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The Challenge / Opportunity

As you know, Vermont is experiencing a workforce crisis. Vermont needs more than 5,000 nurses across the system right now.

CVMC's Nurse Education Programs Tackle Financial and Education Barriers

Central Vermont Medical Center is addressing the workforce crisis through a number of innovative approaches.

We have received some grant assistance (DOL and Economic Development) funding to explore the barriers to nurses receiving training. What we found were significant financial and transportation barriers. To overcome these barriers, we have designed programs where students will work part-time but receive full-time pay and benefits during their training hours. Students will also receive educational instruction at the hospital to alleviate any transportation issues.

- LNA Program 4-5 times/year (6 weeks with 2 weeks for licensing)
- CCA/MA Program run 3 times – now as an “on demand”
- Eighteen LNAs from CVMC started prerequisite courses in the fall to become LPNs through CCV. After, the pilot group will go through an 11-month LPN training program through VTC. These programs will not only benefit the hospital, but also surrounding health care providers who need nurses.

CVMC also invested significant dollars into this process ourselves that was not budgeted ahead of time, but was deemed essential to our success in maintaining an appropriate workforce.

Building Clinical Faculty

Hospitals want to help address the workforce crisis. One of our barriers is lack of clinical nurse faculty. Currently, only 6% of our licensed nurses have a Master's of Science degree in Nursing.

- Partnership above with CCV and VTC relies on us providing some of the Faculty – pulling someone from their job here to teach.
 - o Preparation to teach
 - o Money
 - o Support
- We think we can access many more qualified nurses working at hospitals right now as clinical faculty if it were not for the Master's requirement. This provides a better educational and patient experience because the nurse knows the facility and the patient population.
 - o My experience in learning with BSN prepared nurses
 - o Developing nursing skill is a combination of didactic knowledge and practical application of that knowledge along with psychomotor skills – the bedside RN is

Growing the Healthcare Workforce

an excellent teacher of both and BSN prepared nurses are more than capable of serving in that capacity

I do hear from our partner schools that clinical placements for students are challenging to find and create a bottleneck for students; we are absolutely committed to have students and help in their education and development:

- The main challenge for us is appropriate supervision of the student which means at the elbow support by a nurse, a finite quantity on any given day.
 - o The # of staff may limit the students we can accept as we are also orienting our own hires, LNA's, etc., and may not have sufficient numbers of nursing staff available to teach and provide that supervision.