County Department of Workforce Development</p> <p>Labor Union, Labor-Management Organization, or Worker Organization Partner: The Education Fund—SEIU & UHW Joint Employer Education Fund</p>
Optional Partner:	CA State Department of Industrial Relations, Division of Apprenticeship Standards
Geographic Scope:	Regional
Service Area:	California counties of Riverside and San Bernardino
Summary of Program Activities:	The Riverside Community College District's (RCC) Nursing Career Pathways project addresses critical healthcare worker needs in the Southern California region by expanding multiple formal apprenticeship programs and accelerated educational career pathways, along with providing wrap-around academic and supportive services. By offering multiple career pathways, from entry-level positions to master's degree programs, the project aims to address workforce shortages, enhance economic mobility, and improve patient outcomes in the region.
Credentials to Be Awarded:	Certified Nursing Assistant (CNA); Licensed Vocational Nursing (LVN); Associate Degree in Nursing (ADN)

Special Area(s) of Focus or Emphasis:	Any student admitted to the Registered Nurse (RN) program who also meets the California State University's (CSU) requirements may choose to participate in the RCC-CSU Concurrent Enrollment Program (CEP). This program allows students to be dually enrolled at RCC and CSU (Fullerton or San Bernardino). Following graduation and conferral of a degree from the RN program, graduates seamlessly transfer into the CSU and complete a baccalaureate degree within six months to one year.	
Population(s) Served:	Unemployed, underemployed, and incumbent workers; African Americans, particularly males; and veterans	
Projected Number to Enroll in Training:	220	
Projected Number of Nursing Professionals Placed into a Preceptor Role:	10	
Industry Occupation(s):	Registered Nurse (RN); Critical Care Nurse; Licensed Practical Nurse (LPN); Licensed Vocational Nurse (LVN); Home Health Aide; Nursing Assistant (CNA)	
Commitment to Job Quality:	Employer partners express strong dedication to providing high-quality jobs and supporting worker voice, evident in their endorsement of apprenticeship tracks. Additionally, collaboration with the Education Fund ensures close monitoring of worksite conditions, robust worker advocacy, and support for apprentice and incumbent worker involvement. Unionization across all partners underscores a commitment to worker-centered strategies, ensuring quality positions and proactive support for Diversity, Equity, Inclusion, and Accessibility efforts and worker representation.	
Public Contact Information:	Claire Oliveros , President, Riverside College Phone: 951-222-8804	

Sanford Health

Student Nurse to Nurse Preceptor Career Pathway

Lead Entity Type:	Nonprofit Healthcare Organization	
Total Funding:	\$2,954,400	
Training Track:	Nursing Career Pathways (Track 2)	
Partnership Lead City/State:	Sioux Falls, SD	
Partnerships:	<p>Employer Partners: Sanford Medical Center; Sanford Medical Center Fargo; Sanford Bismarck Medical Center; Sanford Bemidji Medical Center; Sanford Health Network; Sanford Health Network North; The Evangelical Lutheran Good Samaritan Society</p> <p>Education and Training Partners: North Dakota State University; South Dakota State University</p> <p>Workforce Development Partner: North Dakota Workforce Development Division</p> <p>Labor Union, Labor-Management Organization, or Worker Organization Partners: South Dakota Association of Healthcare Organizations; North Dakota Nurses Association; UFCW Local</p>	
Optional Partner(s):	Sanford Health Military and Veterans Affairs	
Geographic Scope:	National	
Service Area:	North Dakota, South Dakota, Minnesota, and Iowa	
Summary of Program Activities:	<p>Sanford Health aims to address critical healthcare workforce shortages, focusing on Registered Nurses (RNs) in a scope spanning South Dakota, North Dakota, Minnesota, and Iowa. With a vast network of medical centers, clinics, and senior living facilities, Sanford is deeply embedded in these regions, particularly in rural areas designated as Health Professional Shortage Areas for primary care and mental health. In the proposed career pathway, interns and accelerated BSN students will receive their RN degrees and successfully transition to practice, increasing the number of well-prepared nurses.</p>	
Credentials to Be Awarded:	Bachelor of Science in Nursing (BSN)	

