



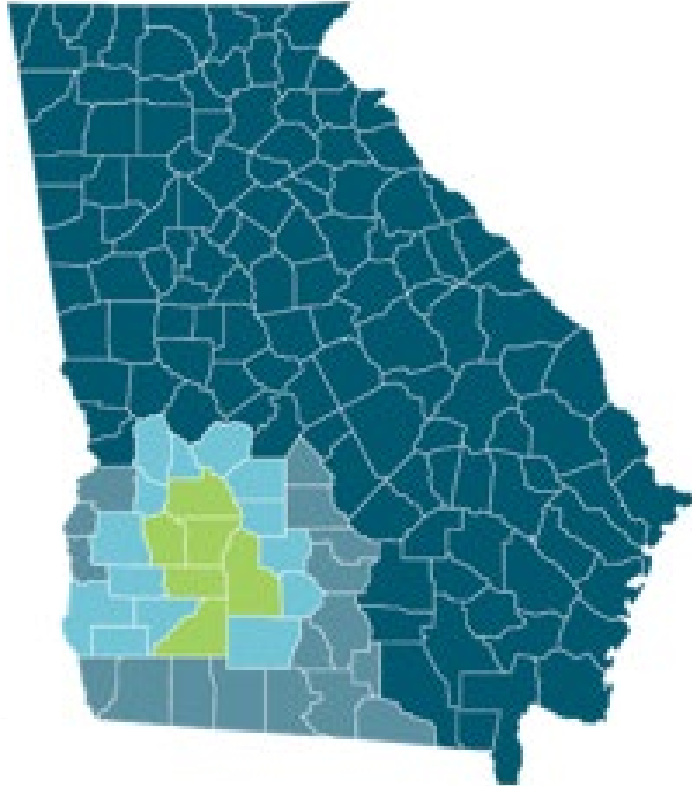
Phoebe

**The Power of Partnerships
Building the Workforce of Tomorrow**

Tracy Suber EdD, MSN/ED, RN
Vice President, Education



Regional Healthcare Hub



Driving critical shortages across the country



1.1M

**NURSES NEEDED
TODAY**



80K

**SHORTFALL
BY 2030**



200+

open positions



WHY?

Contract Labor Costs

Contract FTE's (RNs, RTs, CNAs)	
2019	2022
224	436 (increase of 212)

Monthly Contract Labor Spend	
2019	2022
\$3M/month	\$12M/month

Contract Labor Workforce	
2019	2022
30%	54%

****Highest surg – rates \$190-200/hr**

We have a HISTORY of investing in Medical INNOVATION

With educational partners across our region



Including **MILLIONS** in our **future workforce**

\$5.3M state-of-the-art
Simulation &
Innovation Center

22K Square feet of
advanced education
& training space

\$2.7M

Invested in health
professional
education



\$1.5M

Invested in clinical
education and training
to 532 nursing
students



\$1.2M

Invested in clinical
supervision and
training to pharmacy
and other allied health
professionals



