

*Workforce Needs for the Central Nebraska Veterans Home*

Report to the  
Economic Development Council of Buffalo County

Prepared by  
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## Executive Summary of Workforce Factors

The cities of Kearney, Grand Island, and Hasting in central Nebraska form a single large labor market with similar wages and movement of labor between cities. Our analysis shows that Kearney has a large healthcare workforce and is able to offer a mix of specialized labor to meet the workforce needs of a 225-bed Veterans Home. Current educational programs serve the entire market, and planned expansions will also help address workforce needs. The proximity of the University of Nebraska – Kearney (UNK) and the new and expanded University of Nebraska Medical Center (UNMC) programs in Kearney provide unique advantages and opportunities for the Veterans Home to build relationships that could ultimately benefit recruiting and professional development and offer medical expertise to Veterans Home residents.

### *Workforce Availability*

The following summarizes the workforce within a 50-mile radius of the Kearney site.

- There are 90,000 primary jobs within a 50-mile radius of Kearney. There are only slightly more (91,400) within a 50-mile radius of Grand Island.
- The number of licensed Registered Nurses (RNs) and Licensed Practical Nurses (LPNs) in the 50-mile area is sufficient to meet the needs of a new Kearney facility. The workforce also includes specialists who can provide services for medically complex needs, dementia, and hospice.
- In 2011, 14,380 workers commuted 50 miles or less to a primary job in Kearney. Most commuters come from Grand Island, Hastings, Lexington, or smaller communities and rural areas located to the east, west, and north of Kearney.
- Sixteen percent of RNs living or working in Buffalo County commute 21 to 50 miles to their jobs, compared to 27 percent of RNs living or working in Hall County. This suggests that RN jobs at a new Veterans Home in Kearney that offer competitive pay and benefits will attract qualified job seekers from Kearney and the surrounding area.
- Filling the 184 FTE Staff Care Technician positions at a Central Nebraska Veterans Home will be challenging in any geographic market. **Turnover for Staff Care Technicians was 62 percent at the Grand Island Veterans Home in 2012.** Current Nurse and Medication Aide training programs offered at Central Community College (CCC) in Kearney are not able to serve more students without additional space and staff. There are opportunities, however, for the Veterans Home to provide training programs on site to attract and retain qualified Staff Care Technicians.

### *Other Long-Term Care Facilities*

Other long-term care (LTC) facilities serve the surrounding area.

- Thirty-two LTC facilities with 1948 beds are located within a 50-mile radius of the proposed site.
- Currently, five percent of RNs in Buffalo County work in LTC, compared to 13 percent of RNs in Hall County. More RNs in Buffalo County work in hospitals (62 percent) than in Hall County (47 percent). We would expect a more competitive market for RNs, LPNs, and Nurse and Medication Aides in LTC if Kearney is selected as the new Veterans Home location.

### *Education and Training Programs*

There are several colleges and universities in the surrounding area that provide education and training programs in healthcare-related areas.

- Five colleges and universities and Mary Lanning offer educational programs in nursing, physical therapy, physician assistant, radiology, laboratory science, and other healthcare and health science areas.
- CCC educated more healthcare professionals (286) in 2011 than other program, with degrees or certificates in nursing, practical nursing, social work, occupational therapy, laboratory technician, and medical records.
- Demand for nursing and practical nursing programs remains strong.
- The addition of seats in the CCC Associate Degree in Nursing (ADN) program at the Kearney Center and expansion of the BSN degree program at UNMC's College of Nursing Kearney Division will produce up to 13 more nurses each year after those programs reach capacity.
- A new UNMC School of Allied Health will open in 2015 and supply physician assistants, physical therapists, and individuals trained in clinical laboratory science and radiation sciences. One objective of expanding the UNMC Allied Health programs in Kearney is to grow the healthcare workforce in central Nebraska.

### *Student Workforce*

Educational programs at UNK, UNMC Kearney Division, and CCC in Kearney will provide a student workforce for a Kearney Veterans Home facility.

