

Workforce Development Initiatives in Health Sciences

Dave Reiff, Regional Pathways Coordinator

Dr. Judy Scott, Chair, Department of Nursing

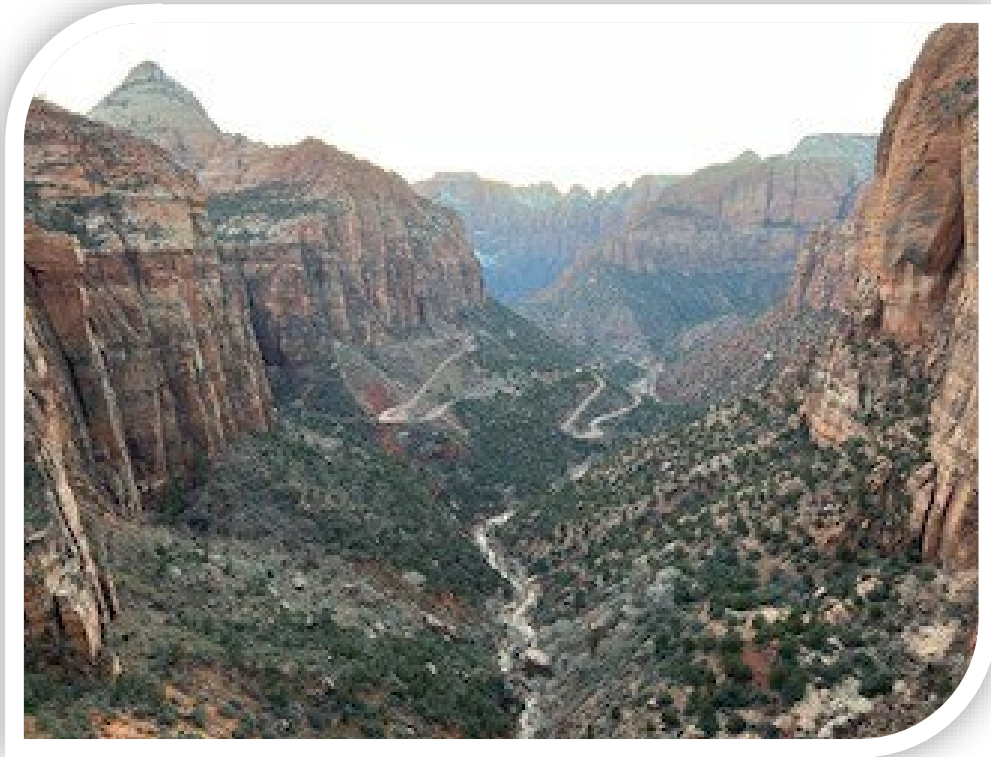
Dr. Eliezer Bermudez, Dean, College of Health Sciences



UTAH STATE PATHWAYS INITIATIVE

Dave Reiff, M.A., B.B. A.
Utah Tech University

HISTORY



Canyon Overlook Zion National Park



2016

- Strategic Workforce Investment (SWI)

