



WORKFORCE DEVELOPMENT BOARD OF VENTURA COUNTY

HEALTHCARE COMMITTEE MEETING

Friday, November 1, 2019

8:00 a.m. – 9:30 a.m.

United Food and Commercial Workers (UFCW), Local 770
816 Camarillo Springs Road (Meeting Room/Suite A), Camarillo CA

MEETING AGENDA

8:00 a.m.	1.0 Call to Order and Agenda Review	Greg Barnes
8:03 a.m.	2.0 Public Comments <i>Procedure: The public is welcome to comment. All comments not related to items on the agenda may be made at the beginning of the meeting only.</i>	Greg Barnes
8:10 a.m.	3.0 Approval of Minutes: August 9, 2019	Greg Barnes
	4.0 Ventura County Regional Strategic Workforce Development Plan	
8:20 a.m.	• Regional Director, HWI South Central Coast: Update	Irene Ornelas
8:35 a.m.	• Vista Del Mar Hospital: Update	Michelle Culpepper
8:50 a.m.	• Review of Action Plan for Prioritized Regional Needs	Committee Members
9:00 a.m.	• ETP- Funding for Employee Training	Yvonne Jonason
9:10 a.m.	• Year-End Review	Patricia Duffy
9:20 a.m.	5.0 Committee Member Comments	Committee Members
9:30 a.m.	6.0 Adjournment <u>Next Meeting</u> January 3, 2019, 8:00 a.m. - 9:30 a.m. UFCW Meeting Room 816 Camarillo Springs Rd, Camarillo	Greg Barnes

Individuals who require accommodations for their disabilities (including interpreters and alternate formats) are requested to contact the Workforce Development Board of Ventura County staff at (805) 477-5306 at least five days prior to the meeting. TTY line: 1-800-735-2922.

For information about the Workforce Development Board of Ventura County, go to workforceventuracounty.org



WDB Healthcare Committee Meeting

Friday, August 9, 2019

8:00 a.m. - 10:00 a.m.

United Food and Commercial Workers (UFCW), Local 770
816 Camarillo Springs Road (Meeting Room/Suite A), Camarillo CA

MINUTES

Meeting Attendees

Committee

Richard Trogman* (Vice
Chair)
Marilyn Jansen*
Christina Lee
Irene Ornelas
Lisa Safaeinili

WDB Administration

Patricia Duffy

Guests

Sam Maynard (Ventura County
Healthcare Agency)

*WDB Member

1.0 Call to Order and Agenda Review

Richard Trogman, Vice Chair, Chaired the meeting in Greg Barnes' absence. Change in the agenda was noted. Meeting was called to order at 8:12 a.m.

2.0 Public Comments

No public comments

3.0 Approval of Minutes: May 3, 2019

Motion to approve: Irene Ornelas
Second: Marilyn Jansen
Abstain: Lisa Safaeinili, Christina Lee
Motion carried.

4.0 Ventura County Regional Strategic Workforce Plan

- Healthcare Deputy Sector Navigator: Update

Irene Ornelas, Deputy Sector Navigator for Healthcare updated the committee on initiatives and priorities for the Health Workforce Initiative (HWI). There is a focus on healthcare apprenticeships and subcommittees have been developed to support these areas of focus. The Deputy Sector Navigators' titles have been changed to Regional Directors and the Regional Directors for HWI are working in groups to develop these initiatives. Ms. Ornelas reported on applying for a Kaiser grant to support a mental health strategy to build a mental health pathway/pipeline in Southern Ca. This would include a focus on mental health awareness.

- Vista Del Mar Hospital Update:

Patricia Duffy added that Michelle Culpepper had e-mailed some information to share, since she could not attend the meeting. Michelle Culpepper stated she has been working with Irene Ornelas who is committed to assisting in training efforts for their RNs, LVNs, and MHWs. Ms. Culpepper asked that Ms. Duffy inform the Committee members that Vista Del Mar Hospital has hired a Chief Nursing Officer at the hospital.