- The UNMC College of Nursing estimates that up to 25 nursing students each year complete the curriculum necessary to become registered as a Nurse or Medication Aide. Many students seek registration and work during their degree programs.
- A Veterans Home facility also offers opportunities for clinical training. Distances and transportation costs are an issue for students, and this is one reason the UNMC College of Nursing at Kearney no longer offers clinical training at the Grand Island Veterans Home.

### *Professional Development and Recruiting Advantages*

A Veterans Home facility in Kearney will offer substantial opportunities for professional development, recruitment, and retention of healthcare professionals in the 50-mile surrounding area.

- Clinical training and other types of collaboration between colleges and universities and the Veterans Home can offer benefits that support workforce recruiting and professional development.
- Students bring new ideas and enthusiasm, which can educate and stimulate the existing workforce.
- Students who have a positive experience are more likely to seek employment with the agency.

*Recommendations*

To meet the need for Staff Care Technicians, we recommend that the new facility provide on-site training for Nurse and Medication Aides that meets the requirements of the Nebraska State Registry. Unlike the current programs at CCC, an on-site program could require background checks and drug testing to eliminate applicants who would be disqualified from registration for those reasons.

We also recommend that Kearney focus on building relationships with and seeking ways to bring the benefits of the new UNMC Kearney Division facility to the broader community, including residents of the Veterans Home. Those benefits might include state-of-the-art imaging facilities, faculty expertise, and workforce solutions.

*Supporting data provided in sections 7.a – 7.e*

8.a.. Workforce Factors – Long Term Care Facilities

Identify other long term care facilities within a 50 mile radius of the site, including scope of care and the range of number of employees.

Workforce Report provided by Enquire Research Lincoln, Nebraska

**Summary of Long-Term Care (LTC) Facilities Within 50-Mile Radius of Kearney Site**

**Total Facilities:** 32  
**Total Beds:** 1948  
**Range of Employees/Facility:** 25-180

There are 32 LTC facilities licensed by the State of Nebraska located within a 50-mile radius of the Kearney site. This does not include the Grand Island Veterans Home.

<b>Number of Facilities</b>	<b>Facility Type</b>
29	Licensed Dual-Skilled Nursing/Nursing Facility
2	Hospital LTC Unit
1	Nursing

Twenty-five of the 30 facilities offer special healthcare services for residents.

<b>Number of Facilities</b>	<b>Specialty</b>
22	Physical Therapy
21	Occupational Therapy
20	Speech Therapy
9	Alzheimer's Care
1	Behavioral Needs Services

See **Table 3** for more specific information on the number of employees and the breakdown of Registered Nurses (RNs), Licensed Practical Nurses (LPNs), and Nurse and Medication Aides at area LTC facilities.

Twenty-four facilities with 1427 total beds provided information about their nursing staff.

**Total Employees:** 1802  
**Registered Nurses:** 165  
**Licensed Practical Nurses:** 200  
**Medication and Nurse Aides:** 657