2020

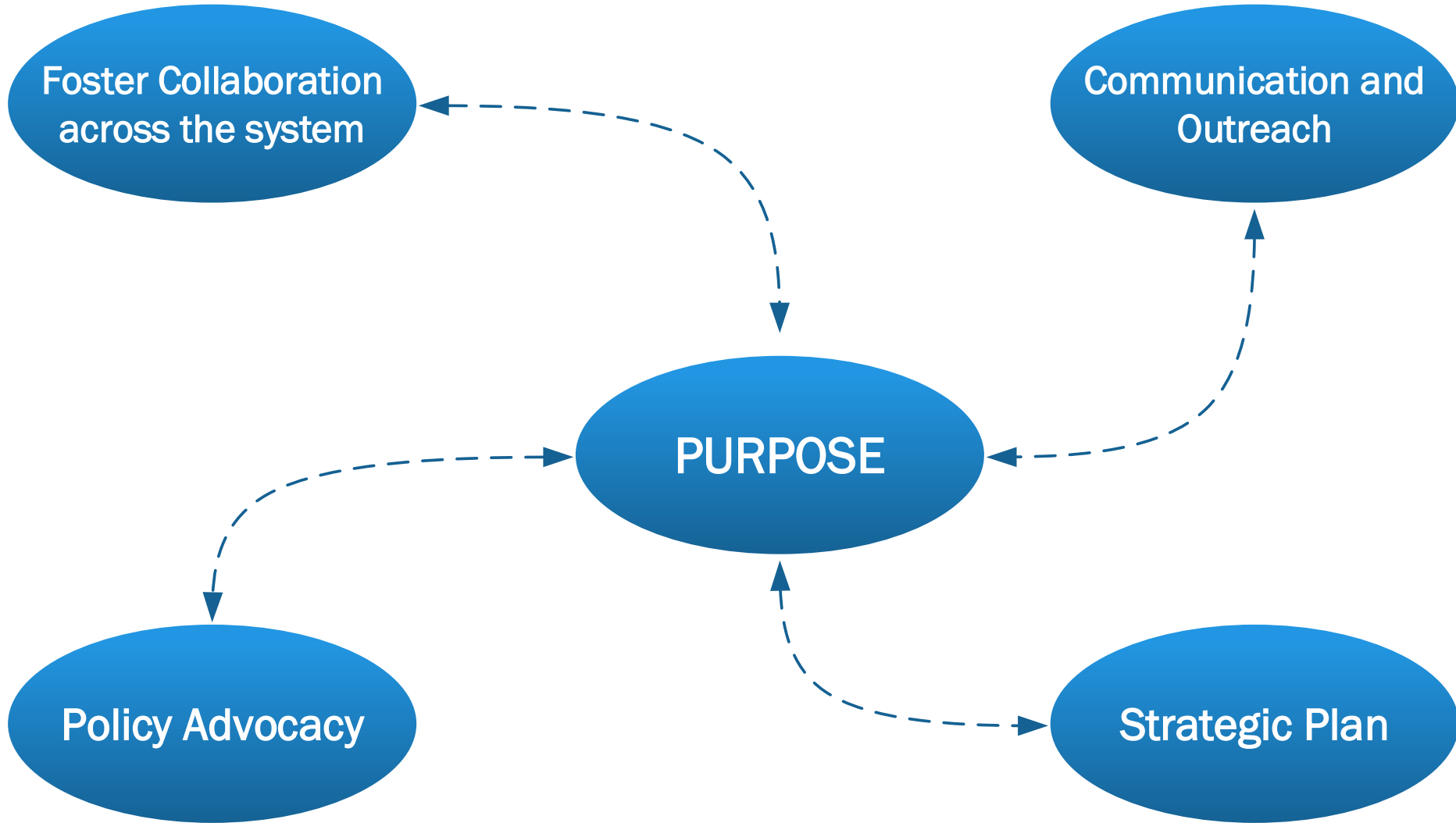
- UTech and USHE System Alignment

2021

- Governor Cox's Pathway Priorities

2022


- Regional Pathways Initiative



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Utah State: Regional Pathways Team

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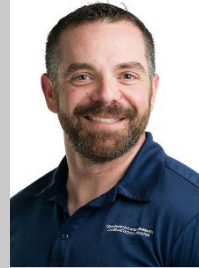
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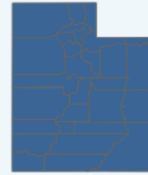


Long Term Occupational Projections 2020 - 2030



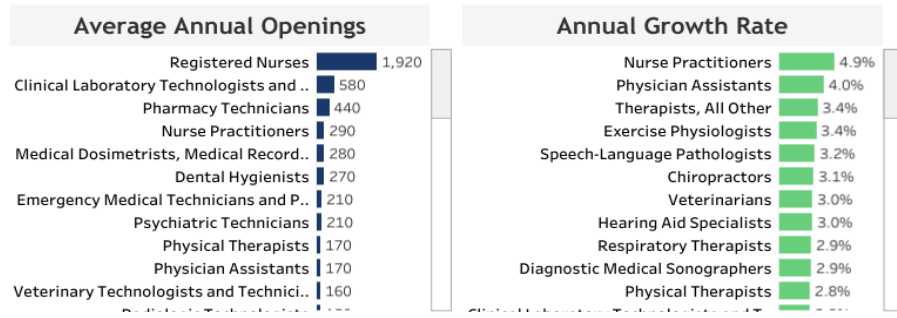
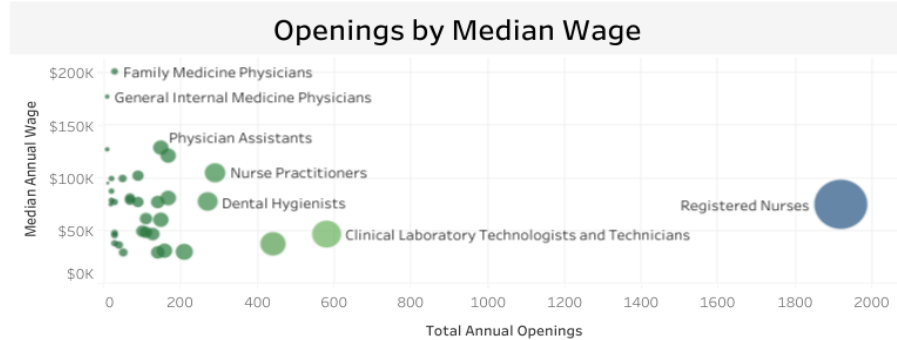
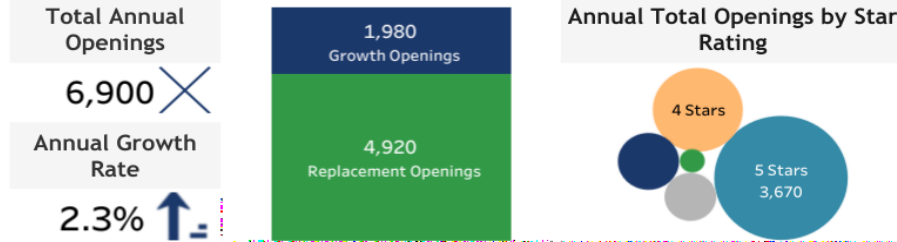
Occupational Projections 2020-2030

Major Occupation State of Utah



Select Area: State of Utah

Select Occupational Group: Healthcare Practitioners and Technical

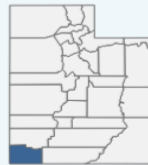


Source: Utah Department of Workforce Services. Updated September 2022.

Major Occupation Projections in the State of Utah

Occupational Projections 2020-2030

Major Occupation Washington County



Select Area

Washington County

Select Occupational Group

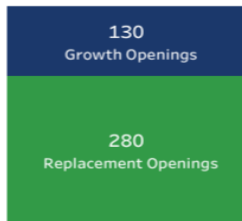
Healthcare Practitioners and Technical

Total Annual
Openings

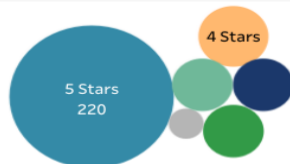
410

Annual Growth
Rate

2.6%



Annual Total Openings by Star Rating



Openings by Median Wage



Average Annual Openings



Annual Growth Rate

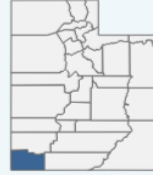


Source: Utah Department of Workforce Services. Updated September 2022.