Special Area(s) of Focus or Emphasis:	Sanford Health's project provides comprehensive support to rural healthcare workers, including initiatives like community outreach, workforce development programs, and the addition of specialized roles like Native American Community Advocate and Navigator.	
Population(s) Served:	Individuals in rural or frontier counties; American Indian/Alaskan Native individuals; and veterans	
Projected Number to Enroll in Training:		715
Projected Number of Nursing Professionals Placed into a Preceptor Role:		200
Industry Occupation(s):	Registered Nurse (RN)	
Commitment to Job Quality:	Sanford Health promotes worker voice through a comprehensive employee survey, supports multiple scholarship programs for employees, and provides leadership and preceptor training opportunities for its nurses.	
Public Contact Information:	Kristi Crawford , Director, AOR Phone: 701-234-5909	

Spalding University, Inc.

Spalding PATH (Partners Aligned to Transform Healthcare)

Lead Entity Type:	Private Institution of Higher Education	
Total Funding:	\$ 2,371,023	
Training Track:	Nursing Career Pathways (Track 2)	
Partnership Lead City/State:	Louisville, KY	
Partnerships:	<p>Employer Partners: Baptist Floyd Hospital; Flaget Memorial Hospital; Mary & Elizabeth Hospital - University of Louisville; Park DuValle Community Health Center</p> <p>Education and Training Partners: Elizabethtown Community and Technical College; Jefferson Community and Technical College</p> <p>Workforce Development Partner: KentuckianaWorks, Inc.</p> <p>Labor Union, Labor-Management Organization, or Worker Organization Partner: Kentucky Nurses Association</p>	
Geographic Scope:	Regional	
Service Area:	Jefferson and Hardin counties in Kentucky; Floyd County in Indiana	
Summary of Program Activities:	<p>Spalding Partners Aligned to Transform Healthcare (PATH) will increase the number of qualified nursing professionals (i.e., BSN prepared nurses and MSN prepared psychiatric mental health nurse practitioners) for the Kentucky/Indiana region through direct entry to a nursing program pathway, clinical homes model of clinical education, technology-based didactic experiences, and strengthened simulation training. Mental healthcare access needs for the region are significant, including the prevalence of opioid abuse and other mental health issues and the Mental Health Nurse Practitioner track will produce qualified graduates that can help close the gap in this provider shortage.</p>	
Credentials to Be Awarded:	Bachelor of Science in Nursing (BSN); Psychiatric Mental Health Nurse Practitioner (PMHNP)	

Special Area(s) of Focus or Emphasis:	The clinical homes model is an innovative model of clinical education created out of hybrid between on-the-job training and traditional clinical placement approach. Students are recruited and placed within a single health partner during the entire clinical experience. Even though students are not hired or paid during the clinical experience, the training conducted in the workplace is performed under the direct supervision of one or more trained nursing preceptors.	
Population(s) Served:	Incumbent workers; veterans and/or veteran spouses	
Projected Number to Enroll in Training:	415	
Projected Number of Nursing Professionals Placed into a Preceptor Role:	338	
Industry Occupation(s):	Registered Nurse (RN); Psychiatric Nurse (PMHNP)	
Commitment to Job Quality:	Spalding PATH and their partners are committed to the holistic approach of developing nursing professionals through competitive pay, comprehensive benefits, tuition assistance and loan repayments, and internal professional development opportunities. Some partners offer flexible work schedules and others encourage active participation in a shared governance structure.	
Public Contact Information:	John Burden , Chief of Strategic Initiatives and Compliance Phone: 502-585-7101	