8.a.. Workforce Factors – Long Term Care Facilities

**Table 3. Summary of LTC Facilities Within 50-Mile Radius of Kearney Site**

Name	City	Type	No. of Beds	Services	No. of Employees*	RNs	LPNs	Nurse Aides**
Good Samaritan Society - Colonial Villa	Alma	SNF/NF	53	OT, PT, SP	71	8	5	32
Good Samaritan Arapahoe	Arapahoe	SNF/NF	30	OT, PT, SP	51	7	3	17
Bertrand Nursing Home	Bertrand	SNF/NF	26	OT, PT, SP	45	4	2	14
Blue Hill Care Center	Blue Hill	SNF/NF	62	PT	46	2	7	20
Golden Living Center Cozad	Cozad	SNF/NF	67	ALZ/SPEC, PT, OT, SP	NA	NA	NA	NA
Elwood Care Center	Elwood	SNF/NF	47	OT, PT, SP	62	3	8	19
Golden Living Center Franklin	Franklin	SNF/NF	42	OT, PT, SP	50	7	5	18
Golden Living Center - GI Lakeview	Grand Island	SNF/NF	95	ALZ/SPEC, OT, PT, SP	92	10	20	41
Golden Living Center - Grand Island Park Place	Grand Island	SNF/NF	85	OT, PT, SP	67	NA	NA	NA
Good Samaritan Society - Grand Island Village	Grand Island	SNF/NF	28	OT, PT, SP	NA	NA	NA	NA
St Francis Memorial Health Center LTC	Grand Island	SNF/NF LTCH	36		NA	NA	NA	NA
Tiffany Square Care Center	Grand Island	S/NF DP	103	OT, PT, SP	NA	NA	NA	NA
Wedgewood Care Center	Grand Island	SNF/NF	76	OT, PT, SP	84	7	8	31
Harvard Rest Haven	Harvard	SNF/NF	37		75	NA	NA	NA
Good Samaritan Society - Hastings Village	Hastings	SNF/NF	180	ALZ, OT, PT, SP	NA	NA	NA	NA
Mary Lanning Memorial Hospital LTC	Hastings	SNF/NF	10		NA	NA	NA	NA
Christian Homes Health Care Center	Holdrege	SNF/NF	89	ALZ, OT, PT, SP, BEH	140	6	15	50
Holdrege Memorial Homes	Holdrege	SNF/NF	85		150	10	14	57
Good Samaritan Hospital LTC	Kearney	SNF/NF LTCH	22		42	23	1	16
Good Samaritan Society - St. Johns	Kearney	SNF/NF	77	OT, PT, SP	94	5	10	39
Good Samaritan Society - St. Luke's Village	Kearney	SNF/NF	60	PT	109	6	6	31
Mother Hull Home	Kearney	SNF/NF	58		85	6	12	29
Mt Carmel Home Keens Memorial	Kearney	SNF/NF	75	ALZ	127	7	20	49
Haven Home	Kenesaw	SNF/NF	76	OT, PT, SP	61	4	5	20
Plum Creek Healthcare Community	Lexington	SNF/NF	66	ALZ, OT, PT, SP	45	4	7	27
Rose Lane Home	Loup City	SNF/NF	64	ALZ, PT, OT, SP	78	8	4	33
Bethany Home	Minden	SNF/NF	53	ALZ, OT, PT, SP	93	5	10	26
Kearney County Health Services	Minden	NF	34		25	3	9	12
Good Samaritan Society	Ravenna	SNF/NF	63	OT, PT, SP	75	9	3	26
Heritage of Red Cloud	Red Cloud	SNF/NF	43	OT, PT, SP	42	3	6	18
Heritage Living Center	St. Paul	SNF/NF	46 <sup>(1)</sup>	OT, PT, SP	65	6	5	30
Good Samaritan Society - Wood River	Wood River	SNF/NF	63	ALZ, OT, PT, SP	70	10	7	32
<b>Totals</b>			<b>1948</b>		<b>1802<sup>(2)</sup></b>	<b>165<sup>(2)</sup></b>	<b>200<sup>(2)</sup></b>	<b>657<sup>(2)</sup></b>

**Legend:** SNF/NF LTCH Long-Term Care Hospital / Dual SP Speech Therapy  
 SNF/NF Skilled Nursing Facility / Nursing Facility (All Medicaid Certified) OT Occupational Therapy  
 NF Nursing Facility (Medicaid Certified) PT Physical Therapy  
 S/NF DP Skilled Nursing / Distinct Participation (Medicaid Certified) ALZ/SPEC Alzheimer's Special Care  
 ALZ Alzheimer's Unit BEH Behavioral Needs

\* Includes full- and part-time employees  
 \*\* May also hold Medication Aide certification  
 (1) Heritage Living Center reports that they will be licensed for 70 beds in July 2013.  
 (2) Based on 24 facilities providing information.

8.b.. Workforce Factors – Health Care Providers

Identify the number of people currently in a 50 mile radius of the site with health care provider licenses (physician, registered nurse, medical technician, licensed practical nurse, certified nurse assistant, physical therapist, psychologist, psychiatrist, social worker, physician assistant, nutritionist, dietician, laboratory technician, etc.).