Major Occupation Projections in Healthcare Practitioners and Technical in Washington County

Occupational Projections 2020-2030

Major Occupation Washington County



Select Area

Washington County

Select Occupational Group

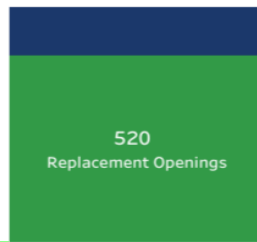
Healthcare Support

Total Annual Openings

650

Annual Growth Rate

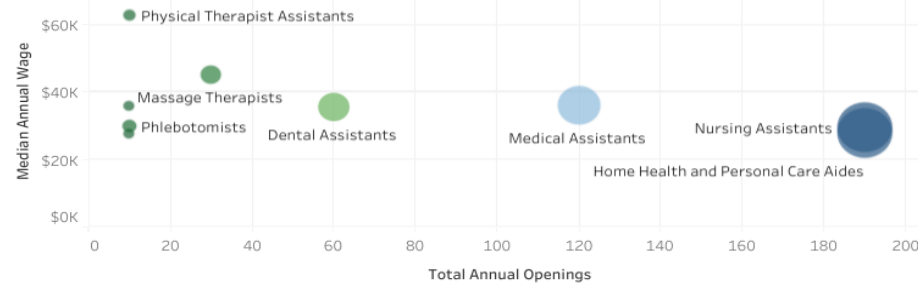
3.0%



Annual Total Openings by Star Rating



Openings by Median Wage



Average Annual Openings



Annual Growth Rate



Source: Utah Department of Workforce Services. Updated September 2022.

Major Occupation Projections in Healthcare Support In Washington County

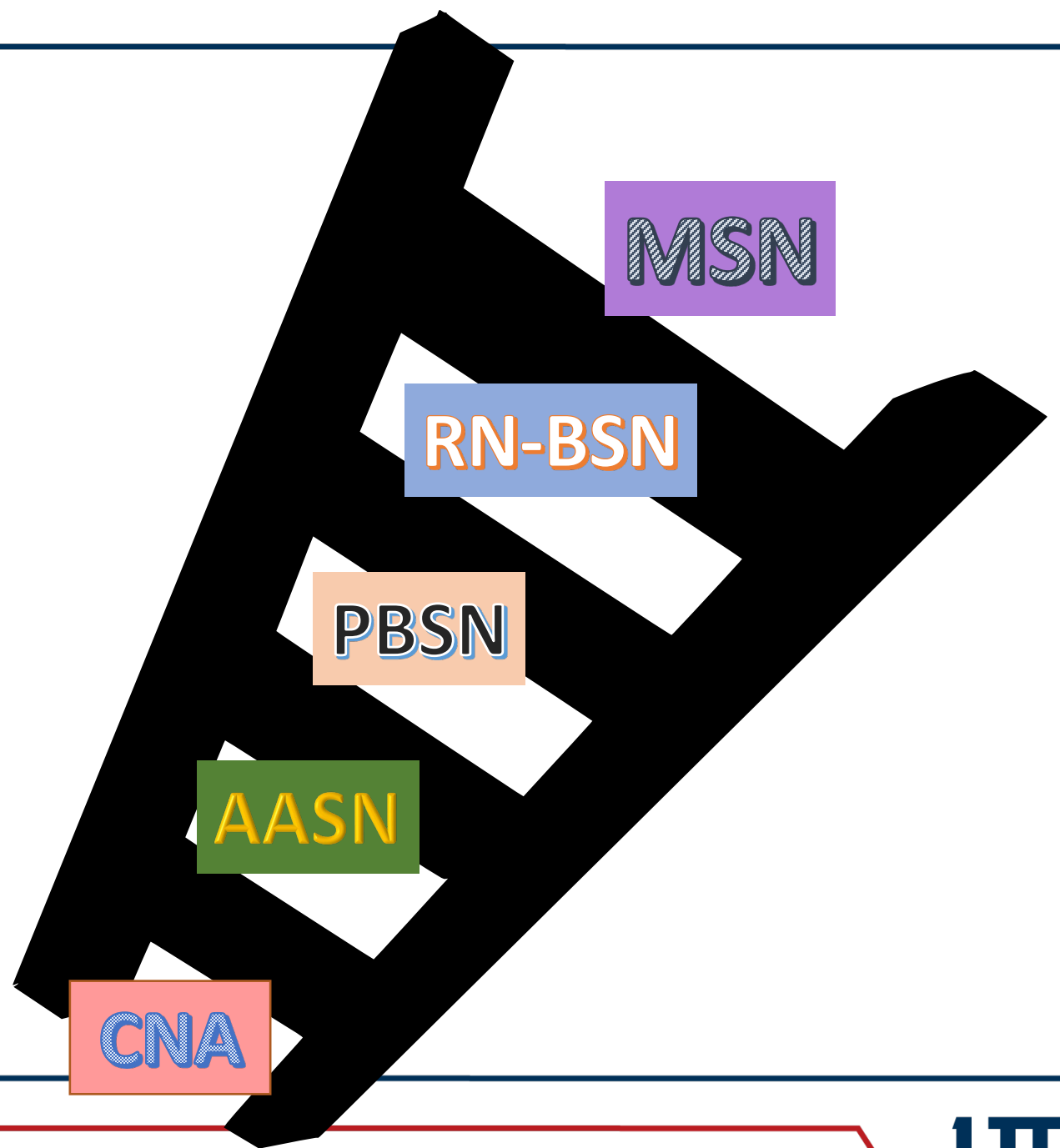
Nursing Ladder of Success

Judy A. Scott, EdD, MSN, RN Department of Nursing Chair



Stackable credentials and professional goals

**Nursing Ladder of
stackable
credentials leading
to professional
goals like
“The Pot of Gold at
the end of the
Rainbow”**

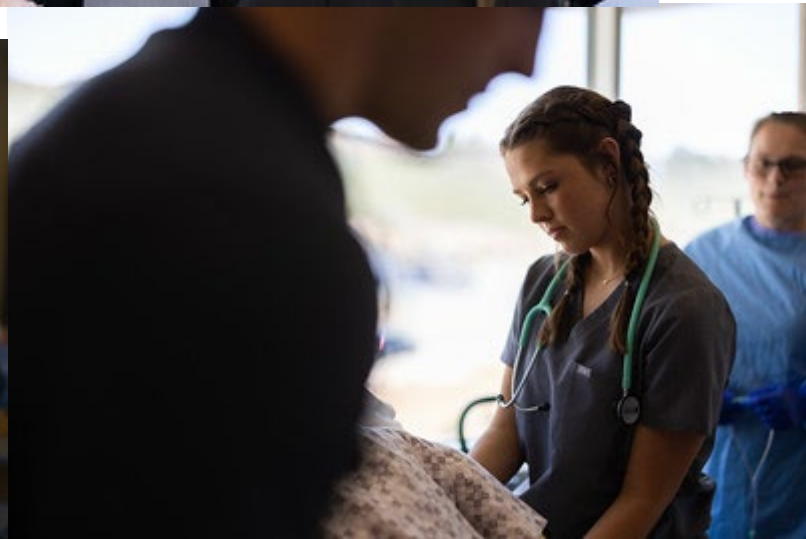


Certified Nursing Assistant

- From 16 year-old high school students to 60 year-old mature adults
- The first step for many to start on their own journey
 - Registered Nurses
 - Dental Hygienists & Other healthcare workers
- State of Utah Accredited Program (UNAR)
- One semester
 - A didactic/lab class
 - A clinical component
 - Then can take the state exam for certification



