

# WORKFORCE DEVELOPMENT COUNCIL OF SEATTLE-KING COUNTY

## *Health Careers for All*

### *Incumbent worker nursing cohort at North Seattle College*

#### **Description**

- Nursing program designed specifically for entry-level healthcare workers, in partnership with local healthcare employers
- Phase 1: 6 quarters of pre-requisite coursework; 2 classes per quarter (1 online, 1 on campus)
- Phase 2: 4-quarter LPN (Jan 2014-Dec 2014) + 3-quarter LPN-to-RN (Jan 2015-Aug 2015)

#### **Other Key Features**

- Standardized scheduling (pre-req phase)
- Batch registration quarter to quarter
- Facilitated review sessions
- Dedicated tutoring support
- Navigator support (campus-based + project-based)
- Campus leadership/support team

#### **Notable Outcomes**

- 47 total students participated at some point during the cohort, including the 31 “original” students who started at the beginning in summer 2012
- As of summer 2016, 33 (70%) of those students had earned their associates degree in nursing (ADN), passed the national credentialing exam (NCLEX), become licensed, and gone to work as RNs
- An additional 3 students had stopped out at the end of LPN training, become licensed, and secured employment as LPNs, for a total of 36 (77%) working as nurses as of summer 2016
- 21 (68%) of the 31 original cohort members successfully completed all phases (pre-requisite coursework, LPN training, LPN-to-RN training) and became licensed and employed as RNs in the span of 4 years<sup>1</sup>
- 87% of students who started pre-reqs in summer 2012 successfully completed all pre-req coursework on-schedule (within the 6 quarters as planned)

#### **Cohort Students**

- Cohort students were diverse in many ways
- About half (53%) were between the ages of 30 and 50; nearly a quarter were younger than 30
- 65% were students of color and/or multi-ethnicity<sup>2</sup>

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<sup>1</sup> Data from a 2016 WA State Board for Community & Technical Colleges study suggest the majority of nursing students in their system take 4-6 years applying to & completing the program and its pre-requisites; however, data from that same study showed only 2% of the nearly 5000 students statewide who enrolled in the 2008-09 academic year with a stated intent of pursuing nursing had earned nursing degrees within 6 years.

<sup>2</sup> Analysis of demographics of both the cohort students and 95 of their incumbent worker counterparts who were interested in this program but ultimately did not participate suggest that the pool of entry-level healthcare workers who were interested in this training opportunity were considerably more diverse (specifically in terms of race/ethnicity) than recent graduates of the

- Nearly half were first-generation college students; 20% had only a high school diploma at start & about as many had previously earned a 4-year degree<sup>3</sup>; many had not been to school in years
- 78% were women
- Students were working in a wide variety of entry-level healthcare positions when they entered the cohort, including medical assistant, patient care tech, patient access rep, health unit coordinator, ortho tech, scheduler, lab billing coordinator, buyer, environmental services, etc.
- In terms of academic performance, students who successfully entered the nursing phase of the program had cumulative pre-req GPAs that ranged from 3.2 to 4.0 and averaged 3.6

### Student Flow

- 31 students started in June 2012 (1 additional student scheduled to start pulled out)
- 27 (87%) successfully completed pre-reqs as scheduled (in 6 quarters) at the end of December 2013
- All seats vacated during the pre-req phase were back-filled
- 31 students started LPN in January 2014 (26 original + 5 “backfill”)
- 21 (17+4) students successfully completed LPN in December 2014 (68% of students who began LPN; 55% of original 31 who began pre-reqs in June 2012)
- 7 students who started LPN but didn’t finish, re-entered LPN with the next North cohort and completed LPN in August 2015 (*for a 77% LPN completion rate for original group*)
- All seats vacated during the LPN portion of Phase 2 were filled with new students
- 32 students started LPN-to-RN in January 2015 (17 original + 4 “backfill” + 11 new)
- 27 (16+4+7) students successfully completed RN in August 2015 (84% of students who began LPN-to-RN; 52% of original 31 who began pre-reqs in June 2012)
- All 7 students who re-entered LPN and completed in August 2015, entered LPN-to-RN training in Fall 2015 with the next North cohort; 6 of the 7 successfully completed in June 2016 earning their ADN, and subsequently became certified, licensed, and employed as RNs

### Employment Details

- Nearly half of the 36 cohort students working in nursing as of summer 2016 had moved into LPN or RN positions with their starting employer (Overlake, Group Health, Virginia Mason, HealthPoint, Sea-Mar, Country Doctor)
- Other graduates secured positions with other large healthcare organizations (Providence, Swedish), skilled nursing facilities, and in community health (including one former Country Doctor employee who moved into a position at HealthPoint)
- Graduates have gone to work in a variety of settings and specialties, including oncology, pulmonary-thoracic, nephrology-neurology, urgent care/ER, ICU/ NICU, telemetry, inpatient surgery, long-term care, and behavioral health

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nursing program, with 28% of NSC nursing grads between 2010 & 2014 being non-white compared to 45% of non-cohort incumbent workers surveyed and 65% of cohort students.

<sup>3</sup> Though 1/3 of those with a 4-year college degree had earned that degree outside the U.S.