Making It Happen

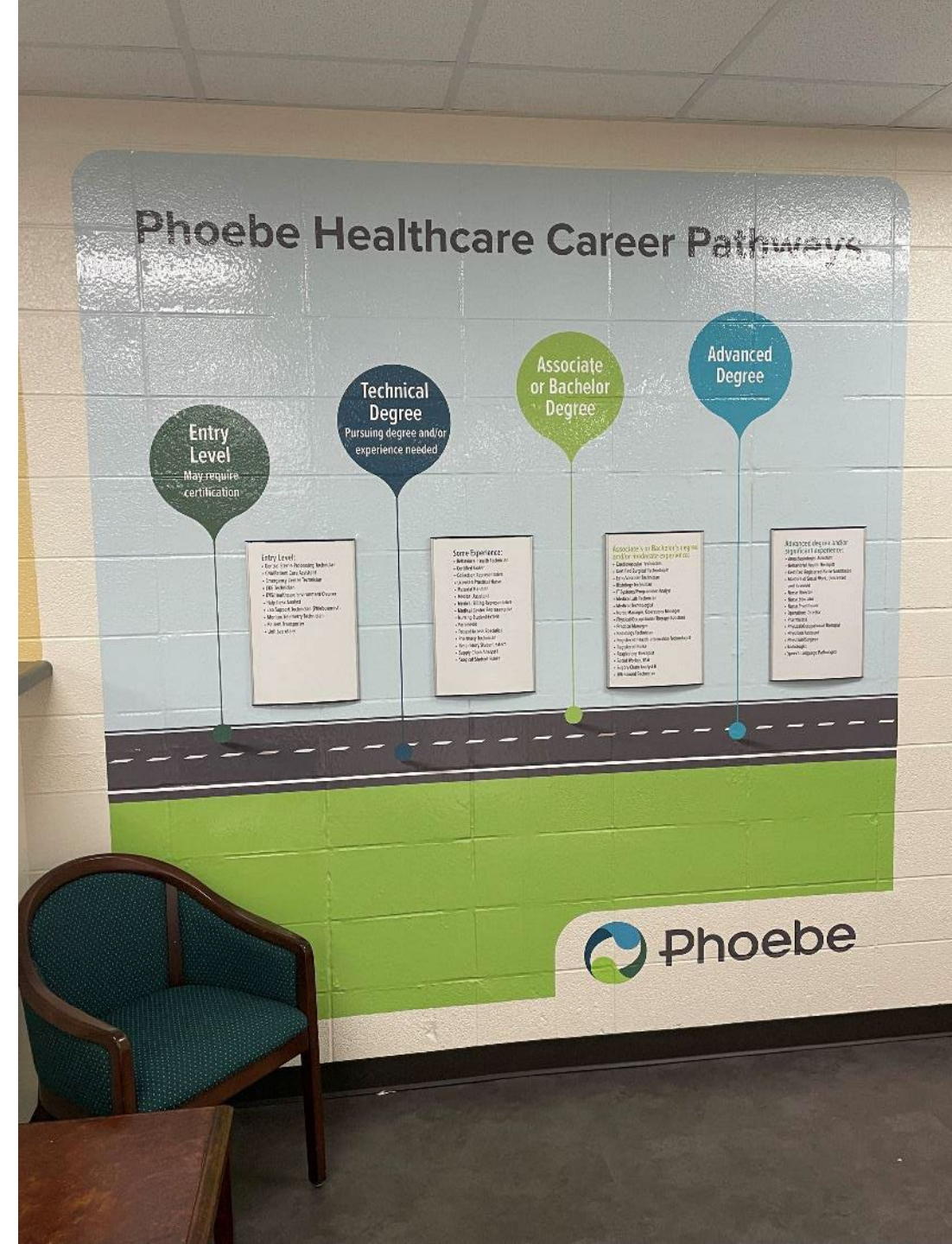
- C suite & board support
- Strong teams
- Table discussions with executives & doers
- Resources
- ROI – What's your score card?
- Draft agreement/MOU with annual reevaluation



Examples

Hospital Responsibilities:

- Financially underwrite one new faculty position for up to X per year for two years
- Provide reasonable access to clinical rotations
- Provide reasonable access to Simulation Lab
- Re-evaluate annually to institute any reforms
- Reimburse for two part time faculty, & stipends for faculty/peer tutors up to a total maximum amount of X per year for three years
- Reimburse X for each high school student who participates in summer health sciences program, up to X students per year
- Reimburse salary for full-time biology instructor up to total maximum of X per year
- PPHS Human Resources will provide marketing expertise for recruitment of both full-time & part-time nursing instructors





Examples

School Responsibilities:

- Provide data for evaluation of effectiveness
- Utilize best efforts to increase number of students who successfully complete program
- Admit an additional X nursing students with the X additional faculty positions
- Add an additional two points to applicant's overall ranking score for applicants who reside within X miles of campus
- Increase ASN enrollment by X new students per year
- Provide priority admission status to applicants within X miles of campus



Georgia's Bedside Nursing Shortage: Statewide Crisis Impacting All Georgians

**Georgia ranks in the
bottom 10% of all 50 states**

for total number of registered
nurses compared to population

National nurse faculty vacancy rate 8.8%
**Primary reason for not accepting all
qualified students is shortage of faculty,
preceptors, & clinical education sites**



Nursing Faculty Shortage

How are we helping?

1. Phoebe screens nursing leader (credentials, experience)
2. Refer to school partners
3. Phoebe nursing leader applies for PT/Adjunct position with school
4. If hired by school, Phoebe nurse works outside FT job hours (evenings/weekends)
5. Phoebe provides bonus/stipend – 1/2 to paid at mid-term, remainder to be paid at completion



*School follows GA BON rules/regulations as well as accrediting guidelines for faculty