CNA



Associate of Applied Science in Nursing (AASN)

LPNs

Career growth and advancement

Paramedics and Service Medics

A second career and stackable credentials

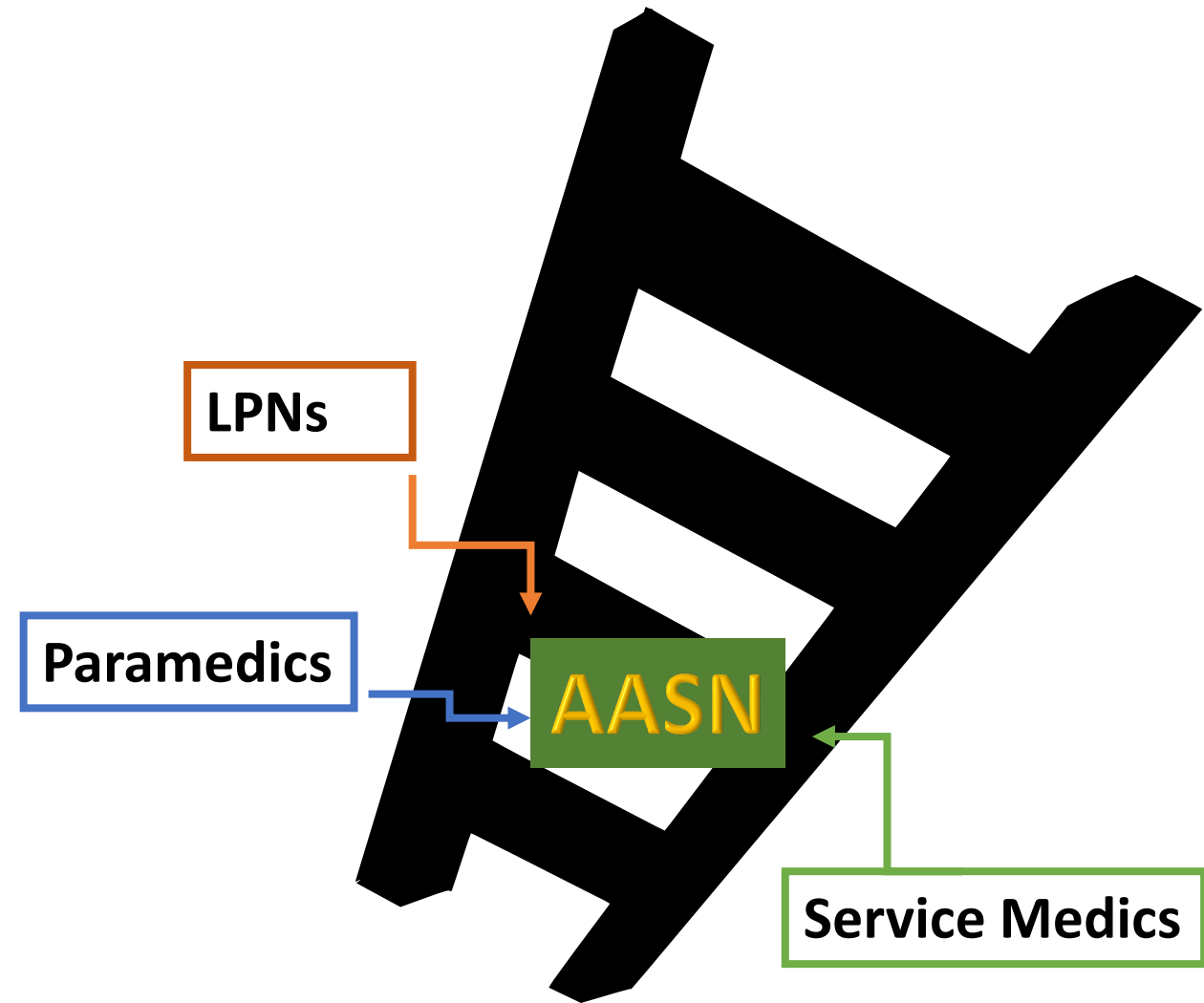
Only 2 semesters of nursing classes