Workforce Report provided by Enquire Research Lincoln, Nebraska

**Summary of Licensed Healthcare Providers Within 50-Mile Radius of Kearney Site**

*General Healthcare Provider Licensees*

**Table 4** (below) shows the number of active and pending licensees, for a range of license types, within a 50-mile radius of the Kearney site. Information shown in **Table 4** was obtained from the State of Nebraska Department of Health and Human Services (DHHS) Licensee Registry.

The number of licensed RNs and LPNs in the 50-mile area is sufficient to meet the needs of a new Kearney Veterans Home facility. The workforce can also provide sufficient services for medically complex needs, dementia, and hospice care, particularly when commuting patterns in the greater market are considered. (See Section C.)

<b>Table 4. Healthcare Provider Licensees Within 50-Mile Radius of Kearney Site</b>			
<b>License</b>	<b>Active Licensees</b>	<b>Pending Licensees</b>	<b>Total</b>
Advanced Practice RN/Nurse Practitioner	93	4	97
APRN/CRNA	42	0	42
APRN NP/Practice	91	6	97
APRN/Clinical Nurse Specialist	6	0	6
Dental Hygienist	139	0	139
Dentist	117	0	117
Licensed Practical Nurse	925	19	944
Certified Licensed Practical Nurse	119	2	121
Master Social Worker	64	0	64
Medical Nutrition Therapist	48	0	48
Medical Radiographer	235	0	235
Medication Aide	1140	11	1151
Medication Aide - 40 Hour	1621	54	1675
Mental Health Practitioner	277	7	284
Provisional Mental Health Practitioner	80	4	84
Nurse Aide	3548	117	3665
Nursing Support - Paid Dining Assistant	30	0	30
Occupational Therapist	88	0	88
Occupational Therapy Assistant	27	4	31
Optometrist	40	1	41
Osteopathic Physician & Surgeon	18	0	18
Podiatrist	9	0	9

8.b.. Workforce Factors – Health Care Providers

Pharmacist	217	9	226
Pharmacy Technician	252	13	265
Physical Therapist	133	4	137
Physical Therapy Assistant	104	2	106
Physician	338	4	342
Physician Assistant	77	0	77
Professional Counselor	134	2	136
Psychologist and LIMHP	145	4	149
Registered Nurse	2404	76	2480
Respiratory Care Practitioner	104	0	104
SLPA Supervisor	11	0	11
Social Worker	99	3	102
Speech-Language Pathologist	79	0	79
Speech-Language Pathology Assistant (includes temporary status)	86	0	86

Source: State of Nebraska Licensee Database provided by Department of Health and Human Services, June 7, 2013

*Behavioral Health Prescribing Professionals*

**Table 5** shows a breakdown of full- and part-time behavioral health prescribing professionals within a 50-mile radius of the Kearney site.

<b>Table 5. Behavioral Health Prescribing Professionals Within 50-Mile Radius of Kearney Site<sup>(1)</sup></b>	
<b>Profession</b>	<b>Number of Professionals</b>
<b>Psychiatrist</b>	
Full-time	8
Part-time	2
<b>Nurse Practitioners</b>	
Full-time	12
Part-time	2
<b>Physician Assistant</b>	
Full-time	1
Part-time	1

(1) Data are reported for entire counties that fall within the 50-mile radius

**Source:** Health Professions Tracking Service (UNMC 2010), as reported in Nebraska's Behavioral Health Workforce (Nebraska Center for Rural Health Research 2011).

*Workforce Needs Assessment for Key Healthcare Professionals*

**Table 6** summarizes the number of active licensees in nursing and nursing support positions in Buffalo County and Hall County.