- Developing an Action Plan for Prioritizing Regional Needs

The Committee members continued their discussion, from previous meetings, on prioritizing needs. The goal of this discussion was to come up with an action plan for the prioritized needs. At previous meetings a focus on behavioral health was identified as a priority. Identifying the gaps in training programs in the area was discussed. "We need to know what we have available for training and what we need." 1) A need to map what is currently in the region for mental health training programs. 2) Identify career ladders and gaps in training. 3) Prioritize exploring curriculums for incumbent worker training in mental health, such as Mental Health First Aid that can be used in the healthcare industry to train all levels of incumbent workers including security guards, C.N.A.s and ER staff on de-escalation and working with behavioral health patients. There was a discussion on how this could be delivered and having it be delivered in training modules on-line was mentioned since many incumbent workers can't leave the workplace for training. Exploring delivery of the training was discussed.

Action Plan:

- Research available curriculum, such as Mental Health First Aid, for incumbent worker behavioral health professional development training.
- Consult with the Healthcare Committee industry partners to determine which curriculum would address their industry needs.
- Identify most appropriate delivery method for training.
- Mapping of behavioral health pathways in the region/ identify gaps
- Behavioral health career day- exploring mental health careers and career ladders.

- Year-End Review

Year-End Review was distributed for Committee Members to review and comment at the next meeting.

5.0 Committee Member Comments

There were no committee member comments.

6.0 Adjournment

The meeting adjourned at 9:35 a.m.

Next Meeting:

September 20, 2019, 8:00 a.m. - 9:30 a.m.

UFCW Meeting Room

816 Camarillo Springs Rd, Camarillo



2018-2019 YEAR-END REVIEW **Workforce Development Board of Ventura County**

WDB HEALTHCARE COMMITTEE

2018-2019 Members

WDB Members: Greg Barnes, Chair (Los Robles Hospital and Medical Center), Richard Trogman, Vice Chair (Kaiser Permanente), Marilyn Jansen (United Food and Commercial Workers Union), Victoria Jump (Area Agency on Aging), Celina Zacarias, (California State University, Channel Islands)

Other Members: John Cordova (Statewide Regional Director, HWI), Thea Bruzdinski (Dignity Health) Michelle Culpepper (Vista Del Mar Hospital), Adam Hunt (Pacific Coast Homecare), Christina Lee (Moorpark College), Sandra Melton (Ventura College), Dawn Neuman (California State University, Channel Islands), Irene Ornelas (College of the Canyons, Deputy Sector Navigator), Michelle Reynolds (Ventura County Health Care Agency), Mary Anne Rooney (Ventura County Civic Alliance), Lisa Safaeinili (Westminster Free Clinic), Carolina Ugarte (VCOE), Bill Werner (Simi Valley Hospital)

Committee Accomplishments

- **Broaden the Healthcare Committee membership to reflect the region's industries.**
The Committee added four new members; Thea Bruzdinski (Dignity Health), Michelle Culpepper (Vista Del Mar Hospital), Carolina Ugarte (VCOE), Marilyn Jansen (United Food and Commercial Workers Union and Workforce Development Board Member)
- **Joint Regional Sector Committees' Meeting "Engaging Partnerships for Regional Alignment"**
On August 23, Healthcare Committee members participated in the WDB Joint Regional Sector Committee Meeting. The meeting included WDB Committee members from five Committees, WDB Board members and community partners, with 70 participants representing education, industry, labor and government. The focus was to gain an understanding of what Ventura has to offer in work-based learning and how to engage partners to become more regionally aligned in their approach to work-based learning. Vinz Koller from Social Policy Research Associates and the staff from the California Workforce Association, Brendon Anderson and Matt Hidalgo, facilitated the discussion. After hearing reports from 11 agencies on their engagement in work-based learning, Vinz Koller, presented the Swiss model of apprenticeships, "Lessons learned from Zurich" where he had recently attended the CEMETS program on the Swiss apprenticeship model.