The WorkPlace

HealthCareerRx Academy: Nursing Expansion

Lead Entity Type:	Workforce Development Agency	
Total Funding:	\$2,997,368	
Training Track:	Nursing Career Pathways (Track 2)	
Partnership Lead City/State:	Bridgeport, CT	
Partnerships:	<p>Employer Partners: Connecticut Department of Mental Health and Addiction Services (DMHAS); Griffin Hospital; iCare; Hartford Health</p> <p>Education and Training Partners: Connecticut State Colleges and Universities (CSCU); Goodwin University</p> <p>Workforce Development Partners: Office of Workforce Strategies; Capital Workforce Partners</p> <p>Labor Union, Labor-Management Organization, or Worker Organization Partners: New England Health Care Employee Union Local 1199 Training and Upgrade Fund; SEIU Local 1199 NE</p>	
Optional Partner(s):	Connecticut Hospital Association (CHA); Connecticut Center for Nursing Workforce, Inc. (CCNW); Social Ventures Partners; Southern Connecticut Black Nurses Association (SCBNA)	
Geographic Scope:	Statewide	
Service Area:	The state of Connecticut, with emphasis on large, high-need urban areas of the Southwest and North Central regions, including the counties of Fairfield, New Haven, and Hartford and the cities of Bridgeport and Hartford.	
Summary of Program Activities:	<p>The proposed project is a natural extension and evolution of The WorkPlace's current and successful HealthCareerRx Academy (HCA) model—serving as the next step for entry-level nursing professionals to upskill their careers and secure crucial middle- and high-skilled careers in Connecticut's understaffed medical workforce.</p> <p>Employment and training activities include a mix of both classroom instruction and site experience required to achieve an associate degree and Registered Nurse certification. Unique training pathways will be provided by the project partners.</p>	
Credentials to Be Awarded:	Associate Degree in Nursing (ADN); Bachelor of Science in Nursing (BSN)	

Special Area(s) of Focus or Emphasis:	The program incorporates a robust case management model coupled with The WorkPlace's unique concierge model to connect participants to much-needed resources. In the traditional role of a concierge at a fine hotel, that individual assists guests by welcoming them and acting as a point of reference for assistance who understands the customers' needs. The concierge provides wrap-around services that can include transportation assistance, childcare, housing, licensing fees, professional attire, and other services to address barriers to success.
Population(s) Served:	Unemployed, underemployed, and incumbent workers; veterans; and historically marginalized and underrepresented populations, including women, people of color, justice-impacted individuals, individuals with disabilities, and other populations with employment barriers
Projected Number to Enroll in Training:	200
Projected Number of Nursing Professionals Placed into a Preceptor Role:	24
Industry Occupation(s):	Nursing Assistant; Licensed Practical and Licensed Vocational Nurse (LPN, LVN); Registered Nurse (RN)
Commitment to Job Quality:	The proposed programming will include education about worker rights and representation, specifically regarding unionization. Representatives from the New England Health Care Employees Union, SEIU 1199NE will provide an informed approach to empowerment directly to participants, as well as suggest training and education materials to be integrated into the curriculum where applicable.
Public Contact Information:	Joseph Carbone , President/CEO Phone: 203-610-8502

Thomas Edison State University (TESU)

Expanding Mental Health Nursing Pathways in High-Needs Geographic Areas of New Jersey

Lead Entity Type:	Public/State Controlled Institution of Higher Education	
Total Funding:	\$2,761,271	
Training Track:	Nursing Career Pathways (Track 2)	
Partnership Lead City/State:	Trenton, NJ	
Partnerships:	<p>Employer Partners: Trenton Psychiatric Hospital; Ancora Psychiatric Hospital; Capital Health System</p> <p>Education and Training Partner: Thomas Edison State University</p> <p>Workforce Development Partner: Gloucester County Workforce Development Board</p> <p>Labor Union, Labor-Management Organization, or Worker Organization Partner: New Jersey State Nurses Association</p>	
Optional Partner(s):	Mercer County Community College; Raritan Valley Community College	
Geographic Scope:	Local	
Service Area:	Central New Jersey, including the City of Trenton and surrounding New Jersey communities of Mercer County, Camden County, Somerset County, Burlington County, and Gloucester County	
Summary of Program Activities:	<p>Thomas Edison State University (TESU) will train frontline nursing professionals along a career pathway designed to fill a critical nursing shortage in Psychiatric Mental Health (PMH). The project will provide pathways for 1) the recruitment of associate degree prepared Registered Nurses (RNs) into PMH positions, 2) career and skill advancement for RNs to higher paying and more highly skilled Bachelor's prepared Psychiatric Mental Health Registered Nurses, and 3) Bachelor of Science in Nursing (BSN) nurses to master's level Psychiatric/Mental Health Nurse Practitioners. In addition, pathway progression will be supported within Employer Partners through the development of preceptor training and certification.</p>	