<b>Table 6. Active Licensees in Buffalo and Hall Counties</b>		
<b>License Type</b>	<b>Buffalo County</b>	<b>Hall County</b>
Registered Nurse	780	560
Licensed Practical Nurse	268	208

## 8.b.. Workforce Factors – Health Care Providers

Nurse Aide	695	1006
Medication Aide	273	352
Medication Aide – 40 hr	305	451

**Source:** State of Nebraska Licensee Database provided by Department of Health and Human Services (June 7, 2013).

**RNs:** Buffalo County has more RN licensees when compared to Hall County. Looking at where nurses and nursing support staff work, 62 percent of RNs in Buffalo County work in hospitals compared to 47.5 percent of RNs in Hall County. (Online Responses to Nebraska Nursing Survey 2012.) More RNs in Hall County report working in a nursing home (13 percent) than those in Buffalo County (five percent). The latter statistic is probably related to the current Grand Island Veterans Home, which employs 34 RNs (FTE), including nurse supervisors and a director of nursing.

**Nurse Aides:** Hall County currently has more Nurse Aides than Buffalo County, again because of the needs of the existing Grand Island Veterans Home. Staff Care Technicians at the Veterans Home must be qualified as both Nurse and Medication Aides, and Kearney will need to supply a workforce to fill the approximately 184 Staff Care Technician (FTE) positions.

Given the limited number of seats in the CCC training program for Nurse Aides, additional training programs, including on-site training at the Veterans Home, are needed to provide an adequate workforce. An additional advantage of an on-site training program is that the Veterans Home can require background checks and drug testing for applicants to eliminate individuals who would not qualify for the registry. Background checks are not required for students who take the CCC program on the CCC campus, resulting in students completing the training who do not meet the requirements to be listed on the state registry.

8.c.. Workforce Factors – Commuters

Identify the number of people commuting to the location within a 50 mile radius of the site.

Workforce Report provided by Enquire Research Lincoln, Nebraska

**Summary of Commuters Within a 50-Mile Radius of the Kearney Site**

In 2011, 14,380 workers commuted 50 miles or less to a primary job in Kearney (**Table 7**). A comparison of the proposed site (Kearney) and the current site (Grand Island) shows that the total number of primary jobs within a 50-mile radius of each is approximately equal:

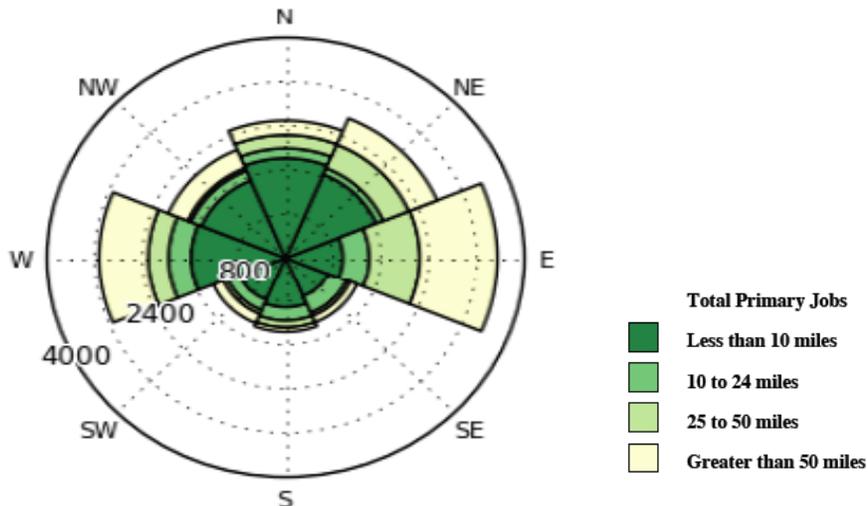
**Kearney:** 89,956 primary jobs  
**Grand Island:** 91,444 primary jobs

**Table 7** shows a detailed breakdown the travel distances for commuters to primary jobs in Kearney. Twenty-four percent of workers commuted between 10 and 50 miles to jobs in Kearney in 2011. **Figure 1** (also below) shows that the bulk of commuters to Kearney live east, northeast, or west of the proposed site – areas that include Grand Island, Lexington, and Hastings. Finally, **Figure 2** shows the primary job concentrations surrounding the site. Information shown in **Table 7** and **Figures 1** and **2** was obtained from the U.S. Census Bureau.