Matt Hidalgo and Brendon Anderson provided a review of the outcomes from the previous regional meeting on work-based learning and an update on the additional work done in the WDB sector committees to identify obstacles and challenges in creating a regional model for work-based learning. The participants broke into six groups to work on prototyping a new shared work-based learning system for our region. The six groups reported on the prototypes they developed.
- **Clinical Laboratory Scientist (CLS) Field Experience Program**
The Committee discussed the success of the CLS Field Experience Program. There were eight students in four hospitals the first year. The first Cohort of eight finished last year and all eight passed the exam and are licensed with jobs. The second cohort of eight students finished and the new cohort began with ten students in September 2018. Dignity Health was added as a participant, so there are now five hospitals participating. The first year provided the opportunity to understand the range of different needs for the students entering the program. Some students had longer gaps between finishing their programs and finding field placements and needed more review time, which is why it is critical to have available field placements so students don't encounter long gaps due to an inability



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to find a field placement. CSUCI set up a review class and a CLS library, with on-line resources to practice for the licensing exam.

- HASC- August 8th Event Review and Discussion:
The Hospital Association of Southern California, in collaboration with our region's Community Colleges' Deputy Sector Navigator for Health Care, the WDB Healthcare Committee, the Santa Barbara WDB and the San Luis Obispo WDB, presented the HASC white paper on "Challenges, Approaches and Solutions." The event was held at the Crowne Plaza in Ventura. Three members of the WDB Healthcare Committee were asked, by HASC, to participate on panels to discuss regional Healthcare Workforce needs. The event allowed healthcare representatives to identify and discuss local healthcare workforce needs.

- Regional Healthcare Case Manager/Care Coordinator Career Pathway Project:
Continued participation in the Los Angeles/Ventura regional project, funded through a SlingShot grant from the California Workforce Development Board. Six Los Angeles Workforce Development Boards and the Ventura County WDB, along with industry partners in healthcare and education, worked together for over 2 years on this successful project. Two Committee members were actively involved in participating in meetings from the onset of the project, providing updates and discussions at the Healthcare Committee meetings. Care Coordinator on- line courses are available to the Ventura region. Level II online training is available and committee members were provided details on how to access the online training for the level II Care Coordinator courses. The LA area trained over 200 students as Patient Navigators, a curriculum developed as part of the Slingshot Project. The Ventura Region was running the same Patient Navigator course through the VCCCD contract education program and despite four attempts to start the courses there was not much interest, so the classes were cancelled. It is unclear if this is due to a lack of marketing or lack of a clear understanding of the value of the role of a Patient Navigator. Plans are to evaluate the local need and determine the reason for limited enrollment. The committee members would like to focus on the level II and level III care coordinator training since there was an identified interest in these courses.

- Behavioral Health, Vista Del Mar: Update
Michelle Culpepper, Director of Human Services Vista Del Mar Hospital, updated the Committee members on the status of the hospital since the destruction of the hospital during the Thomas fire. They have 55 beds and can now reopen. There are 14 beds that are not able to be filled due to staffing needs. Currently the challenge is staff and the need to use travel RNs which is very expensive. They are projected to begin rebuilding in the next 6 months and will have 120 beds upon completion. There have been delays in getting the necessary building permits from the County. This is the first hospital that has burned down, so Statewide there is no precedent set for moving through the process. Ms. Culpepper also spoke about housekeeping staffing needs. Committee members expressed the extreme need to have this hospital since there is a crisis in where to place mental health patients due to the lack of available beds for treatment. Committee members also discussed the need for more locked unit beds. There is a critical need in the hospitals to have a place to send patients with mental health problems. Currently the ERs are the place the patients are brought in and it is creating a critical problem in the ERs to have no place to send them. Ms Culpepper was asked about having a locked unit in the hospital and she stated there is no plan for that, at this time, but encouraged Committee members to communicate the need.

A Committee member noted the critical need for psychiatrists in Ventura who can evaluate emergency psychiatric needs. A committee member mentioned that, in other cities, having a psychiatric residency program helps to fill that need. Committee members discussed new graduate



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nurses as a possible pipeline for the hospital. In the past student nurses have done their behavioral health training at Vista Del Mar.

The need for the Committee to prioritize the focus on behavior health was discussed. Lisa Mitchell from HASC mentioned that HASC is committed to addressing the behavioral health needs.