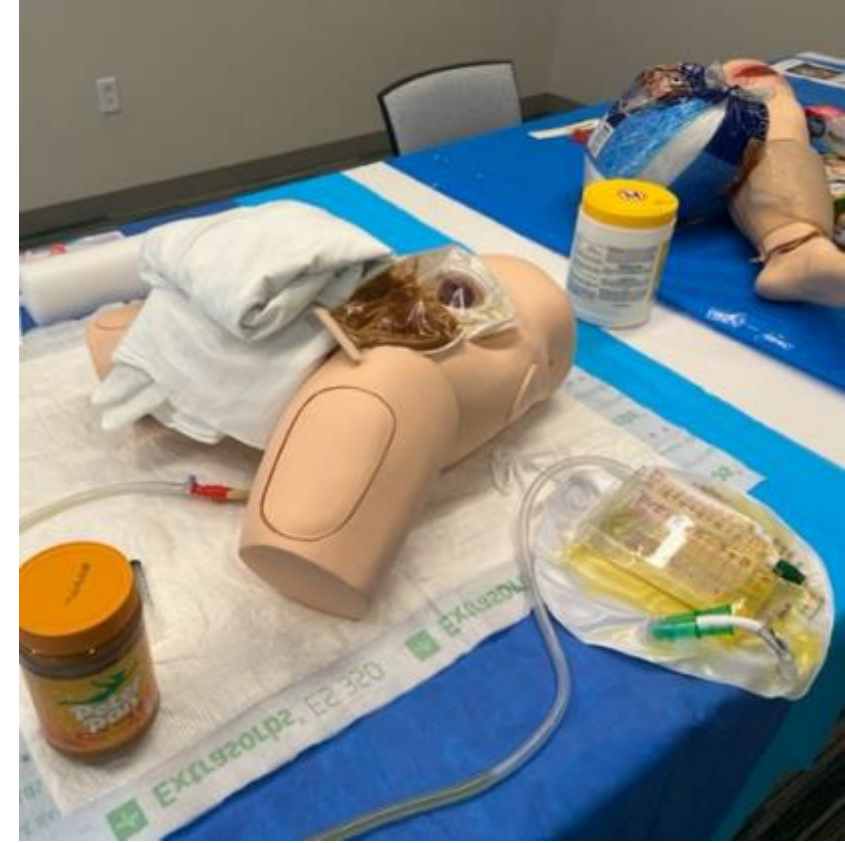
How Can TCSG Partner? Visions for Future...

- Consider creating true shared teaching positions between hospitals & schools with structured approval processes
- Partner to develop programs that may provide relief for bedside staff (multi-disciplinary tech/super-tech)



**We MUST Swim
Upstream**





ASU STEM ACADEMY



A partnership focused on
building a Healthcare
Pipeline

High School Coursework and Path

9th Fall	9th Spring	10th Fall	10th Spring	11th Fall	11th Spring	12th Fall	12th Spring
High School Pathway 1	High School Pathway 2	High School Pathway 3	High School Pathway 3	ALHS 1040	NAST 1100	Phoebe Internship	Phoebe Internship
				WBL & Test Prep	CNA Clinicals (5 days) @ 8 hr/day		

- High School Pathway
 - Intro to Healthcare
 - Essentials of Healthcare
 - Patient Care Fundamentals

- Nurse Aide – Technical Certificate of Credit (ATC)
 - ALHS 1040 – Introduction to Healthcare
 - NAST 1100 – Nurse Aide Fundamentals

- Projects / Outreach / Nurse Aide Exam / Practical
- Internship - Work-Based Learning



The Pathway

9th Grade	10th Grade	11th Grade	12th Grade
9th Lit	10th Lit	Math 1001	BIOL 2113 / BIO2411k
Algebra 1	Geometry	CNA ALHS 1090	BIOL2117 / BIOL2412
Physical Science	Biology	CNA NAST 2100	PSYC 1101
Health/Personal Fitness	***Foreign Language	Chemistry	ENG 1101
Government	World History	Algebra II	Internship - WBL
Life Skills I	Life Skills II	American Lit/Comp	Internship - WBL
Intro to Healthcare (Fall)	Patient Care Fund. (Fall)	US History	Adv Decision Making
Healthcare Ess. (Spr)	Patient Care Fund (Spr)	Foreign Language II	Economics

*Personal Finance, YouScience, Work ethic, Communication

**American Lit/comp course and EOC is required for graduation. Dual Enrollment Courses may vary slightly.



COMMODORE CONYERS
COLLEGE & CAREER
ACADEMY



Partners Phoebe Health Science Pathway@ 4C





Gov. Kemp Announces Program to Support Students Impacted by the Pandemic in Pursuit of Careers, Fulfill Critical Workforce Need