Credentials to Be Awarded:	Bachelor of Science in Nursing (BSN); Master of Science in Nursing/Nurse Practitioner (MSN) with Psychiatric/Mental Health Nurse Practitioner (PMHNP) certification	
Special Area(s) of Focus or Emphasis:	The PMHNP program will be a 40-credit program aligned with competencies established by professional organizations. Courses will be 100% online and asynchronous, with two required weekend sessions in the simulation lab to demonstrate assessment and patient care skills.	
Population(s) Served:	Unemployed, underemployed, and incumbent workers	
Projected Number to Enroll in Training:		135
Projected Number of Nursing Professionals Placed into a Preceptor Role:		35
Industry Occupation(s):	Registered Nurse (RN); Advanced Practice Psychiatric Nurse (PMHNP)	
Commitment to Job Quality:	RN employees at Trenton Psychiatric Hospital and Ancora Psychiatric Hospital have union representation by Communication Workers of America (CWA). Employer partner Capital Health System's Shared Governance model is described as "a management style that promotes nurse involvement in decisions that affect their practice by empowering nurses to contribute and participate in their work environment."	
Public Contact Information:	Cynthia Baum , Provost and Senior VP for AA Phone: 609-984-1120	

University of Jamestown

Learning Center Model

Lead Entity Type:	Private Institution of Higher Education
Total Funding:	\$2,329,543
Training Track:	Nursing Career Pathways (Track 2)
Partnership Lead City/State:	Jamestown, ND
Partnerships:	<p>Employer Partners: Sanford Health; Jamestown Regional Medical Center; SMP Health, Ave Maria; Anne Carlsen</p> <p>Education and Training Partners: University of Jamestown</p> <p>Workforce Development Partners: Job Service North Dakota</p> <p>Labor Union, Labor-Management Organization, or Worker Organization Partner: North Dakota Nursing Association</p>
Optional Partner:	Synergis Education
Geographic Scope:	Statewide
Service Area:	North Dakota
Summary of Program Activities:	<p>University of Jamestown's program creates a Learning Center, a dedicated nursing education space with a simulation laboratory, classrooms, mentoring space, and a specially developed curriculum for the program. The distinctive characteristics of the Learning Center Model are designed to attract a new population of learners, including the creation of an education and career pathway for second-career learners by offering an accelerated option to those with bachelor's degrees from different fields. This space will also provide an accredited, entry-level nursing program. This novel nursing pathway will grow the North Dakota nursing workforce, improve nursing program graduates' immediate and long-term employment outcomes, and increase statewide nursing retention.</p>
Credentials to Be Awarded:	Associate of Science in Nursing (ASN); Direct-Entry Master of Science in Nursing (DEMSN)

Special Area(s) of Focus or Emphasis:	While the human touch is at the center of student retention, the University of Jamestown is in the process of integrating the Nuro Retention software into the student learning process via the student learning management system. The software integrates with the University learning management system using AI technology to guide conversations with students to assess retention risks, helping the Student Success Team act quickly and early to offer support to struggling students.	
Population(s) Served:	Adults aged 18 – 55 who hold a high school diploma/GED, associate degree in nursing, or a bachelor's degree in a non-nursing discipline. Aim to recruit 90% of our enrolled students from low-income and minority communities	
Projected Number to Enroll in Training:	239	
Projected Number of Nursing Professionals Placed into a Preceptor Role:	70	
Industry Occupation(s):	Registered Nurse (RN)	
Commitment to Job Quality:	Nursing professionals across North Dakota are represented by the North Dakota Nurses Association (NDNA). As the part of their mission to promote the safety and well-being of nurses in the workplace, NDNA has been a proud advocate for creating programs that take meaningful action to address the chronic causes of nursing shortages that have occurred over the past 50 years. Sanford Health has a formalized Nursing Shared Governance with several NDNA councils that work together to represent the needs for innovation and well-being.	
Public Contact Information:	Tena Lawrence , Executive Vice President Phone: 701-320-4584	

