



Using Healthcare Apprenticeships and Additional Avenues to Address Critical Healthcare Shortages

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- Service Area: Gaston and Lincoln County
- Achieving the Dream* Leader College
- Racial Equity for Adult Credentials in Higher Education* (REACH Deeper) college
- Successful healthcare programs:
 - Stable enrollment
 - High state exam pass rates
 - Well-prepared graduates
- Culture of innovation



In comparison to State and Nation, our service area has:

- Higher poverty rate
- Higher unemployment rate
- Lower number of individuals aged 25 years and above with a minimum of a Bachelor's degree
- Low economic mobility



CaroMont Health

- Established in 1946, CaroMont Regional Medical Center is a 476-bed medical center located in Gastonia, NC.
- Healthcare system includes physician offices, acute care centers, and specialty offices.
- Nationally recognized for exceptional care and patient safety
- Second hospital, medical office building, and ambulatory care center will open in 2024
- Early estimates suggest the new hospital alone could create as many as 350 new jobs in the region and see as many as 16,000 patients in the first year.



National and State Healthcare Shortages

- Greater than 1 million nurses will leave the profession by 2030.
- Nearly 1 in 5 nurses left their jobs within the first two years of the pandemic.
- As the labor supply shrinks and demand for services grow, health systems are paying \$24 billion more per year for healthcare providers than they did prior to the pandemic.
- By 2026, the state of North Carolina will need more than 13,000 nurses to mitigate the nursing shortage.
- American Health Association data is showing there will be a shortage of up to 3.2 million health care workers by 2026.



**GC's GOAL: Supply more graduates
for the local healthcare community.**

Avenues to Address the Critical Needs



Expansion of:

- Apprenticeship Pathways
- New Programs and Pathways
- Simulation/Laboratory facilities and Equipment
- New Employee Types
- New Instructional Sites



Apprenticeship 321



- Started in 2015
- GC holds standards
- On the job training
- Related instruction
- Mentor provided by GC and company
- Began with traditional pathways such as manufacturing and industrial maintenance

Why do it?

- Low/no cost for student
- Increased recruitment and retention for company

Enhancements Through Partnership

- New pathways outside traditional pathways
- Cohort-based model
 - Class time/day chosen to meet needs of employer and students
 - Class forms partnerships while in school together



CaroMont

All Apprentices in cohort from same company



New Programs, Pathways, and Delivery

Apprenticeship

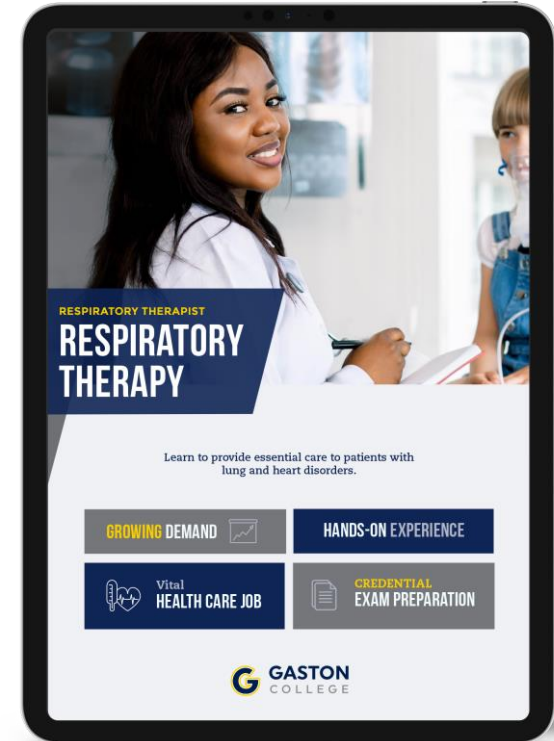
Programs

Simulation

New Employee
Types




Instructional
Sites


- New programs:
 - Central Sterile Processing
 - Health Information Technology (ISA)
 - Surgical Technology
 - Pharmacy Technology
 - Respiratory Therapy Technology (ISA)
 - Emergency Medical Responder
- Compressed nurse aide course offerings
- Transition from curriculum to continuing education to reduce costs for students (central sterile, phlebotomy, nurse aide)



RESPIRATORY THERAPIST
RESPIRATORY THERAPY

Learn to provide essential care to patients with lung and heart disorders.