4C Academy

Cairo College and Career Academy

Calhoun College and Career Academy

CEC, Newnan, Coweta County

Chattahoochee Valley College and Career Academy

Fitzgerald College and Career Academy

Griffin Regional College and Career Academy

Lumpkin College and Career Academy

Paulding College and Career Academy

Sims Academy College and Career Academy



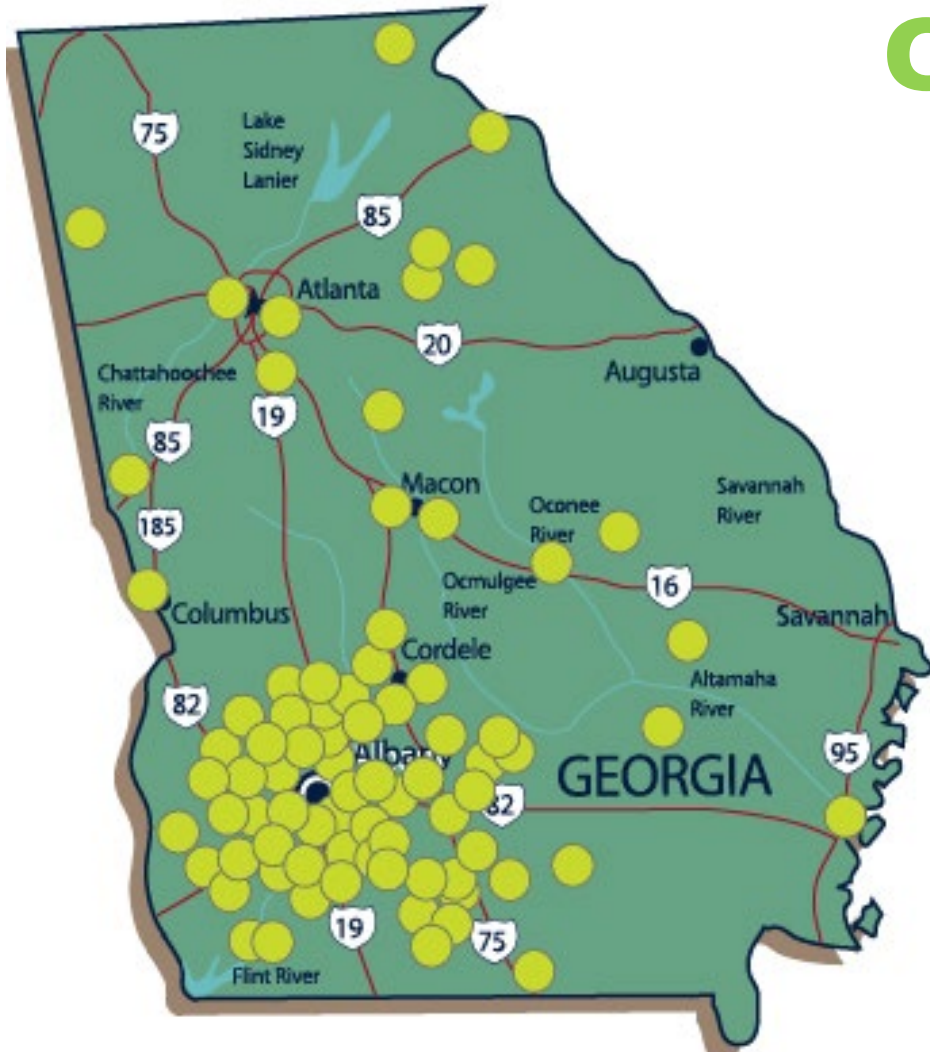
Robert Testimonial



**Target:
Middle School**



Keeping TOP TALENT close to HOME



Phoebe
Family Medicine Residency



141

Residency
Graduates

72%

Graduates
Practice in
Region or State



Living & Learning Community

Coming July 2024!



117K
sq ft.

Medical Education Complex

Current Structure = **47K**

LIVING & LEARNING COMMUNITY

An innovative partnership with Albany Technical College.

A living & learning community for nursing students, new graduates and early career nursing professionals.

Partnering with established nursing programs to attract and retain top talent in our communities.