- **Healthcare Committee Discussion on Specialty Nursing Needs in the Region**
The Healthcare Committee members had several discussions at several meetings on Specialty Nursing needs. Moorpark previously had an OR Specialty Program that was an 8-week course held in the summer, which was discontinued. The problem in the past has been finding clinical placements. The Committee discussed determining need and contacting surgical centers in the area as well as gathering information from the hospitals. Committee members discussed the possibility of starting the Moorpark program again if need is determined. It is unclear if the curriculum would need to be revised and the discussion of more use of robotics in surgery was a consideration. The Deputy Sector Navigator reported on the need to do a county scan for specialties (ER, OR, Mental Health, Case Managers, etc.) A specialty nursing program can run through contract education at the district level if the Community College is unable to host it at this time. Moorpark College does not offer a course via contract education but does have the course curriculum for OR nursing.
- **Specialty Nursing Planning Discussion continued-with representatives from HASC.**
Committee members continued to discuss specialty nursing needs in the region. Teri Hollingsworth, Vice President of HR and Education Services, Hospital Association of Southern California joined the Committee for the discussion on the shortage of specialty nurses. Christina Lee sent a report on information she gathered. Christina asked the clinical partners for the top 3 specialty nursing training courses that are needed or projected to be needed. Their response was 1) Critical care, 2) OR and number three had a tie 3) Peds. or wound, ostomy, continence nursing. In addition, committee members from hospitals added a need for surgical nurses, case managers, ER and a critical need for a pipeline of workers for behavioral health positions.

There was a discussion regarding the need for clinical spaces for specialty nursing. Running the courses in the summer was suggested. It was stated that a shortage of clinical training spaces is a statewide problem. There was a mention of using the prison healthcare system as clinical sites. There was also a discussion of developing more apprenticeship models in healthcare and being able to tap into additional funding sources. Having the right people at the table was discussed. The decision makers at the hospitals involved with clinical site rotations need to be included as well as the HR directors and CNOs. Hospitals need to look ahead to project needs.
- **Specialty Nursing: January 30, 2019, RN Workforce Forum Event Discussion**
Committee members participated in the RN Workforce Forum Event hosted by the South Central Coast DSN at the Crowne Plaza in Ventura and had a further discussion at the next Healthcare Committee meeting. The Forum had representatives attending from the Ventura hospitals and clinics and the Santa Barbara Cottage Health System. The results from the group discussions that took place at the January 30th RN Workforce Forum, were in the packet for committee members to review and discuss. It was clear as we discussed specialty nursing needs, that each hospital represented at the table had different needs. Some do in house training, others had need in several specialty areas. A Committee member mentioned the critical need at her hospital was Cath Lab nurses. The problem is compounded by the inability to find teachers, they would need to bring someone from out of the area. Lisa Mitchell, from HASC, mentioned HASC wanted to create advisory groups to address the specialty nurse shortage issue. It was suggested, by Committee members, that we use the current Healthcare Committee and invite others to attend to continue the specialty nursing shortage



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discussion and to plan solutions. The plan is to reach out to the other attendees from the January meeting and invite them to attend a follow up discussion at the May 3rd Healthcare Committee meeting.

- Specialty Nursing – Prioritizing Regional Needs/Developing an Action Plan:

The committee members engaged in a robust discussion on the need for specialty nursing training in the Ventura Region. During previous discussions it had been determined that most of our hospitals did in-house training for specialty nursing and the County Health Care Agency identified the most needs, since in-house training was not provided. The Hospital Association of Southern California had done previous research, which indicated difficulty filling vacancies for specialty nurses, however, where those vacancies were identified was not shared.

John Cordova led the discussion on options for training specialty nurses. What had been identified previously was that our region did not seem to have enough demand in one specialty area to justify a training program.

John Cordova discussed looking at apprenticeship models in healthcare as creative solutions to meet these needs. Funds are becoming available for apprenticeship programs and competency based models are often more lenient on the hours required and specialty training requires less hours. One solution was to work with DAS (Division of Apprenticeship Standards) on requirements for new healthcare apprenticeships in specialty training. Utilizing ETP (Employment Training Panel) money for incumbent worker training in specialty areas is available to hospitals that are not nonprofit hospitals.

Mr. Cordova discussed other creative solutions the community colleges are exploring, such as the community colleges trying to align with other colleges to meet the training needs when there is not enough demand in one area to develop a training program.