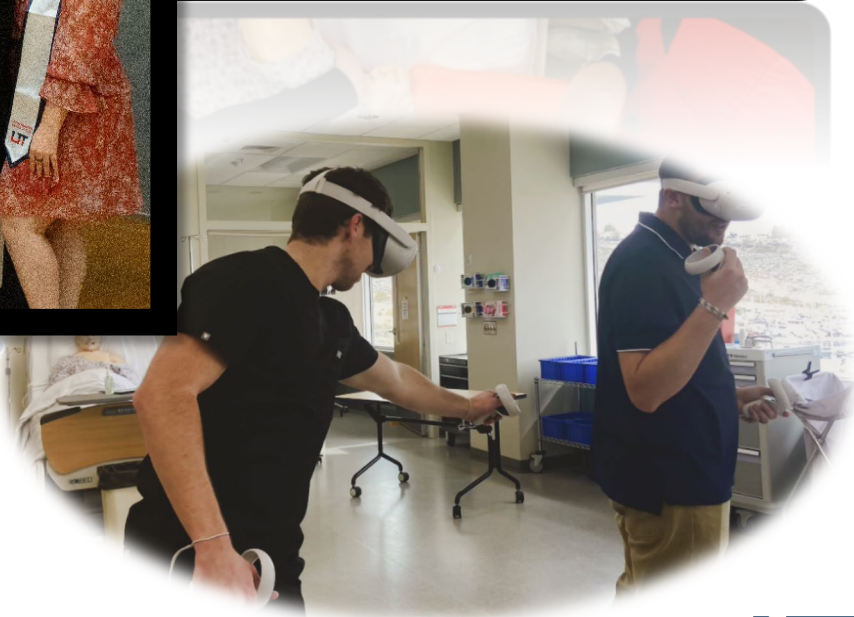
Given credit for prior learning

Fully accredited by ACEN

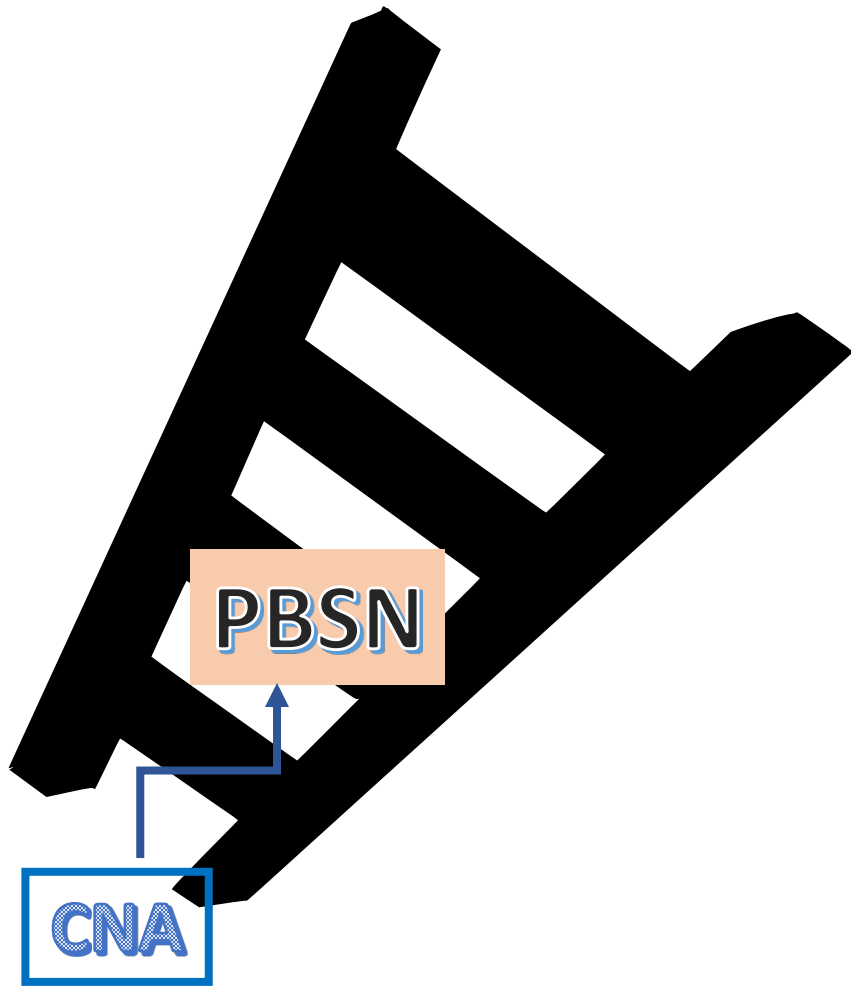
Can then take the RN Exam

NCLEX-RN®





Pre-licensure BSN (RN)