GROWING DEMAND 	HANDS-ON EXPERIENCE
 Vital HEALTH CARE JOB	 CREDENTIAL EXAM PREPARATION

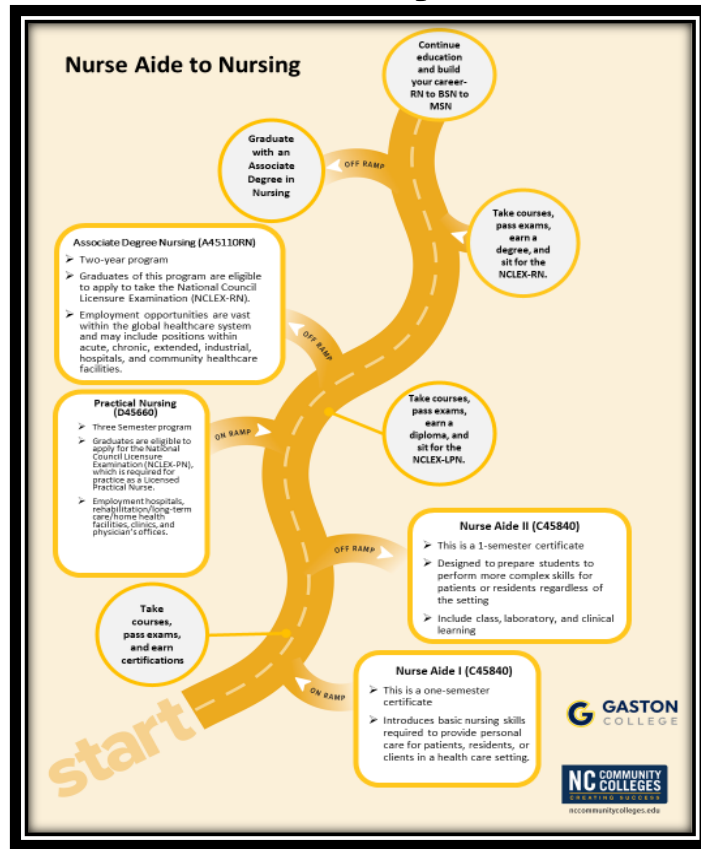
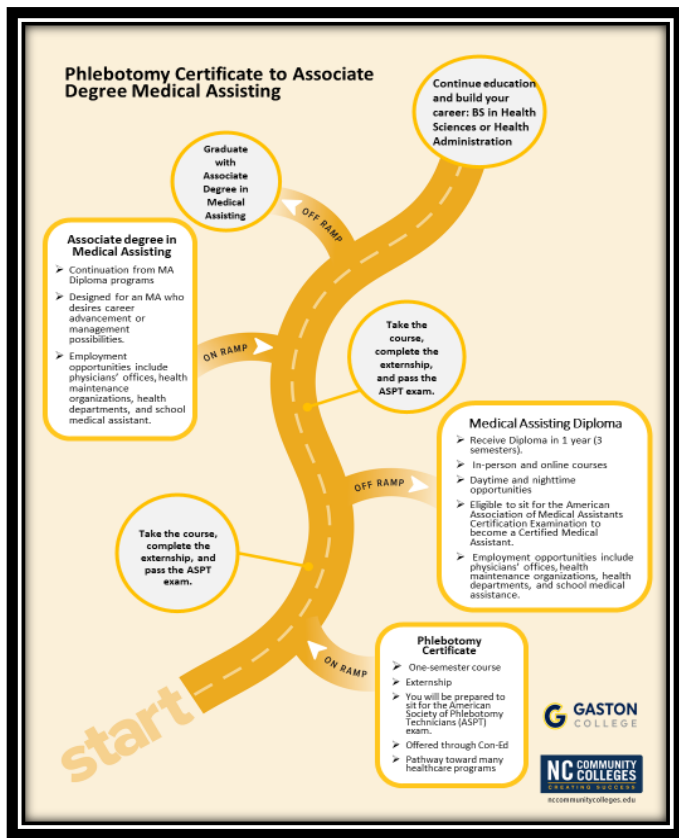
 **GASTON**
COLLEGE