The one specialty area the committee members agreed everyone had in common was behavioral health. Ventura has a critical shortage of mental health beds. The ERs have patients with serious mental health problems with no mental health facility available to admit them. One hospital has CNAs designated to sit with mental health patients in the ER. This led to a discussion on the need for mental health training at numerous levels in healthcare including ER staff, CNAs and security guards.

Vista Del Mar, a behavioral health hospital burned down during the Thomas Fire. Currently, staffing shortages are limiting how fast they can staff up to meet the needs. A committee member informed us that the County is breaking ground for a prison hospital at Todd Road jail and is expanding the number of beds at the County mental health unit, which will increase the demand for more psych nurses and behavioral health specialists.

The committee members discussed looking at incorporating behavioral health training and training on aging “mental health across a lifespan” into more healthcare training programs. The need for healthcare professionals to identify a delirium in a patient can be life-saving especially in older patients; a delirium caused by medication is often mistakenly attributed to their age or mental illness.

Committee members determined the two specialty areas the committee would like to explore are behavioral health and care coordinators. An action item was proposed to do a job analysis to identify need.



2018-2019 YEAR-END REVIEW **Workforce Development Board of Ventura County**

WDB HEALTHCARE COMMITTEE

Insights:

- Having industry partners at the table enables us to identify and address regional industry needs. Continue to widen our networks to engage more healthcare providers in workforce development. Recruit additional committee members representing mental health, EMS and Health IT.
- Collaborate to implement, in Ventura, the training programs developed for Patient Navigators and Care Coordinators, based on the successful work of the Los Angeles/Ventura Healthcare Coordinator Pathways Project. (C3 Skills Alliance)
- Continue to monitor how changes in the healthcare system are impacting our regional healthcare workforce. For example, monitoring local hospital requirements to hire B.S.N. vs. A.D.N. nurses. Work with colleges and industry to identify an employment pipeline for A.D.N. graduates.
- Continue to facilitate collaboration between industry and education to identify and address the skills gaps in healthcare occupations.
- The need to increase “Earn and Learn” opportunities in the healthcare field through internships, on the job training, pre-apprenticeships and apprenticeships.
- Work with industry and colleges to encourage fast track, convenient, affordable A.D.N. to B.S.N. programs. Identify employer supported educational benefits.
- Some of our healthcare workforce needs overlap with other sectors (e.g., IT, finance, and equipment maintenance). We need to work with the WDB Business Services Committee, Clean/Green Committee, and Manufacturing Committee to facilitate cross-sector collaboration.
- Need to identify career pathways to CLS. Explore successful models utilizing MLTs and identify barriers that may be preventing the use of more MLTs.
- Learned from the first cohort of students in the CLS Field Experience Program. Students who had long gaps between finishing their program and finding a field experience placement were more likely to need review courses. This exemplifies why there is the critical need to have field placements immediately available for CLS graduates.
- Continue the collaborative work of the WDB Healthcare Committee members to align the numerous healthcare education advisory committees in the region.
 - There was an identified need in the region to focus on behavioral health. Critical shortages of psychiatric hospital beds and clinicians were identified. There is a need to incorporate behavioral health training and training on aging, “mental health across a lifespan” into more healthcare training programs.
 - Continue to work with HASC to explore solutions to meet specialty nursing program needs for some of the facilities that do not have in house training.

**Irene Ornelas, MSW, LCSW
Regional Director, Employer Engagement
Health Sector, South Central Coast Regional Consortium
Health Workforce Initiative**

**Healthcare Committee Report
November 2019**

1. Jeremy Shumaker, Regional Director AMR Ventura and Gold Coast Ambulance: On 10/23/19, AMR signed an EMT On The Job Training (OJT) program for agreement with the Division of Apprenticeship Standards (DAS). If approved by DAS, the intention of the program is to fill the need for paramedics as the EMTs will be prepared to enroll in Ventura College paramedic program.