Complete 4 semesters of pre-requisites

Must have earned their CNA

Then 4 semesters of nursing courses

After 2 semesters of nursing courses

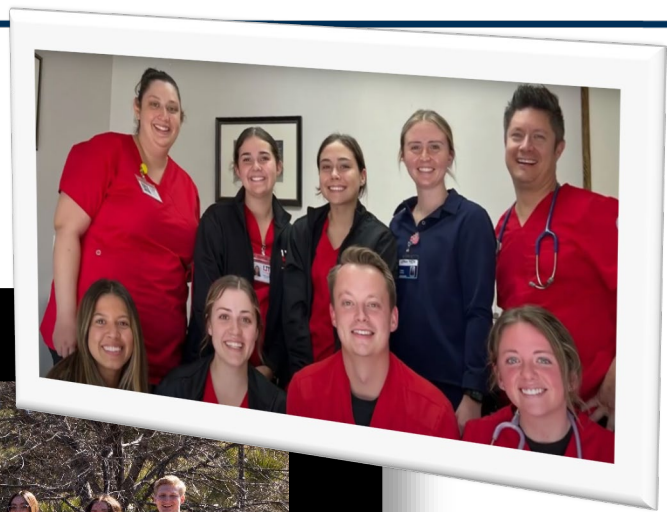
Can take the NCLEX-PN® exam

Can work as an LPN while finishing their BSN

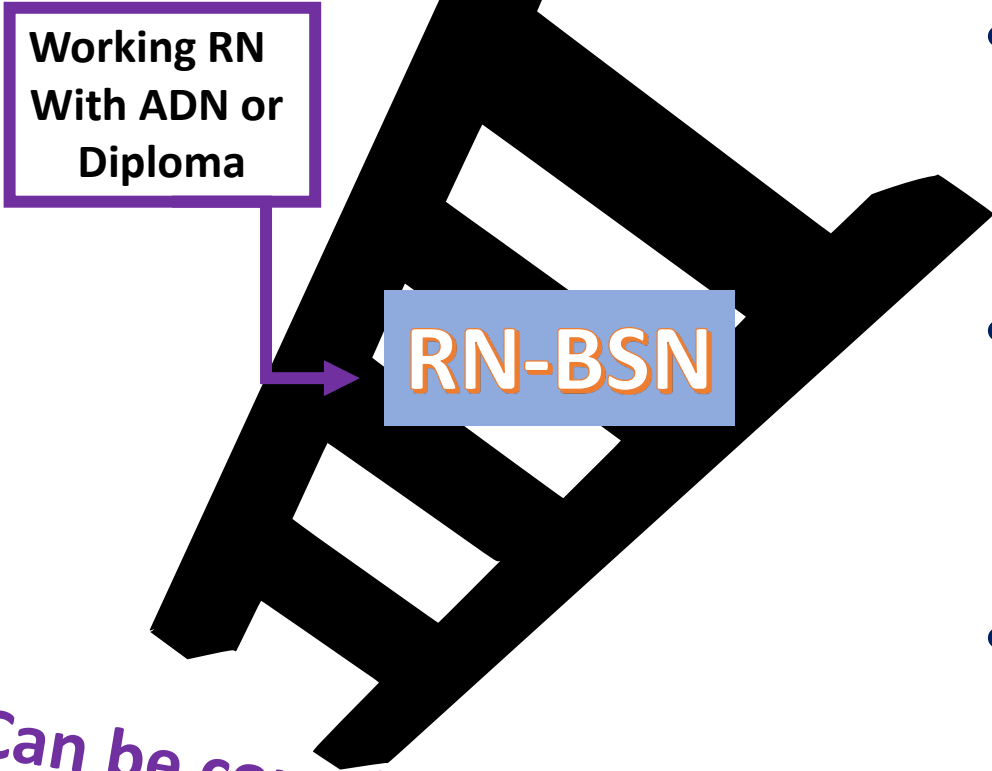
After completion

Can then take the RN Exam NCLEX-RN®

Fully Accredited by ACEN



RN - BSN



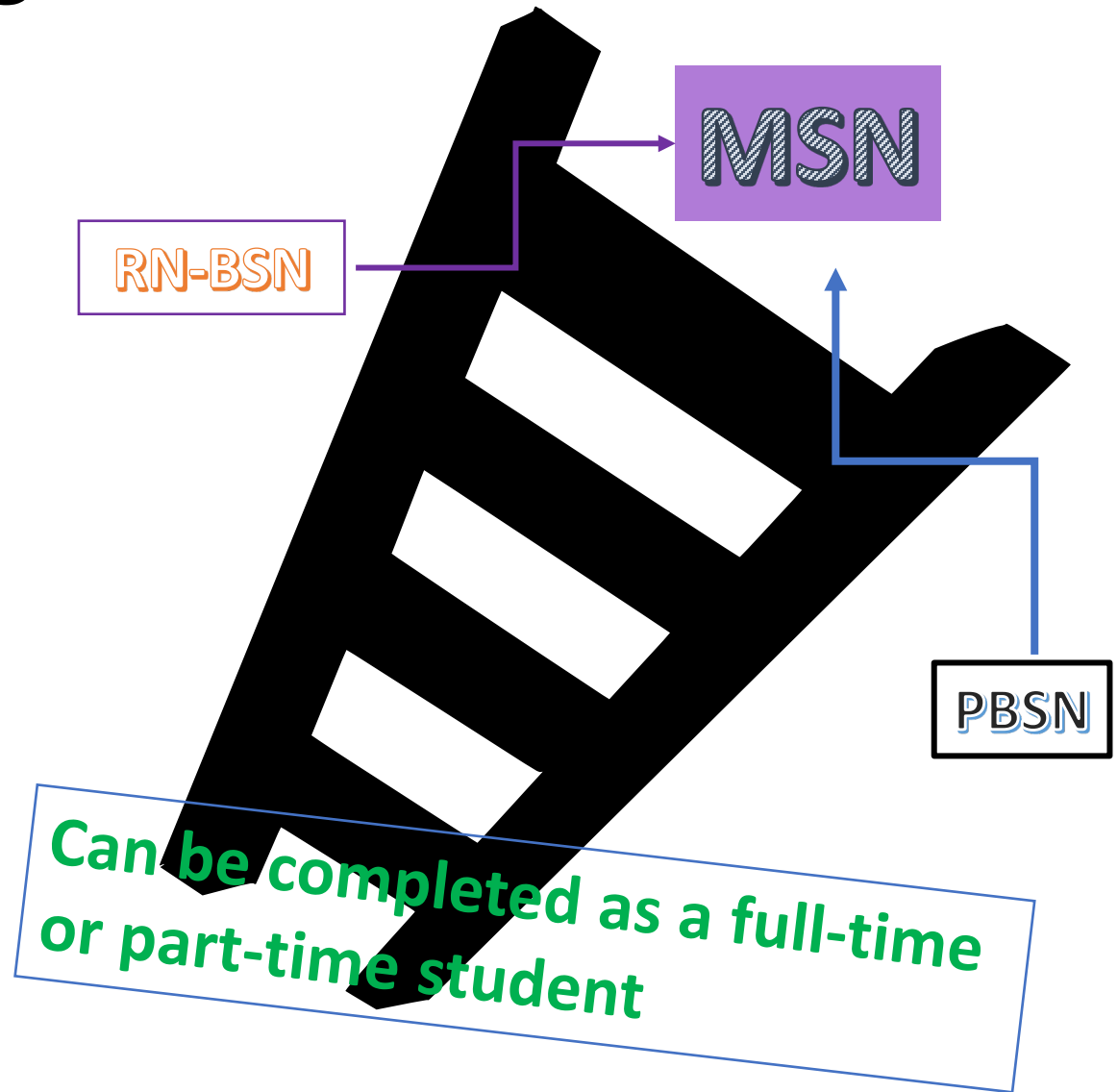
*Can be completed as a full-time
or part-time student*

- Already licensed to work as a RN
- Has only a diploma or an ADN degree
- IOM 2010 report “The Future of Nursing” identified BSN as the
 - **GOLD STANDARD IN NURSING**
- Many working RN’s are seeking to complete their degrees by earning a BSN
- Totally online
 - no added out of state fees/tuition
- ACEN Accredited