New Programs, Pathways, and Delivery

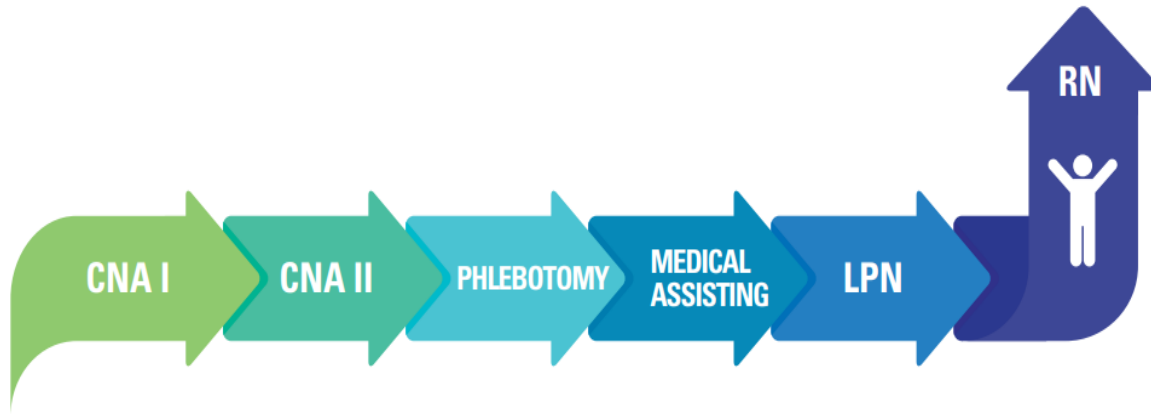
- Gaston College selected as REACH Deeper college in 2022 to help break cycle of poverty
- REACH Deeper is intended to focus on supporting adults of color complete credentials
- As a part of this effort, Gaston College created four career pathways to allow students to progress through credential attainment



Example REACH Pathways



New Apprenticeship Pathways Since 2023



- Practical Nursing to Associate Degree Nursing (LPN-to-RN)
- Medical Assisting
- Phlebotomy
- Surgical Technology
- Respiratory Therapy*

Types of Support for Students



Academic

- Strength and opportunity reports generated for each test
- Success plans
- CH Apprenticeship Mentor



Clinical

- CaroMont provides the clinical opportunities for all our students
- Dedicated preceptorship site



Financial

- Transition from Sign on Bonus to Student Scholarship

Total cost: \$120

We provide answers to students' common concerns.

Admission Process



- Students met the College's minimum eligibility requirements for admission (i.e., GPA, general education completion, ATI TEAS testing, nurse aide completion)
- Completion of dual-enrollment pathways offers guaranteed admission
- An application management system (Smarter Select) was adopted to compile information and calculate points for admission
- Greater efficiency for College and more student-friendly

Apprenticeship

Programs

Simulation

New Employee
Types

Instructional
Sites

Simulation/Laboratory Facilities and Equipment



- Increase from two to five simulation spaces
- Additional simulation and laboratory equipment
- Now share simulation space with CaroMont staff

Mobile Simulation



Expansion of Simulation Space



New Employee Types



Simulation Educator



Ensures simulation standards of best practice are utilized in lab and simulation

Simulation
Information
Technology
Technician



Provides technical support to assist with operating and maintaining the equipment

Assistant Dean,
Partnerships



Identifies areas of critical needs and helps lead efforts to address needs

New Instructional Sites: Dual-Enrollment Pathways

East Gaston CaroMont Health Academy



Programs:

- Health and Fitness Science
- Medical Assisting
- Foundations of Healthcare (pre-medical)
- Healthcare Cybersecurity



New Instructional Sites: Dual-Enrollment Pathways

Programs:

- Human Services Technology
- Pre-Nursing
- Health Information Technology
- Biotechnology (medical lab science and pre-med)