<b>Table 7. 2011 Jobs by Distance: Work Census Block to Home Census Block</b>		
	<b>Count</b>	<b>Percent</b>
Total Primary Jobs	18012	100.0%
Commute less than 10 miles	10078	56.0%
Commute 10 - 24 miles	2089	11.6%
Commute 25 - 50 miles	2213	12.3%
Commute 50 miles or less	14380	79.9%
Commute more than 50 miles*	3632	20.2%

\* This number can be inflated in a town with a university student population because students may provide a home zip code and this would be used for computing the commuting distance.

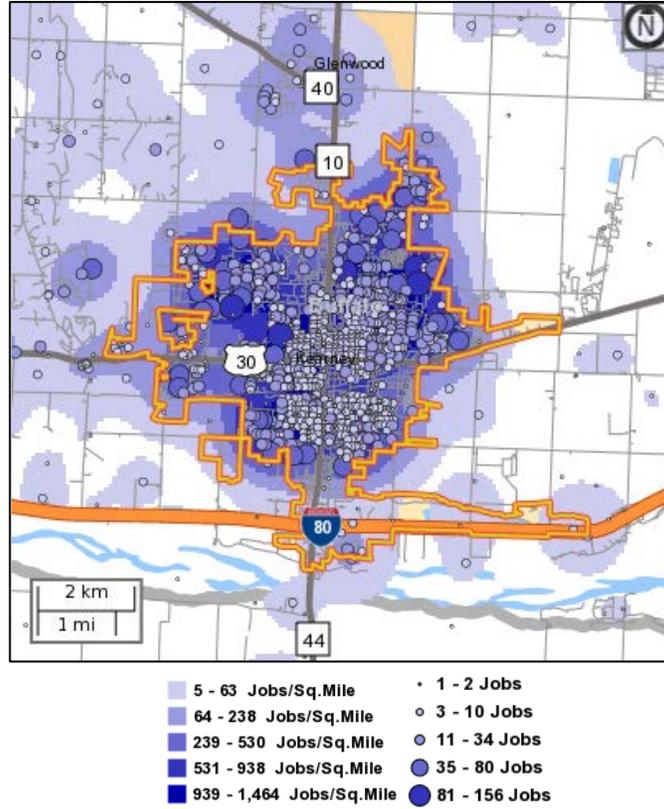
**Figure 1. 2011 Job Counts by Distance and Direction**



8.c.. Workforce Factors – Commuters

Source: U.S. Census Bureau, OnTheMap Application and LEHD Origin-Destination Employment Statistics (Beginning of Quarter Employment, 2nd Quarter 2002-2011).

Figure 2. 2011 Job Concentrations Surrounding Proposed Site



The U.S. Census provides commuter data by sector but not job category; however, according to the 2012 Survey of Registered Nurses in Nebraska conducted by the Department of Health and Human Services, 16 percent of RNs living in Buffalo County and 27.5 percent of RNs living in Hall County commute between 21 and 50 miles to their job:

Distance	Buffalo	Hall
Commute less than 6 miles	58.4%	42.2%
Commute 6 - 10 miles	9.6%	14.3%
Commute 11 - 20 miles	11.4%	12.7%
Commute 21 - 30 miles	8.3%	16.0%
Commute 30 - 50 miles	7.6%	11.5%
Commute more than 50 miles	4.7%	3.3%
Total:	100.0%	100.0%

Source: 2012 Nebraska Nursing Survey (Online responses only; N = 726 Buffalo County; 644 Hall County).

## 8.d.. Workforce Factors – Graduates

Identify the number of graduates from institutions of higher education within a 50 mile radius of the site, with degrees, associate degrees or certificates in related health care fields.

### Workforce Report provided by Enquire Research Lincoln, Nebraska

#### *Recent Graduates*

In the 2010-2011 academic year, educational institutions with a brick-and-mortar location within a 50-mile radius of Kearney awarded **428 undergraduate degrees, graduate degrees, and certificates to individuals in related healthcare fields**. This does not include 269 individuals receiving Bachelor's or Master's degrees in healthcare programs from Bellevue University, as Bellevue University's totals represent students at any location across the United States because of multiple locations and distance/online programs. If all Bellevue University graduates are included, the number of awards for the 2010-2011 academic year increases from 428 to 697. See **Table 9** for more information.

