



# LVN to RN Apprenticeship Program

California Correctional Health Care Services

*Chief Nurse Executive - Barbara Barney Knox*

*Deputy Director, Nursing Program - Jane Robinson*

# Nurse Career Paths

for CDCR employees



# Announcing the *LVN to RN Apprenticeship Program*

## PARTNERS

California Correctional Health Care Services (CCHCS)

Division of Apprenticeship Standards (DAS)

SEIU Local 1000 (SEIU)

San Joaquin Delta College (SJDC)

California Community Colleges Chancellor's Office (CCCCO)

Board of Registered Nurses (BRN)





# LVN to RN Apprenticeship Program assumptions

- Offers LVN's a career ladder
- Huge boost in the LVN's salary
- Gives LVN's an incentive to continue as State Employee
- Provides job satisfaction
- Retention



# Goals of Program

## **Prepare graduates who:**

- Are eligible for licensure to practice as an RN
- Have solid foundation in providing competent care at entry level of RN practice
- Function within legal and ethical boundaries

## **Community Education Partnership:**

- Support underrepresented demographic to attain \$\$ stability
- Create a new paradigm for earn and learn
- Provide Clinical Sites for overburden Community Colleges

# continued...

## Meet workforce demands:

- Reduce Cost of New Hires to Corrections
- Develop a RN workforce from existing employees
- Reduce Turn over rate
- Reduce Vacancy Rate
- Reduce recruiting Costs
- Employer of choice





"I'm shaking in my skin because I'm so excited," said Alexis Barba, who is in the first class, "I just saw no opportunity for doing this because of my work schedule." She thanked her union for making this possible.



"I'm so excited. I feel blessed to be chosen." said Juanita Esquer, also in the first class. "I've always dreamed of getting my nursing degree while I work. This is going to be life-changing because I can better provide for my family."





# Finding the Value

- Can we make this program cost effective in order to continue the apprenticeship program statewide?
- What are the cost benefits?
- What population will this serve in the future?



# CHALLENGES & SOLUTIONS



# Employer Challenges

- Backfilling LVN's
- Cost of program- ROI
- Additional workload on Headquarter staff
- Buy-in and support of Institution Leadership
- Managing apprentices/ Accountability/ Neutrality



# Program Challenges

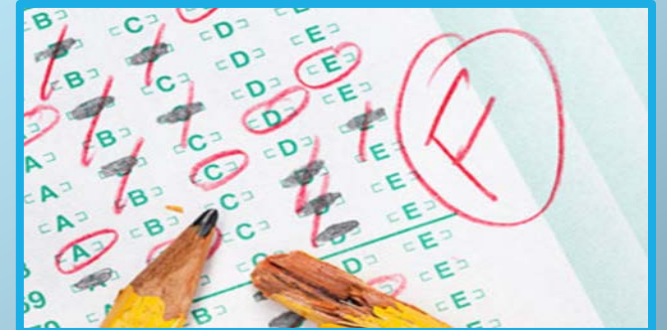
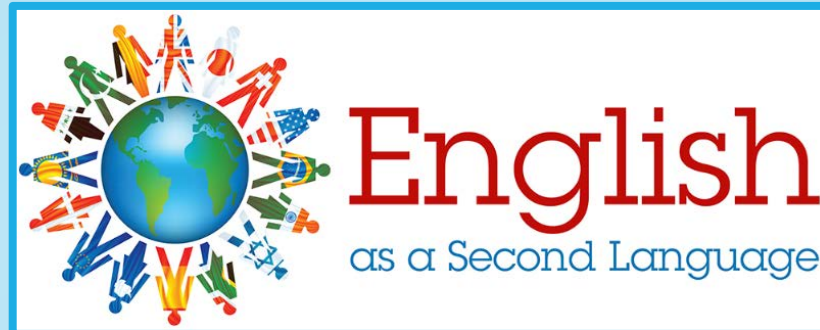
- Students requiring remediation
- Selection criteria
- Meeting obligations for 2 year commitment with CDCR
- Union and Employer differences
- Non Traditional Apprenticeship program- Laws-regulations- BRN





# Student Challenges

- Have not attended school in years
- English is their second language
- Studying and school is a challenge
- Not being able to pass a class or exam



# Brain storming....

*How would you as a leader in the health care industry package this program to be successful?*



# Cohort 2!!!





# Questions