Gaston County Early College of Medical Sciences at Gaston College

Over 900 CCP and EC Students

Apprenticeship

Programs

Simulation

New Employee
Types

Instructional
Sites

Other New Instructional Sites

Apprenticeship

Programs

Simulation

New Employee
Types

Instructional
Sites

CaroMont Health:
Surgical Technology
program uses operating
rooms on Mondays and
Fridays

Immersive Room
Can be used to create
multiple environments



2019

**CNA II and
Paramedic
Apprenticeships**

EGCHA Begins

**Expansion of
Simulation**

2020

**CNA I
Apprenticeships**

GCECMS Begins

**Expansion of
Simulation**

2021

**Health Information
Tech**

Pharmacy Tech

**Expansion of
Simulation**

**ApprenticeshipNC
Provider of the Year**

2022

**Practical Nursing
Apprenticeship**

**ISA Respiratory
Therapy**

Asst Dean Begins

**Nursing Consultant
Begins**

2023

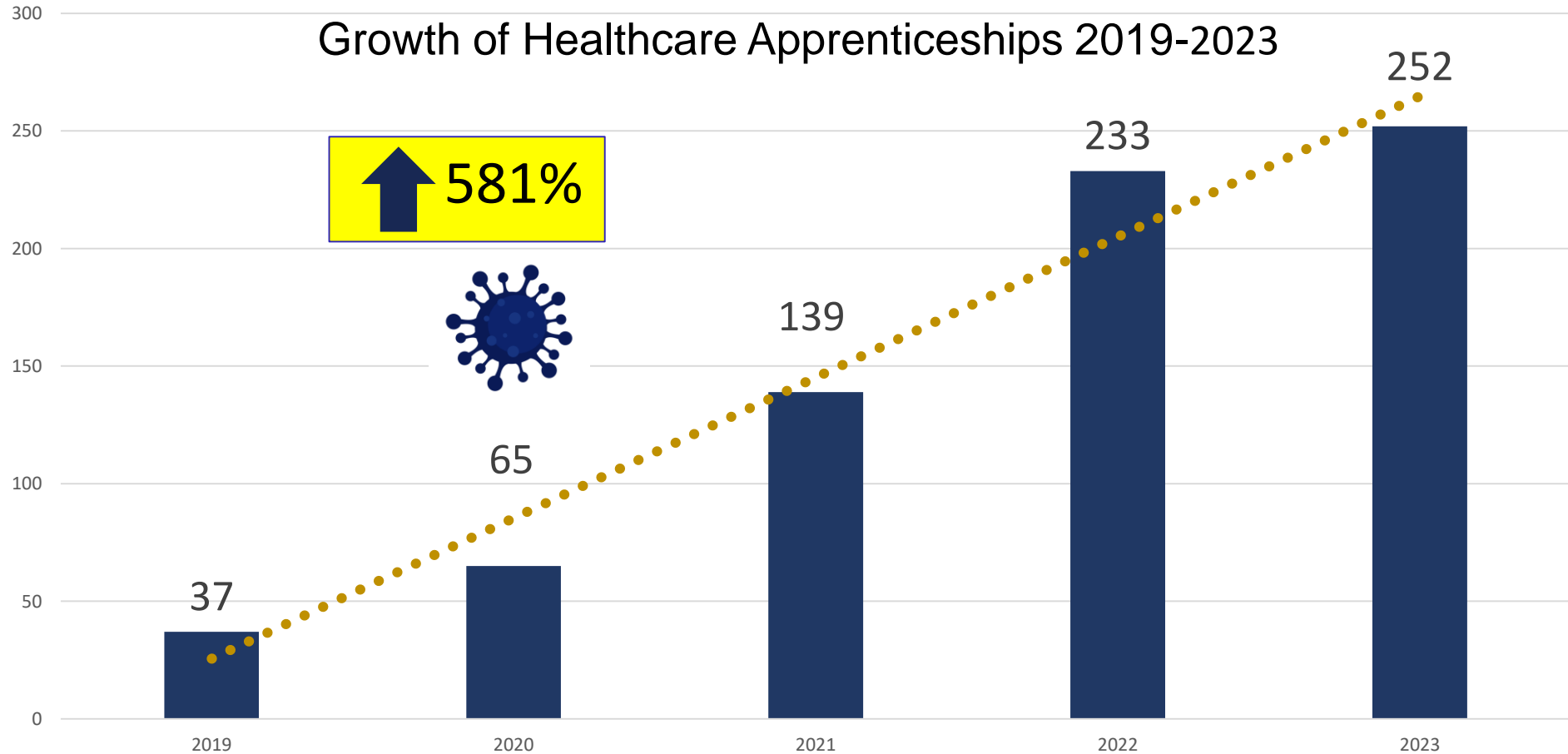
**Surgical Tech,
Phlebotomy, &
Medical Assisting
Apprenticeships**