#### *Summary of Current Graduates by Location and Degree*

In 2010-2011, most of the graduates received degrees or certificates from Central Community College (CCC), which has programs in Grand Island, Kearney, Lexington, and Hastings; the University of Nebraska-Kearney (UNK); or the University of Nebraska Medical Center (UNMC) Kearney Division:

**Central Community College** produced **286** graduates in healthcare-related areas, including 12 with Associate Degrees in Occupational Therapy, 21 in Clinical/Medical Laboratory Technology, and 19 in Clinical/Medical Social Work. **Central Community College** also awarded the following certificates in Practical Nursing (PN) and Associate Degrees of Nursing (ADN) in 2011:

#### Practical Nursing

Kearney Center:	28 (includes Lexington for 2011 only)
Grand Island:	20
Columbus:	7

#### Associate Degree of Nursing

Kearney Center:	28 (includes Lexington for 2011 only)
Grand Island:	39
Columbus:	20

Note: The number of PN and ADN degrees by campus were provided by the Nursing Program at CCC and differs slightly from the numbers reported in Table 9, which came from a different source.

**University of Nebraska-Kearney** produced **36** graduates in Allied Health and Communications Sciences and Disorders.

**UNMC Kearney Division** produced **69** graduates, including 48 with degrees in Nursing (BSN and MSN combined), 15 in Radiologic Technology/Science-Radiographer, and 6 in Medical Radiologic Technology-Radiation Therapist.

8.d.. Workforce Factors – Graduates

<b>Table 9. 2010-2011 Health Science Completions by Institution, Program Area, and Degree or Certificate in the Geographic Area of Interest</b>							
<b>Program and Award Levels</b> (Classification of Instructional Programs (CIP) names and levels; may differ from institutional names of programs.)	<b>Bellevue</b>	<b>CCC<sup>(5)</sup></b>	<b>Doane</b>	<b>UNK</b>	<b>UNMC (Kearney Division)</b>	<b>Mary Lanning</b>	<b>Total</b>
Allied Health Diagnostic, Intervention, and Treatment Professions, Other							
Bachelor's degree				8			8
Clinical/Medical Laboratory Technician							
Associate's degree		21					21
Clinical/Medical Social Work							
Associate's degree		19					19
Certificate or diploma (at least 1 but less than 2 academic years)		5					5
Certificate or diploma (less than 1 academic year)		2					2
Communication Sciences and Disorders, General							
Bachelor's degree				11			11
Master's degree				17			17
Dental Assisting/Assistant							
Associate's degree		14					14
Dental Hygiene/Hygienist							
Associate's degree		15					15
Health and Medical Administrative Services, Other <sup>(6)</sup>							
Bachelor's degree	(Note 6)						
Master's degree	(Note 6)						
Health Information/Medical Records Technology/Technician							
Associate's degree		10					10
Certificate or diploma (at least 1 but less than 2 academic years)		19					19
Certificate or diploma (less than 1 academic year)		23					23
Health Professions and Related Clinical Sciences, Other							
Bachelor's degree			4				4
Health/Healthcare Administration/Management <sup>(4)</sup>							
Bachelor's degree <sup>(4)</sup>	0						0