HWI has met with Vista Del Mar Hospital to discuss potential training for Psychiatric Nursing. Training needs to be determined, curriculum is in review by new Director of Nursing. Training is a total of 36 hours (36 CEUs)

Curriculum:

- Psychiatric Overview
- Psychiatric Disorders Refresher
- Assessment and the Nursing Process
- Therapeutic Milieu/Communication
- Managing Aggressive Behaviors/Self Care
- Psychiatric Medications

Course objectives:

- Prepare new RNs (and “new to psych” RNs) for practice
- Framework for training across California
- Meet the needs of industry partners
- Provide competent care to vulnerable population

2. California Health Professions Consortium Conference, 10/23/19 Sacramento

As reported by HWI Greater Sacramento Area (Julie Holt), much discussion about community colleges at the conference focusing on Diversifying the Health Workforce:

- Primary Care Physician focused(also some NP/PA were discussed)- goal is to increase numbers of providers and diversify the workforce in all regions of California
- Senate representative from the mid-state- spoke repeatedly about Community College pipeline to be a resource for diversifying the workforce. There is an effort to change the perception that all admitted Med students need to complete at a UC to get into school.
- Sacramento Mayor Steinberg also spoke about mental health and community college pipeline to diversify workforce.
- COADN North President- Sharon Goldfarb (Dean of Marin College Nursing program) also advocated for advanced practice nursing and community colleges. She advocated for part time tracks to diversify workforce.
- Regional Hubs for Pipeline prep: Dr. Garcia from Stanford and Dr. Hernandez from UCSD presented. Pilot projects with community college partnerships to move students through their bachelor’s degree and then reserving up to 15 spots in their Medical Schools annually for these pipeline students. Strong findings with persistence and successful completion of coursework with performance levels similar to those students that attended 4 year institutions.

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- UCSD pilot has partnered with Grossmont, Mesa, Miramar, San Diego CC, Palomar and Cucamongo- 70% of the students in the project enrolled in Dentistry, MD, Pharm and veterinarian programs at the grad level.
- Stanford pilot partnered with Foothill , San Jose CC, Canada, Hartnell CCl, Gavilan CC- students enrolled in Med school with 15 spots reserved per class.
- **Biggest indicator of success for students to move through was leadership skills (internships, experiential learning). Tiered Mentorship was also part of the success outcomes.**
- **RFA being formulated with funds from the Foundation for the California Community Colleges-** date not announced. Goal is to scale the project to other regions and have 4 hubs by 2022.
- Other topics discussed were loan payment support after graduation so MD's can afford to work in primary care.
- California Hospital Association (Cathy Martin) and California Primary Care Association (Isias Iniquez) presented and spoke more broadly about all health occupations to support their systems.
- Other programs discussed at length where programs to support economically and educationally disadvantaged students: PRIME (Program in Medical Education- California program), HCOP (Health Careers Opportunity Program- federally funded) and Hometown Scholars (connects at the community level).

3. Ventura County WDB Behavioral Health Workforce Needs?

- Incumbent working training (Mental Health 1st Aid, Safe Talk – suicide prevention, NAMI)
- Behavioral Health Career Awareness (tentative date 4/24/20)

South Central Coast 1st Quarter (2019-2020) Happenings

- September 13, 2019 Health Workforce Initiative State Advisory Meeting, San Diego
- October 11-12, 2019 Perinatal Mood Disorders: Components of Care 2 day Workshop, Santa Maria
- October 4, 2016 Cross Sector ICT Advisory Meeting
- October 16, 2016 San Luis Obispo County Public Health - Health Workforce Forum
- November 18-21, 2019 Dacum Job Analysis: School Nurse, Medical Scribe, and Peer Support Specialist
- January 2020 (date TBD) Ventura County Allied Health Student Workshop (LinkedIn, Resume, & Interviewing Tips)
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- February 21, 2020 Health Workforce Initiative State Advisory Meeting, Sacramento



Nursing Education Investment Grants Application Guidelines

Funding Opportunity

The Foundation for California Community Colleges intends to award 2020 Nursing Education Investment Grants to support projects that facilitate, coordinate with, or complement efforts to educate and train nurses through California community colleges. Up to \$450,000 in total funds will be awarded in one or more grants. A Letter of Intent (LOI) must be submitted by **November 15, 2019**. Based on evaluation of LOIs, select applicants will be invited to submit a full proposal.