**Expansion of
existing pathways**

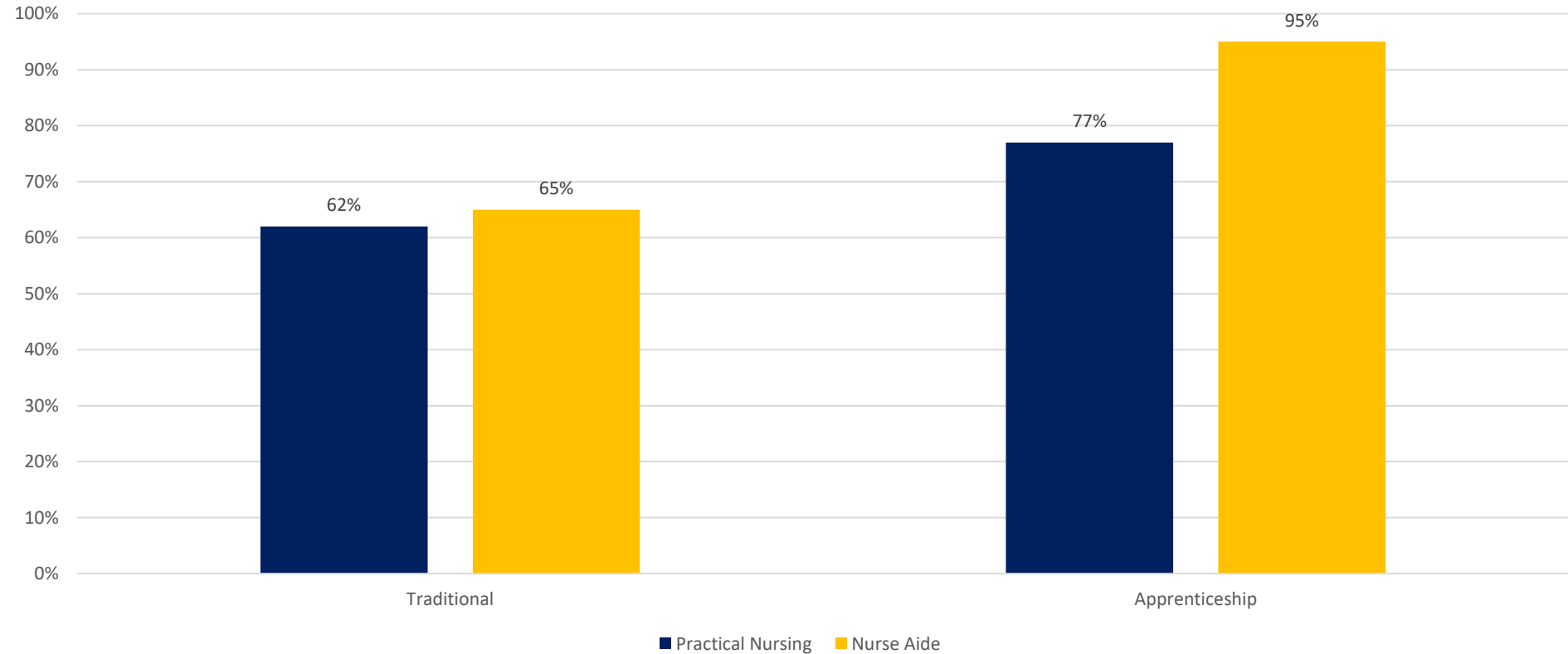
**NCCCS
Partnership of the
