NEEDS ASSESSMENT IN THE RURAL HEALTHCARE AREA
NEEDS IN THE HEALTHCARE INDUSTRY

• An estimated 170,253 RNs living in the US received their initial nursing education in another country or US Territory

• Of these, 48.7% were from the Philippines and 9.3% were from India

• Registered Nurses are ranked third among the top ten occupations gaining the most new jobs in 2010
• 5,086 nurses were hired at an average wage of $28.38 per hour
• One out of every 10 positions in Florida for RNs is unfilled
• The Health Resources and Services Administration projects a nationwide shortage of as many as a million nurses by 2020
• Over 16% of RNs are 50-54 years of age, while the average retirement age of nurses is 59
Health Sciences BRIDGE Program

- For incumbent professionals to complete the ADN or BSN
- Positions pay from $16.50 per hour for RNs to more than $28 per hour for BSNs

<table>
<thead>
<tr>
<th>Role</th>
<th>Requirements</th>
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<tbody>
<tr>
<td>Certified Nurse Assistant (CNA)</td>
<td>High school diploma or GED</td>
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<tr>
<td>Licensed Practical Nurse</td>
<td>High school diploma or GED &amp; min. GPA</td>
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<tr>
<td>EMT and Paramedic</td>
<td>Minimum HESI-Nurse Entrance score</td>
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<tr>
<td>Associate Degree Nursing</td>
<td>High school diploma or GED &amp; min. GPA</td>
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<tr>
<td>BRIDGE (Transition for LPNs &amp; Paramedics to RNs)</td>
<td>Must be licensed paramedic or LPN</td>
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<tr>
<td>RN-to-BSN</td>
<td>Must be licensed RN</td>
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<tr>
<td>MSN</td>
<td>Must be a licensed BSN/RN</td>
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Appropriate GRE or MAT scores
• **Chipola College offers training for:**
  - CNAs
  - Emergency Medical Technicians (EMT)
  - Paramedics, AS Degree Nursing/RNs
  - BSN
  - AS in Nursing
    - program has a primary sub-component that includes the opportunity to take the NCLEX-LPN and earn the LPN designation.

• **WHTC offers training for:**
  - PCTs
  - LPNs.

• Local healthcare services providers indicate a need for twenty or more CNAs or PCTs per year due to employee attrition and a 15% population growth among the elderly.
• high need for RNs and certified nurse assistants (CNAs) in the 5-county district served by Chipola and WHTC

• In the rural Florida Panhandle, four local nursing homes compete for CNAs and PCTs, and most students have had two job offers before graduation

• hospitals are recognizing that BSN degree-holding nurses are able to handle more intricate levels of treatment and education, freeing physicians for more complicated and intricate patient care
Health Sciences Career Pathway Flow Chart

PRIOR TRAINING
- Graduate from SE rural high school or return as an adult
- Enter WHTC or Chipola College — tested and advised
- Enter appropriate course(s) as determined by testing (earn GED, remedial courses)
- Enroll in CNA, PCA, EMT or Paramedic programs
- Take certification exams
- Exit to higher paying job
- Apply to WHTC (LPN), or Chipola (LPN, ADR/RN)

Qualified Students May Enter at Any Stage

STAGE 1 — QUALIFIED STUDENTS
- Professional CNA’s, PCA’s, and EMT’s enroll in prerequisite courses for AS/RN Nursing
- Courses may include required remedial based on assessment of student need
- Complete prerequisites and apply to AS/RN program based on 2.5 GPA and HESI score
- Complete AS Nursing, pass NCLEX/RN, and exit to higher paying job
- Pass NCLEX/LPN and exit to higher paying job
- Enter WHTC or Chipola LPN program
- Apply to Chipola Bridge AS/RN

STAGE 2 — Bridge AS/RN
- Licensed Paramedics and Licensed Practical Nurses: complete prerequisites and enter AS/RN program (acceptance based on 2.5 GPA and HESI score)
- Complete AS Nursing, pass NCLEX/RN, and exit to higher paying job
- Enter AA general education courses

STAGE 3 — AA (as required for entry into BSN)
- AS Degree graduates must enter academic/general education courses for AA Degree Bridge (up to 15 college credit hours)
- Meet Gordon Rule and foreign language requirements
- Graduate with AA Degree
- Exit to higher paying job
- Enter BSN program

STAGE 4 — BS in Nursing
- Enter Chipola BS Nursing program
- Graduate and enter workforce
- Exit to higher paying job
- Enter university system

STAGE 5 — MS in Nursing
- Enter State University System MSN program
- Receive MSN degree
- Exit to higher paying job