Background

The Nursing Education Investment Fund was established in 2005 through an agreement between the Foundation for California Community Colleges, WellPoint, Inc., and the Insurance Commissioner for the State of California, and is designed to benefit nursing education within the California Community College system. Recent grants have been awarded to scale seamless transfer programs from associate degree to bachelor's degree in nursing; replicate successful career pathways; and enhance a clinical placement technology tool that connects nursing educators and students to clinical providers and placements.

Criteria

Proposed projects must align with the grant program's *purpose* to facilitate, coordinate with, or complement efforts to educate and train nurses through California community colleges. Additionally, proposed projects must address *at least one* of the following *priorities*:

1. Promote academic progression for registered nurses to obtain a Bachelor of Science in Nursing or higher degree;
2. Create educational and career pathways through new, enhanced, replicated, or expanded programs;
3. Provide academic, clinical, and/or other work-based learning opportunities that ensure nurses are well-prepared to assume evolving and expanded roles in changing practice environments;
4. Increase the supply of nurses in specific regions of California with documented shortages of nurses; and
5. Implement strategies that lead to well-prepared and diverse nursing faculty and program directors.

These priorities reflect existing needs within the nursing field. These priorities are based on recommendations provided in HealthImpact's 2016 [Nursing Education Plan White Paper and Recommendations for California](#), and have been adapted to support nursing education in the community college context.

The most competitive projects will also:

- Clearly demonstrate capacity for successful project implementation;

- Incorporate or build collaborative partnerships, including academic-practice partnerships, as appropriate to the project's design;
- Leverage additional funding or other resources; and/or
- Offer scalable solutions or potential to be replicated in other places.

Eligibility

To be eligible for funding, applicants must be a public governmental entity or have valid tax-exempt status under Section 501(c)(3) of the Internal Revenue Code. Organizations or projects with a 501(c)(3) fiscal sponsor are eligible for funding.

Award Information

- Up to \$450,000 in total funds will be awarded in one or more grants. Applicants are advised to request an amount that makes sense for their project's scope of work.
- The grant term is expected to begin July 2020 for a duration of up to 24 months.
- Types of projects considered for funding include, but are not limited to, planning, implementation, capacity-building, systems change, policy and advocacy, communication strategies, partnership development, and/or outreach and education.
- Allowable costs include project-related staff time, meetings, travel, materials, equipment, and subcontractors. Funding should be used to augment but not replace existing financial resources. Indirect costs are allowable up to a maximum of 15% of direct costs.
- The funder may award part or all of a proposed project and budget. If awarded partial funding, the applicant will be notified in advance of an award to ensure project viability at the reduced level.

Applicant Webinar

A pre-recorded applicant webinar with additional information about this funding opportunity will be available on the Nursing Education Investment Grants [website](#) by October 30, 2019. You may register [here](#) to be notified when the webinar is posted.

LOI Phase

Applicants must submit an LOI by November 15, 2019, through the online portal accessed [here](#). Emailed and hard copy LOIs will not be accepted. All applicants will be notified in late December 2019 whether they are invited to submit a full proposal. Additional guidance and support is provided through a Questions and Answers document and a Word version of the LOI application (to draft responses).

Proposal Phase

For those selected to move to the next phase, proposals must be submitted by February 14, 2020, through the online portal. Award announcements are expected in April 2020.

Expected Timeline

Fund opportunity announcement:	October 1, 2019
Applicant webinar:	October 30, 2019
Deadline to submit questions:	November 6, 2019
Answers posted to website:	November 8, 2019
LOI deadline:	November 15, 2019
Invitations for full proposals:	December 2019

Proposal deadline: February 14, 2020
Approximate award announcement: April 2020
Approximate date funds available: July 2020

Questions and Answers

Do you have questions about this funding opportunity? Submit questions [here](#), or email questions to grants@foundationccc.org until November 6, 2019 (reference “2020 Nursing Education Investment Grants” in the subject line). Responses to all questions will be posted to the Nursing Education Investment Grants website regularly until November 8, 2019.

Do you have technical questions about Reviewr, the online portal? Please contact support@reviewr.com or 402-261-5802.