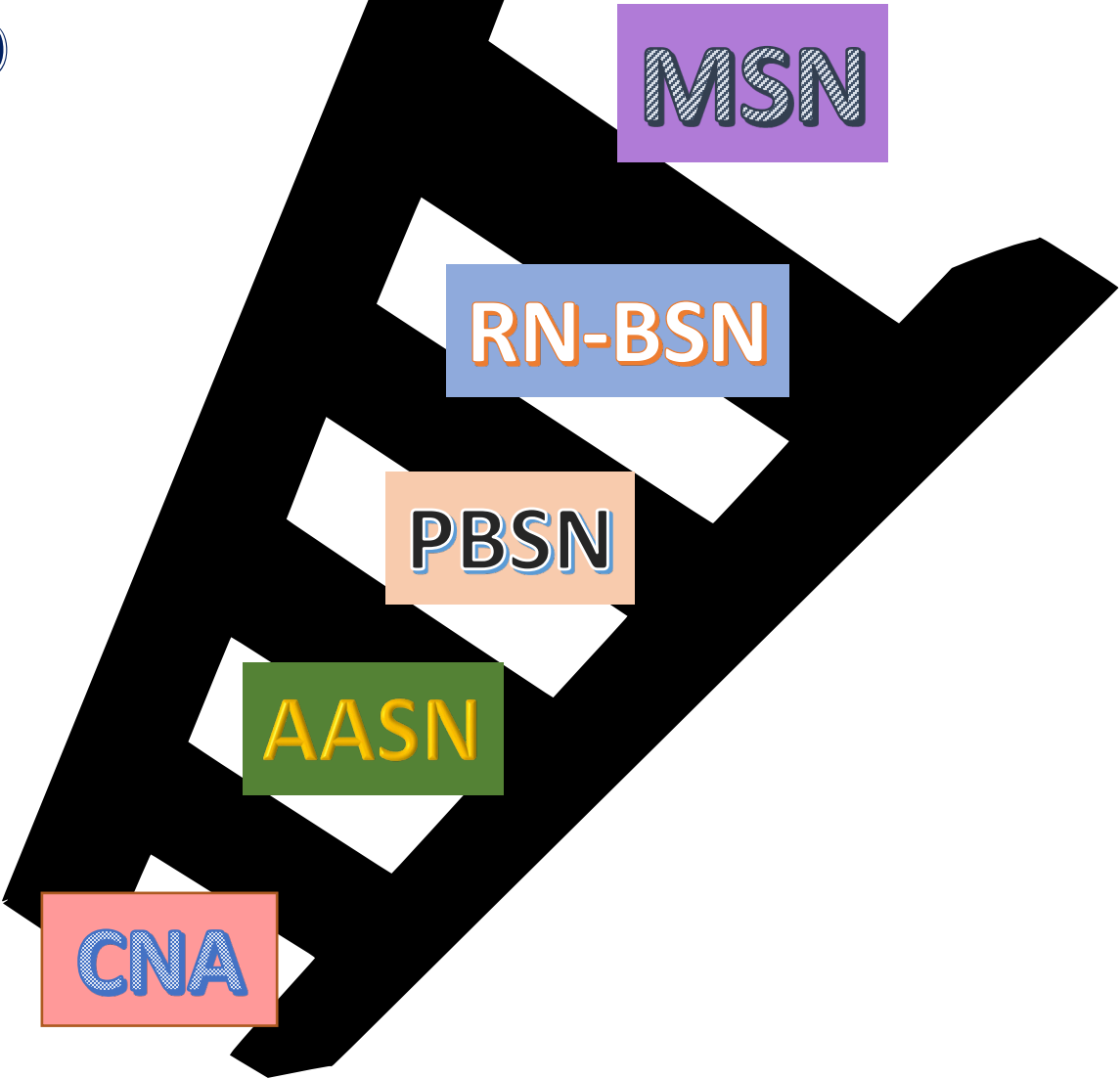
Master of Science in Nursing

- There is a shortage of MSN prepared nurses in leadership & education.
- Need more Leaders/Educators in industry & in Schools of Nursing.
- Totally online program
 - No extra 'out of state' fees.





NURSING AT UT HAS MANY PATHWAYS FOR STUDENTS TO REACH THEIR EDUCATIONAL GOALS-GOLD



COLLEGE DEPARTMENTS

- Department of Dental Hygiene
- Department of Healthcare Diagnostic and Therapeutics
- Department of Health and Human Performance
- Department of Nursing
- Department of Occupational Therapy



DEPARTMENT OF DENTAL HYGIENE

- BS Dental Hygiene
- 48 Students, 24/cohort





DEPARTMENT OF HEALTHCARE DIAGNOSTIC & THERAPEUTICS

- **BS Medical Laboratory Science – 22 students**
- **BS Respiratory Therapy – 24 students**
- **AAS Emergency Medical Services (EMS) – 36 students**

Emergency Medical Technician (EMT)

Advance Emergency Medical Technician (AEMT)

Paramedic Certificate of Completion

- **AAS Medical Radiography – 25 students**
- **AAS Physical Therapist Assistant – 32 students**
- **AAS Surgical Technology – 12 students**
- **Phlebotomy Certificate – 16 students/semester**

DEPARTMENT OF HEALTH & HUMAN PERFORMANCE

- Master Athletic Training – 21 students
- MS Sport Management – 20 students
- Master Healthcare Administration – 6 students
- BS in Exercise Science – 446 students
 - Pre-Physical Therapy emphasis
 - Pre-Occupational Therapy emphasis
 - Pre-Athletic Training emphasis
- BS in Recreation and Sport Management – 112 students
 - Sport Management emphasis
 - Corporate Recreation and Wellness emphasis
 - Experience Industry Management emphasis
- BS in Population Health – 738 students
 - Health Care Administration emphasis
 - Public Health emphasis
 - Long Term Care Administration emphasis
- BAS Healthcare Administration – 33 students
- Health and Wellness Coaching Certificate – 17 students