University of South Dakota

South Dakota Nursing Network

Lead Entity Type:	Public/State Controlled Institution of Higher Education
Total Funding:	\$3,000,000
Training Track:	Nursing Career Pathways (Track 2)
Partnership Lead City/State:	Vermillion, SD
Partnerships:	<p>Employer Partners: Avera Health; Bowdle Healthcare; Horizon Health; Human Services Center; LifeScape; Monument Health; Sanford Health</p> <p>Education and Training Partners: Mitchell Technical College; Southeast Technical College; University of South Dakota</p> <p>Workforce Development Partner: South Dakota Department of Labor & Regulation</p> <p>Labor Union, Labor-Management Organization, or Worker Organization Partners: South Dakota Board of Nursing; South Dakota Nurses Association</p>
Geographic Scope:	Statewide
Service Area:	State of South Dakota
Summary of Program Activities:	<p>Called the South Dakota Nursing Network (SDNN), this group of employers, workforce development agencies, and training programs will come together to improve training, move towards good quality jobs, and address systemic issues related to nursing that has resulted in the critical nursing shortage in South Dakota. The program will train 128 nurses specifically targeting rural, low-income, and historically underrepresented groups for movement into middle- and high-skilled nursing careers, with special attention on increasing behavioral health nursing pathways.</p>
Credentials to Be Awarded:	Bachelor of Science in Nursing (BSN); Master of Science in Nursing (MSN)

Special Area(s) of Focus or Emphasis:	To address the lack of exposure to the range of nursing careers to underrepresented and low-level pathway entrants, the project outreach approach includes direct recruitment of underserved populations and Tribal populations into BSN and MSN programs by leveraging the project partner's current relationships with four sovereign nations and the Tribal Health Board (representing nine tribes).	
Population(s) Served:	Unemployed individuals; incumbent workers; historically marginalized and underrepresented populations, including black, Indigenous, people of color, low-income, and rural populations	
Projected Number to Enroll in Training:	128	
Projected Number of Nursing Professionals Placed into a Preceptor Role:	10	
Industry Occupation(s):	Registered Nurse (RN); Acute Care Nurse; Critical Care Nurse	
Commitment to Job Quality:	The SDNN project plans to implement two teams – Equity in Recruitment & Hiring and Developing Good Quality Jobs – to address increasing job quality principles. These teams will review the related policies and practices of partners focused on nondiscrimination in recruitment and hiring, whether benefits are family sustaining, and pay stability at a living wage.	
Public Contact Information:	Daniel Engebretson, Vice President for Research Phone: 605-658-3760 E-mail: orsp@usd.edu	

Valley Initiative for Development and Advancement (VIDA)

Rio Grande Valley Healthcare Professional Expansion Initiative

Lead Entity Type:	Nonprofit Community-Based Organization	
Total Funding:	\$3,000,000	
Training Track:	Nursing Career Pathways (Track 2)	
Partnership Lead City/State:	Mercedes, TX	
Partnerships:	<p>Employer Partners: South Texas Health System; Mission Regional Medical Center; Valley Baptist Health System</p> <p>Education and Training Partners: South Texas College; Texas State Technical College</p> <p>Workforce Development Partners: Workforce Solutions Lower Rio Grande Valley; Workforce Solutions Cameron</p> <p>Labor Union, Labor-Management Organization, or Worker Organization Partner: Texas Nurses Association</p>	
Optional Partner(s):	Valley Interfaith	
Geographic Scope:	Regional	
Service Area:	Texas counties of Hidalgo, Cameron, Willacy, and Starr	
Summary of Program Activities:	<p>In response to the critical need for nursing and allied health professionals, Valley Initiative for Development and Advancement (VIDA), in conjunction with other key partners, is implementing innovative approaches that meet the employers needs for high-skilled labor while simultaneously addressing low-income residents' need for high-paying occupations. The program adopts a holistic, worker-centered approach that includes wrap-around services to ensure that each student accepted into the program receives the necessary support, fosters a sense of belonging and community, and establishes a solution to the nursing crisis that builds off a collective desire to give back, including embedded mentoring opportunities throughout the program.</p> <p>The program will also utilize innovative technology-based solutions, including augmented virtual reality (AR) to deliver clinical training to underserved areas.</p>	

