

Nursing Education System Capacity Project The Commonwealth of Pennsylvania

Client

Commonwealth of Pennsylvania
Pennsylvania Workforce Investment Board

Location

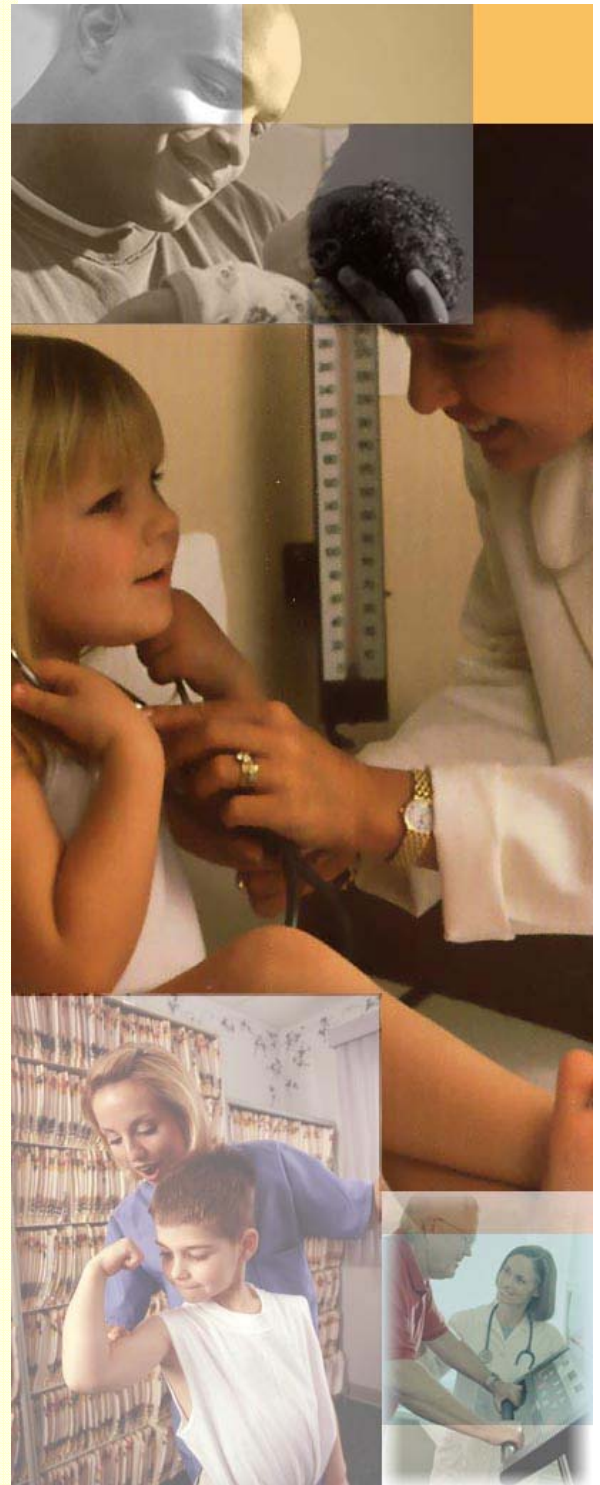
Commonwealth of Pennsylvania

The Hill Group's Role

- Strategy Formulation
- Policy Analysis
- Market Research
- Project Coordination
- Focus Group Facilitation
- Change Management
- Industry Cluster Development
- Strategic Planning
- Group Facilitation
- Branding

Results

- Established cluster infrastructure to address employer demand
- Formed a statewide employer-led healthcare cluster network
- Identified priority strategies to address skill shortages and employee retention
- Created an action plan to articulate the needs of workers and employers
- Established an employer-led Leadership Council to carry out attraction, development, and retention strategies
- Established a commitment from the Pennsylvania Higher Education Assistance Agency (PHEAA) Foundation to contribute \$40 million over four years to address Pennsylvania's critical health care industry needs



Project Profile

The Commonwealth of Pennsylvania is experiencing critical labor shortages across many important health care occupations including nursing. The Commonwealth does not have the capacity — in numbers of qualified nursing faculty or quantity of proper facilities — to educate enough nurses to meet the growing demand.

Governor Rendell, the Pennsylvania Workforce Investment Board (WIB), and the Pennsylvania Center for Health Careers (a program of the Pennsylvania WIB) utilized the services of The Hill Group, Inc. to create a set of recommendations to address the statewide nursing capacity problem.

The Hill Group conducted a series of roundtable discussions across the Commonwealth in 2004 that included industry and education leaders in health care to assess the critical issues and possible recommendations regarding nurse educator capacity.

The results are compiled in the October 2004 report, *Addressing Pennsylvania's Nursing Education System Capacity: Recommendation Report of the Pennsylvania Center for Health Careers*. It can be found on The Hill Group's Workforce Strategy website at www.workforce-strategy.com/nursingrpt.pdf.

The Hill Group and the Pennsylvania Center for Health Careers' Leadership Council continue to work together to marshal resources, encourage collaboration, and identify leadership to implement programs to address the four objectives of the Pennsylvania Center for Health Careers:

1. Expand the capacity of Pennsylvania's nursing education system to produce more licensed RNs and LPNs who choose to practice in Pennsylvania.
2. Improve the percent of nurses who remain in health care over their professional career.
3. Increase the number of individuals who can successfully fill vacancies in other critical allied health professions.
4. Attract more direct care workers to important jobs that, quite often, do not pay family sustaining wages and benefits