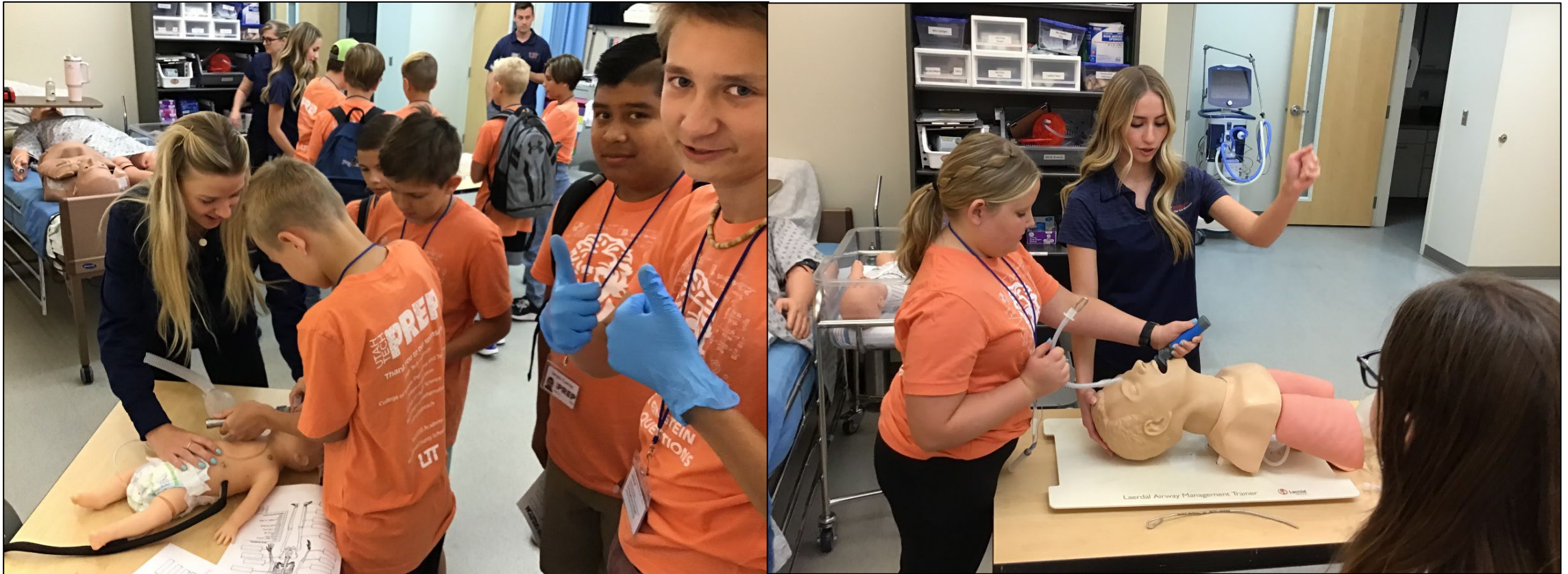
Healthcare Workforce Development

- Annual High School Counselors Visit and Tour
- Annual High School Students Visits and Tours
- Utah Tech PREP
- Career Tech High School
- Parallel Tracks for Pre-Health Students and Population Health
 - Pre-Nursing, Pre-Dental Hygiene, Pre-Medical Radiography, Pre-Respiratory Therapy, Pre-Surgical Tech, Pre-PTA, Pre-EMS



What is UT PREP?

- **UT PREP** is a free six-week summer school that challenges high-achieving 6th, 7th, 8th grade students who are interested in Science (including health sciences), Technology, Engineering, and Mathematics (STEM)



Career Tech High School

COURSES IN THE PATHWAY

Course	Grade
Introduction to Health Science	9 th Grade
Medical terminology	9 th Grade
Medical Anatomy	10 th Grade
Emergency Medical Responder	10 th Grade
Human Development	10 th Grade
Exercise Science/Sports Medicine	11 th Grade
Nursing Assistant	11 th Grade
Emergency Medical Technician	12 th Grade
Advanced Health Science	12 th Grade

▪ **Health Science – This pathway focuses on preparing students for employment in career that relate to the planning, managing, and providing therapeutics services, health informatics, support services, and biotechnology research and development**

Students can earn:

- **CPR and First Aid Certification**
- **CNA and CMA Certification**



HOME

CALENDAR

NEW STUDENTS

PARENTS

FACULTY

STUDENTS

COUNSELING

FAQ

SCHOOL INFO

PRESCHOOL



Parallel Track for Pre-Health Students and Population Health

Communication Strategies

- Welcome e-mail, Regular newsletter
- Open house and Q&A Sessions
- Global and Population Health Hour
- Peer Mentorship Programs

Completion Degree Programs

- RN to BSN
- BAS in Healthcare Administration
- RRT to BS Respiratory Therapy



HEALTHCARE WORKFORCE DEVELOPMENT

- **Healthcare workers added 2022-2023 – 773 graduates**
 - **Healthcare Workers added 2023-2024 - 819 graduates**
-
- Athletic Training – 7
 - Nursing (BSN, AAS) – 125
 - RN-BSN - 156
 - Medical Laboratory Science – 10
 - Respiratory Therapy – 14
 - Dental Hygiene – 24
 - Population Health – 30
 - Exercise Science – 109
 - Recreation & Sport Management – 37
 - Medical Radiography – 12
 - Physical Therapist Assistant – 16
 - Surgical Technology -13
 - Emergency Medical Services – 25
 - CNA – 204
 - Phlebotomy – 32
 - Health & Wellness Coaching Certificate - 5

CHALLENGES & OPPORTUNITIES

- **Challenges**
 - Limited number of clinical sites
 - Limited space to grow
 - Laboratories
 - Classrooms
 - Offices
 - Simulation Lab



CHALLENGES & OPPORTUNITIES

- **Opportunities**

Healthcare Targeted Workforce

Nursing (2022, 2023) – LPN/Paramedic to RN, increase from 12 to 32 students/semester (\$270,000)

Surgical Tech (2023)- Increase from 12 to 28 students/year (\$110,000)

Strong partnership with Intermountain Health and Revere Health

Collaboration with Dixie Tech and technical colleges (LPN to RN)

Collaboration with Career Tech High School (CNA, EMT)

Collaboration with the University of Utah (Physician Assistant, DPT, School of Dentistry)

Collaboration with Rocky Vista University

Collaboration with the Area Health Education Centers (AHEC)



THANK YOU

Copy of presentation



QUESTIONS