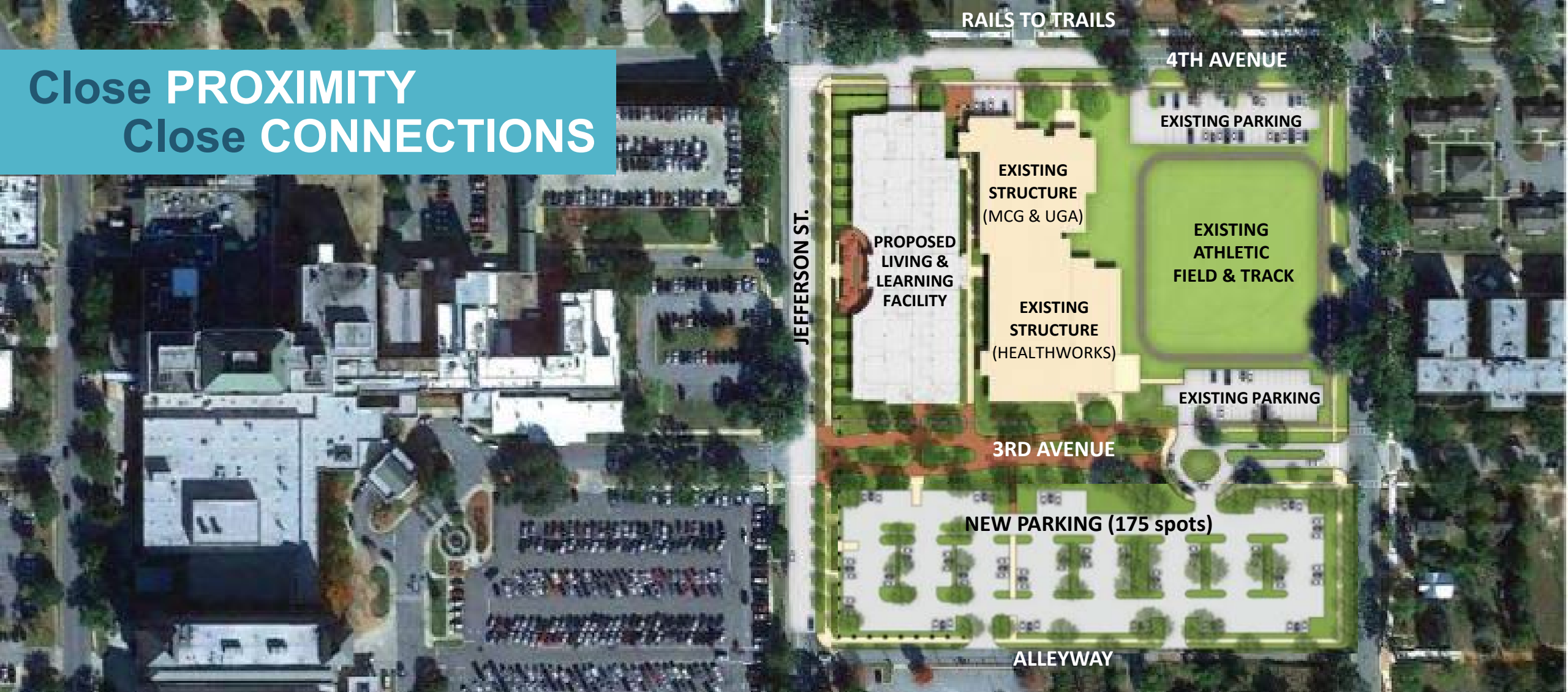
A facility where nursing students relax, refresh and reside as they complete their education and clinical training.

Modeled after well-established programs at Georgia State University, Georgia Tech and Georgia Southern University.



Existing Building was Significantly Altered by DOCO School System

Close PROXIMITY
Close CONNECTIONS



SUPPORTING the City's Downtown **REVITALIZATION** Initiative
Keeping with the **CHARACTER & PURPOSE** of properties in area

Level 1 Study Lounge

Rendering Perspective View



Typical Classroom

Rendering Perspective View





Living Space Rendering

INNOVATION

ATTRACT TOP TALENT TRANSFORM

OUTCOMES

- 1 Empowered underrepresented populations to discover a rewarding career in nursing**
- 2 Infusion of new nurses to address critical shortages**
- 3 Long-term nursing pipeline expansion to ensure robust population for years to come**
- 4 Enhanced nurse retention via community bonding**
- 5 Example-setting for talent development innovation for health systems across the state and country**

Return on Investment

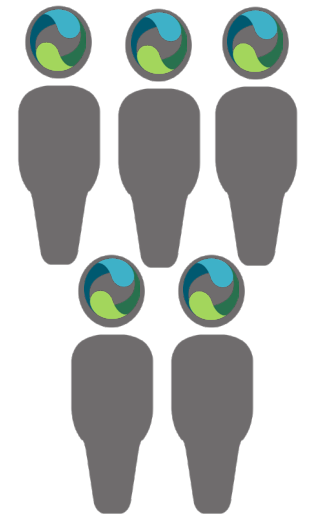
\$40 million
Investment in community

will pay for itself in **1** year

140 Contract Nurses



140 Employed Nurses



Thank you

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229-881-7788