



NoVaHealthFORCE

NORTHERN VIRGINIA HEALTHFORCE ALLIANCE ACTION PLAN 2005-2009

NEED

Today, Northern Virginia has a shortage of nearly 2,800 health care workers in 24 job categories. Of these, approximately 1,000 vacancies are RN's.

Currently, educational institutions are providing the region about 750 trained graduates annually; 440 of these are RN's. The projected annual demand is estimated to be 1300 graduates per year with 800 new RN's needed annually. At current rates, the region's colleges and universities will not be able to replace the health care personnel who are retiring. They have little or no capacity to respond to projected employment growth requirements in the health care system

At current rates over the next 15 years, the region will be short over 16,000 skilled health care workers; 6,350 of these will be RN's unless steps are taken to change the supply of available workers.

The region's health care training facilities either have or soon will reach their maximum physical capacity and are concentrated in the northern and eastern parts of the region while the fastest growing portion of the region is in the south and west.

The region must find a way to increase its supply of nursing graduates by eighty percent and increase by half or more its supply of Allied Health graduates in targeted specializations if it is to meet the health care workforce challenge it faces. Efforts directed at the retention and development of incumbent health care workers need to be stepped up.

RECOMMENDATIONS

Increase Health care Training Capacity in Northern Virginia

- Increase by 350 the annual number of RN's and increase by 50% the number of BSN's/MSN's graduating annually in the region.
- Increase by 50% or more the number of graduates in selected allied health occupations such as health information technology, diagnostic imaging, respiratory therapy, and physical therapy assistant.
- Educational institutions should work together as a system of coordinated resources rather than isolated entities.
- Health care training resources should be established in Loudoun and/or Prince William Counties where population growth is projected to be highest.

Create A Pipeline Strategy for New & Incumbent Workers in Health care Jobs

- Create a health care careers outreach strategy to middle and high schools.
- Establish magnet high schools with an emphasis upon life sciences and health care disciplines that are closely linked with college and university programs.
- Create health care worker intake programs for immigrant and low-income communities.
- Develop career ladders from entry-level positions to high-skill jobs within the health care system working with the higher education system.
- Create an incumbent worker training and development system that retains & develops existing health care workers and increases their productivity.

Nurture Innovation

- Increase the use of technology to improve worker productivity.
- Empower health care consumers to reduce demands on the health care system.
- Design and test health care jobs of the future in fields such as health information technology, long-term care and assisted living, and pharmacogenomics.

SPECIFIC ACTIONS PLANNED

Health Care Training Capacity

- Northern Virginia Community College will increase by 135 the number of Registered Nurses and by 200 the number of targeted allied health graduates each year by 2009. \$2.5 million annually from Commonwealth of Virginia will be required to complete the program funding of NOVA's Medical Education Campus in Springfield. NOVA will begin planning with George Mason University to extend health care training resources to Prince William and Loudoun Counties. An estimated \$1.5 million annually will be needed by NOVA for this expansion.
- George Mason University will plan to expand its baccalaureate nursing program in Prince William and Loudoun Counties, establish a graduate Nursing educator program to train new Nursing faculty, and expand its teaching and research programs in health information systems management. \$3.4 million annually will be required from state funds to implement these programs. If funded, Mason will increase graduates up to 60 new RN-to-BSN graduates, 140 new nurses with BSN's and 36 MSN nurse educators annually beginning in 2009.
- Shenandoah University will be expanding its baccalaureate nursing and certain allied health programs to Loudoun County. The university is planning next fall to have over 30 students enrolled in a "second degree" nursing program and 14 students in its respiratory therapy program, both at its new Leesburg campus. If sufficient facilities are found, Shenandoah could provide over 120 graduates annually by 2009.
- Marymount University will participate in the soon to be created HealthFORCE Education Consortium and will continue to support its Nursing program at least at current levels for the foreseeable future.
- Old Dominion University and Northern Virginia Community College will develop and implement an on-line RN-to-BSN program next fall, resulting in an additional 50 BSN's being graduated annually in Northern Virginia by 2009. ODU plans to initiate an on-line MSN program as well.
- A feasibility study and plan for establishing a western regional health care training and education facility will be initiated.
- A HealthFORCE Alliance Education Consortium including the region's colleges, universities, and schools will be created to expand the region's health care training and educational capacity as a system and develop educational innovations designed to increase the number of nursing and health care workers in the region.

Pipeline Strategy

- \$1 million will be raised for scholarships, low-interest loans, and vouchers to attract and train additional students into health-related career programs offered by Northern Virginia HealthFORCE Alliance Education Consortium colleges and universities.
- Working in cooperation with the region's colleges, universities, and health care employers, the HealthFORCE Alliance will encourage and support Northern Virginia school divisions to study the feasibility of establishing one or more magnet high schools having an emphasis upon life sciences and health care disciplines.
- A communications, marketing and outreach program will be established under the HealthFORCE Alliance that coordinates the efforts of the health care industry and colleges & universities in educating middle and high school students, counselors, and parents regarding health careers and educational opportunities in Northern Virginia.
- Working with Northern Virginia Family Services' Training Futures program, the HealthFORCE Alliance will help to initiate an entry-level health care worker intake program targeting persons from immigrant and low-income communities.
- Working with one of the region's health care employers, NOVA will develop a comprehensive nursing career lattice by designing and launching CNA-to-RN and LPN-to-RN apprenticeship programs.
- Working with the region's health care employers, colleges and universities, the HealthFORCE Alliance will explore the feasibility of establishing "HealthFORCE 2.0", an incumbent worker learning and career development system designed to maintain and develop the skills required by the increasing complexity of health care fields. A focal point of HealthFORCE 2.0 study will be technology training that increases front-line health care worker productivity.

Innovation

- Northern Virginia Technology Council will establish a working group to identify and showcase promising technologies for application to the health care sector where there may be the potential for improving worker productivity and/or improvements in health care services.
- George Mason University and Northern Virginia Community will collaborate to develop and expand programs in health information technology and health systems management.
- The Northern Virginia HealthFORCE Alliance will identify new and emerging technical and professional roles leading to new types of health care positions so as to advise educational institutions on new education and training requirements.

Organizational Strategy

- The HealthFORCE Alliance will commit to raising \$3.3 million over four years to create incentives for persons to enter health careers and to use as leverage and matching funds to secure additional federal, state, local and foundation funds in support of the Alliance's initiatives:
 - \$1 million for HealthFORCE vouchers, loans, & scholarships
 - \$500,000 for Mason & NOVA faculty endowments
 - \$500,000 for school outreach into low-income & immigrant communities
 - \$500,000 for operating expenses of the Alliance
 - \$500,000 for matching funds for federal & foundation grants
 - \$200,000 for feasibility study for Western training facility
 - \$100,000 for feasibility study for magnet high schools
- The Northern Virginia Health care Workforce Alliance currently hosted by NOVA will transition to become the Northern Virginia HealthFORCE Alliance hosted by the Northern Virginia Workforce Investment Board for a four-year term, beginning in 2005.
- The Fairfax County Chamber of Commerce will team with the Northern Virginia HealthFORCE Alliance by using the Chamber's advocacy capacity to support the policy agenda of the HealthFORCE Alliance in Richmond and with local governments in Northern Virginia.
- The Northern Virginia Workforce Investment Board will maintain a data base on the region's health care worker employment & demand statistics.