Year**



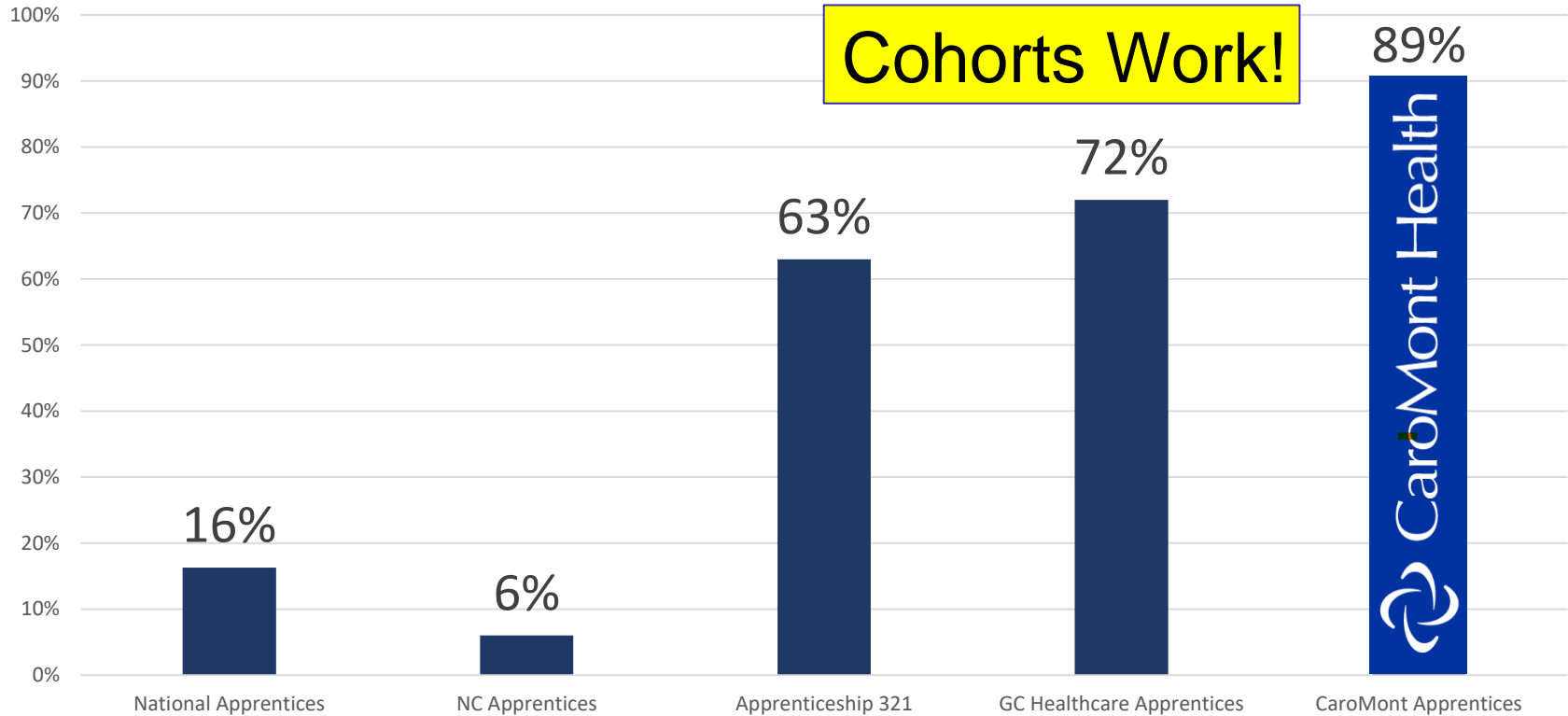
Growth of Healthcare Apprenticeships 2019-2023