Credentials to Be Awarded:	Patient Care Technician (PCT) certificate; Licensed Vocational Nurse (LVN) certificate; associate degrees in Nursing (ADN), Occupational Therapist, and Physical Therapy; Bachelor of Science in Nursing (BSN)	
Special Area(s) of Focus or Emphasis:	Accepted program participants must meet individually with a VIDA counselor once per month. This is to discuss academic progress, financial issues, living situation, health concerns, etc. The counselor operates as a facilitator whose role is to empower students to take control of their situation and ensure their successful completion of the program. When deemed appropriate, the counselor will also be able to allocate resources to address potential financial barriers.	
Population(s) Served:	Unemployed, underemployed, and incumbent workers; historically marginalized and underrepresented populations, particularly low-income and underemployed Hispanic populations	
Projected Number to Enroll in Training:		725
Projected Number of Nursing Professionals Placed into a Preceptor Role:		10
Industry Occupation(s):	Registered Nurse (RN); Licensed Practical Nurse (LPN); Licensed Vocational Nurse (LVN)	
Commitment to Job Quality:	Project partners are not only committed to the long-term success of the participants as employees, but as residents in the community. In addition to sessions that help integrate participants into the world of work and connect them with mentors at area hospitals, participants also receive separate financial literacy training, sponsored by PNC Bank. This is designed to help low-income residents successfully transition to middle and high-skilled occupations without inadvertently creating new financial stresses. The investment in this project represents an intentional movement away from recruiting temporary contractors or foreign labor and employers making long-term investments in the development of the skills of residents.	
Public Contact Information:	Felida Villarreal , President and CEO Phone: 956-903-1900 ext 123	

Yavapai County Community College District

YC LPN Fast Track

Lead Entity Type:	Public/State Controlled Institution of Higher Education	
Total Funding:	\$1,124,821	
Training Track:	Nursing Career Pathways (Track 2)	
Partnership Lead City/State:	Prescott, AZ	
Partnerships:	<p>Employer Partners: Dignity Health Yavapai Regional Medical Center; Northern Arizona Veterans Affairs Health Care System; Good Samaritan Society; Granite Creek Health and Rehabilitation Center</p> <p>Education and Training Partner: Yavapai College</p> <p>Workforce Development Partner: Northern Arizona Council of Governments</p> <p>Labor Union, Labor-Management Organization, or Worker Organization Partner: Arizona Nurses Association</p>	
Geographic Scope:	Local	
Service Area:	Yavapai County, AZ	
Summary of Program Activities:	Yavapai College (YC) will work to elevate Certified Nurse Assistants, Licensed Nursing Assistants, and Military Medical Personnel to the role of Licensed Practical Nurse (LPN) through the YC LPN Fast Track program. This project will address this need within Yavapai County, Arizona, encompassing its vast geographic area and large population of middle-aged to senior citizens.	
Credentials to Be Awarded:	Licensed Practical Nurse (LPN) certificate	
Special Area(s) of Focus or Emphasis:	The YC LPN Fast Track program will allow experienced healthcare workers to complete the 22-credit program in two semesters. In addition, the program's partner healthcare organizations all agree to provide clinical preceptors for the clinical courses, and multiple partners offer incentives to preceptors.	
Population(s) Served:	Incumbent workers in entry-level healthcare professions, with a focus on male nurses, unemployed, underemployed	
Projected Number to Enroll in Training:	120	

Projected Number of Nursing Professionals Placed into a Preceptor Role:		2
Industry Occupation(s):	Licensed Practical Nurse (LPN)	
Commitment to Job Quality:	YC ensures fair and non-discriminatory admission processes for its LPN Fast Track program and collaborates with employer partners, workforce development organizations, and worker organizations to guarantee stable wages, competitive benefits, and safe working conditions. Additionally, the YC LPN Fast Track program serves as a steppingstone for career advancement, aligning with YC's strategic goal of preparing graduates for living wage jobs.	
Public Contact Information:	Diane Ryan , Vice President of Academic Affairs Phone: 928-717-7644	