



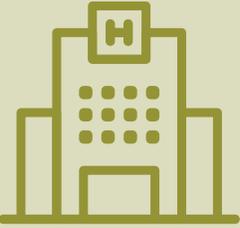
NGHS Pipeline Workforce

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Northeast Georgia Medical Center

Northeast Georgia's Indispensable Healthcare Provider



5
hospital
campuses



11,000
employees



750+
Total beds



70+
physician
office
locations



DOZENS
of outpatient
locations



9
Urgent Care
locations



Innovative Partnerships/ Strategies

Partner with Lanier Tech and N. GA Tech

- PCT Advancement Program
- LPN Advancement Program
- LPN to RN Advancement (Starts Jan '24)
 - N. GA Tech
- CNA to RN Advancement (Starts Jan and Aug '24)

UNG \$1.7M/year for 5 years to fund accelerated BSN program

- Money helps pay for faculty
- Clinicals completed at NGHS

Academic Placements

Increased
clinical sites

Shift differential
for NGHS staff
for precepting

Key Tactics to Meet Workforce Challenges

Workforce

Pipeline

Programs



PCT Advancement Program

- **8-week accelerated CNA Program**
- Partnering with Lanier Tech and N. GA Tech
- All tuitions, books, fees are paid
- Paid 80 hours/pp
 - 32 hours/week paid to attend school
 - Work as CNA (Patient Care Tech) = 8 hrs/week
- Hire as Full time PCT and commit to 2 years
- \$1700 per student + wages

PCT Advancement Program 2022

- Cohort 1- May '22 – (GSV LT) – 14 completed
- Metrics
- 6-month retention (10/14) = 71%
 - 2 resigned
 - 1 attendance issues removed from LT program
 - 1 terminated
- Career Progression
 - 1 in Nursing School

PCT Advancement Program 2022

- Cohort 2 - Aug '22 - (GSV LT) - 11 completed
- Metrics
- 6-month retention (10/11) = 91%
 - 1 struggled academically and resigned during CNA program
- Career Progression
 - 0 in Nursing School

PCT Advancement Program 2023

- Jan '23 cohort (GSV- LT)– 11 completed
- Jan '23 cohort (N. GA Tech) – 6 completed
- Mar '23 cohort (Dawsonville- LT)– 12 completed
- Mar '23 cohort (N. GA Tech) – 8 completed
- May '23 (GSV-LT)– 15 started
- Aug '23 (GSV-LT) - 16 accepted
- Oct '23 (GSV- LT) – 14 accepted
- Oct '23 (N. GA Tech) – 4 accepted

**16 per
cohort at
LT &
14 per
cohort N.
GA Tech**

Total Added PCTs

77 new PCTs added to NGHS
since first cohort
in May 2022



LPN Advancement Program

- 1 Year LPN Program
- Partnering with Lanier Tech and N. GA Tech
- Must be accepted to LPN program
- All tuitions, books, fees are paid
- Paid 72 hours/pp
 - 36 hour/pay period paid to be in school
 - Work as CNA (Patient Care Tech) = 36 hours/pay period (every 2 weeks)
- Hire as Full time PCT and commit to 2 years

LPN Advancement Program

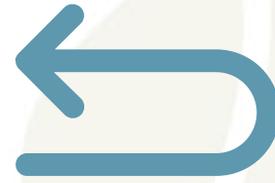
- Cohort 1 - Fall '22 (started 8/22)
 - 3 Started LPN program at Lanier Tech 8/22
 - Will graduate 7/23
 - 2 dropped 10/22 - so 1 left
- Will join NGHS RN Residency Oct '23
- Cohort 2 - Fall '23 (started 8/23)
 - 6 Lanier Tech
 - 1 N. GA Tech

CNS Advancement Program



Cohort 1 – 8/23

- 1 accepted to University of S. Alabama
 - 1-year online program
 - 1 trip to campus
- Will complete clinicals at NGHS



Cohort 2 – 8/24

Plan to take 2



Northeast Georgia Medical Center

RN Advancement – coming soon!

- LPN to RN Bridge – N. GA Tech (Jan '24)
 - 17 month program
 - Paid 72 hours pay period - work 24 hours/pay period as LPN
 - \$10,950/person + wages
- ADN Program – Lanier Tech & N. GA Tech (Jan and Aug '24)
 - CNA (PCT) to RN
 - Paid 72 hours per pay period- work 24 hours/pay period as CNA
 - \$12,788/person + wages

Compass PCT (Summer)

- 32 started 5/8/23
- 12 weeks
- In nursing school
- Work as PCT (CAN) full time
- Focus on hard to fill units –
Medical Surgical, Intermediate
Care, Cardiac
- Goal to hire PRN after program
- Goal to hire in Nurse Residency
program

Immersion Program (Summer)

- 4 started 5/8/23
- 12 weeks
- In nursing school
- Work as PCT full time first 4 weeks then week 5-12 work 2 shifts/week as PCT and 1 shift per week as RN with Preceptor
 - RN shift as preceptor not paid – get school credit (UNG)
- Focus on hard to fill units – Medical Surgical, Intermediate Care, Cardiac
- Goal to hire PRN after program
- Goal to hire in Nurse Residency program

Nurse Extern Program

- 43 started 7/31/23
- 11 to start 12/18/23
- Nursing student
- Hire during summer or winter break
- Will work with a preceptor and complete nursing skills as competent
- PRN - Work 1 shift q other week in 6-week schedule
- Goal to hire in Nurse Residency



- Questions?