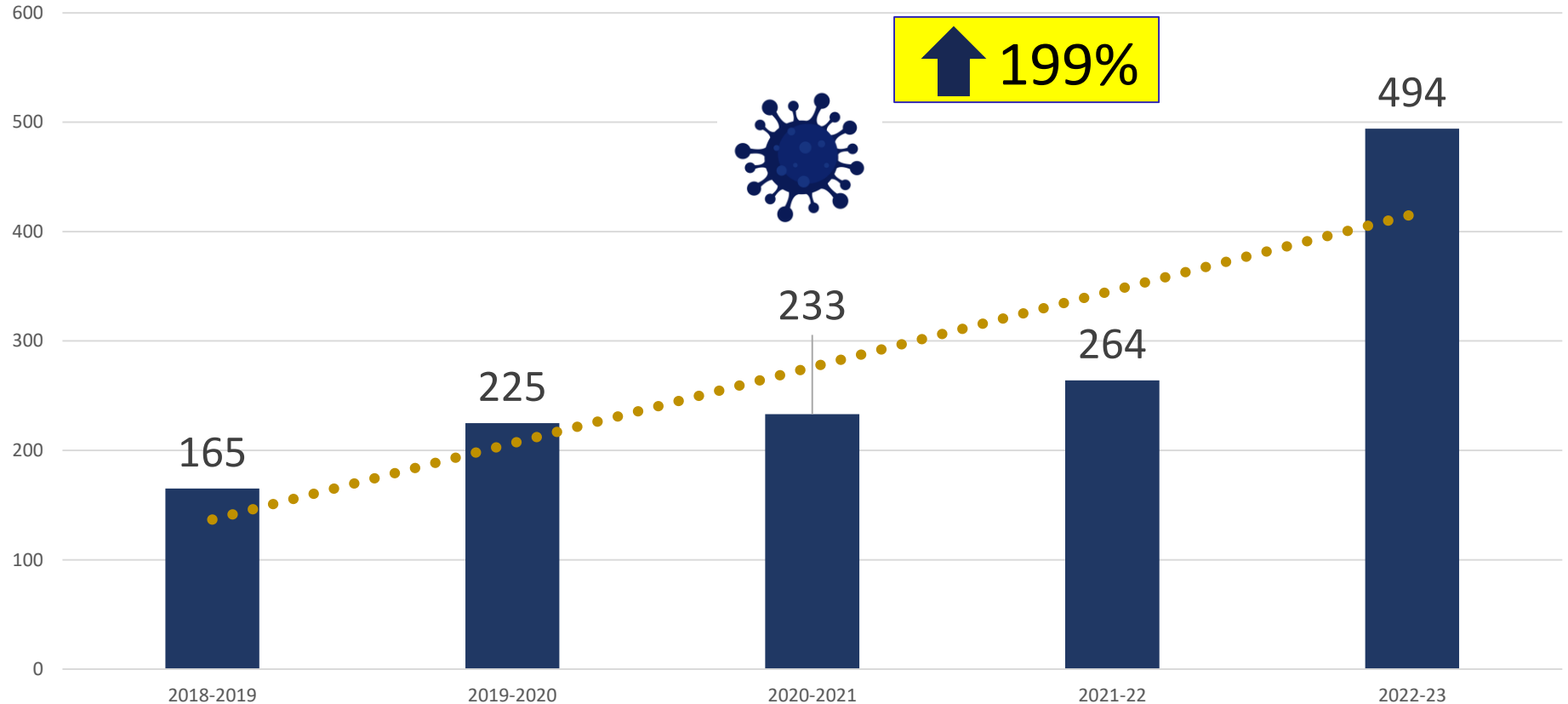
Retention Rate of Traditional and Cohort Practical Nursing and Nurse Aide I Students



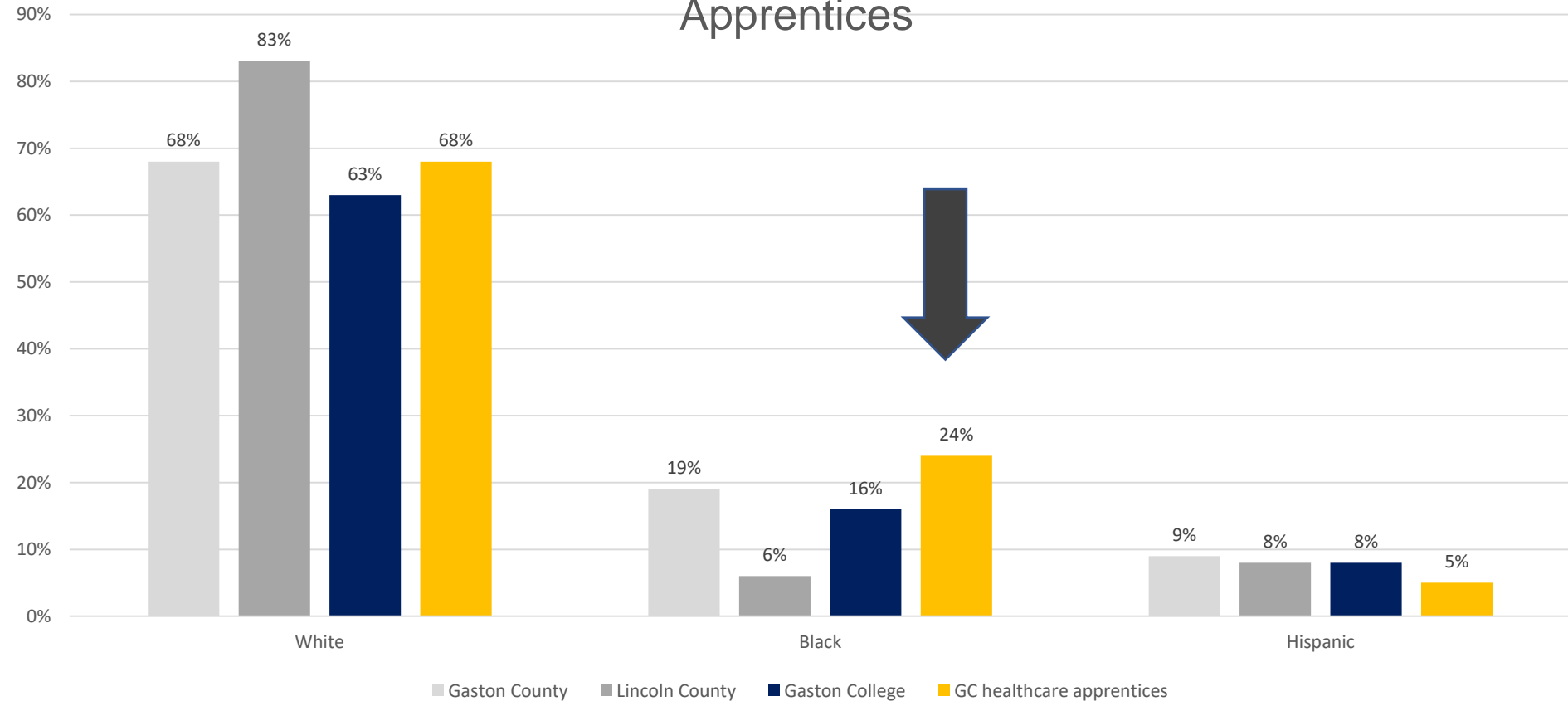
Apprenticeship Completion Rates



Curriculum Healthcare Program Completions 2018-2023



Demographics of Service Area, College, and Healthcare Apprentices



Continued Expansion of Apprenticeships in 2024

- Replication to Additional Sites
 - Other community hospital systems (Atrium Lincoln)
 - Long-term care facilities and agencies
 - Home Instead
 - Road2Hire
 - Peak Resources*
 - Lincoln Rehab*



Expansion of David Belk Cannon Health Institute



Lincoln County Schools Health Academy

- In 2024, the College expects to start the first **high-school-based practical nursing** program in NC (pending Board of Nursing approval)
- Atrium Lincoln will be the clinical site for new program
- High-school based nursing seen in only Virginia and Florida currently



Marketing and Outreach



2024 Career Expo



Partner Testimonial: Dr. Janice Hill

- Paradigm shift in recruitment methods
- 100% NCLEX pass rate on first attempt
- Cost savings
- Relationship to partnership
- Preparing our community to care for our community



Questions?

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