8.d.. Workforce Factors – Graduates

<b>Program and Award Levels</b> (Classification of Instructional Programs (CIP) names and levels; may differ from institutional names of programs.)	<b>Bellevue</b>	<b>CCC<sup>(5)</sup></b>	<b>Doane</b>	<b>UNK</b>	<b>UNMC (Kearney Division)</b>	<b>Mary Lanning</b>	<b>Total</b>
Licensed Practical/Vocational Nurse Training							
Certificate or diploma (at least 1 but less than 2 academic years)		65					<b>65</b>
Long-Term Care Administration/Management							
Bachelor's degree	(Note 6)						<b>1</b>
Medical Radiologic Technology/Science - Radiation Therapist <sup>(3)</sup>							
Associate's degree						10	<b>10</b>
Bachelor's degree					6		<b>6</b>
Medical/Clinical Assistant							
Associate's degree		4					<b>4</b>
Certificate or diploma (at least 1 but less than 2 academic years) <sup>(4)</sup>		0					<b>0</b>
Certificate or diploma (less than 1 academic year) <sup>(4)</sup>		0					<b>0</b>
Occupational Therapist Assistant							
Associate's degree		12					<b>12</b>
Respiratory Care Therapy							
Associate's degree						11	<b>11</b>
Radiologic Technology/Science – Radiographer <sup>(1) (2)</sup>							
Bachelor's degree					15		<b>15</b>
Registered Nursing/Registered Nurse							
Associate's degree		77				11	<b>88</b>
Bachelor's degree <sup>(3)</sup>					45		<b>45</b>
Master's degree <sup>(3)</sup>					3		<b>3</b>
<b>TOTALS</b>		<b>286</b>	<b>4</b>	<b>36</b>	<b>69</b>	<b>32</b>	

- (1) Radiation Science Technology Education courses are included in this report. They are offered at three campus locations.
- (2) The Radiologic Technology program is a two-year pre-professional program offered at UNK.
- (3) UNMC's College of Nursing Kearney Division is located on the UNK campus. UNK also offers Bachelor's degrees and pre-professional programs for preparation in further studies at UNMC. For Mary Lanning data, a similar relationship exists with Creighton University & Nebraska Methodist College.
- (4) This academic program is offered at Bellevue University, but during the relevant period no degrees were conferred.
- (5) Since the academic year shown in the data above, CCC has also started an Associate's degree program in Paramedicine. There have been no graduates to date.
- (6) This note added by Enquire Research, Lincoln, NE. According to information provided by Central Community College Institutional Research Department, data for Bellevue University could not be separated by geographic area. We therefore chose to not include the Bellevue University data in this table. Bellevue reported 175 Bachelor's degrees and 75 Master's degrees for the relevant time period in Health and Medical Administrative Services. The Central Community College Institutional Research Department concluded that it "is expected that the majority of Bellevue graduates did not attend course work in the (geographic) area of interest."

## 8.d.. Workforce Factors – Graduates

**Methodology used in Table 9:** With the exception of data related to three of the above programs, the data in **Table 9** were collected from the Integrated Postsecondary Education Data System (IPEDS). All data in this study are based on a direct inquiry from the Central Community College Institutional Research Department. The data represent “completions,” or those individuals receiving an academic award for the 2010-2011 academic year. The program descriptions are based on the Classification of Instructional Program (CIP). For the purposes of this study and consistency, those names are used rather than the names adopted by the individual institutions. Additionally, because UNMC offers programs at locations other than its main campus, only programs offered in the area of interest are considered. To be as inclusive as possible, all CIP classifications relating to any health science field (51.XXXX) and awarded by a local institution are included in the data. Only primary majors are represented, and in some cases pre-programs of study have been excluded, as they do not end with a terminal award. As Central Community College and the other institutions listed below serve similar areas, the same report was shared with each requesting city. (No variation to the data report will be conducted for any specific city.) This process is being adopted largely due to minimal variation in available data. Although this study attempted to be inclusive as possible, it is important to note that online colleges (not physically located within the local area) may produce local graduates in healthcare-related fields, but current databases do not allow for detailed study of student location. The contact person for these data is Brian McDermott, Director of Research at Central Community College: (308-398-7387); bmdcermott@ccneb.edu.

### *Trends and Projections*

In 2012, the **UNMC Kearney Division** awarded 61 BSN degrees and 6 MSN degrees (**Table 10**). In 2013, the numbers remained steady at 44 and 9, respectively. The increased number of BSN degrees in 2012 stems from a one-time change in the curriculum from five to four semesters:

Degree Program	Year				
	2010	2011	2012	2013	Total
BSN	39	45	61	44	189
MSN	4	3	6	9	22

Source: Steve Pitkin, Professor (UNMC College of Nursing at Kearney, May 2013).

Several new programs and the expansion of an existing program will increase the workforce available for the Central Nebraska Veterans Home, other LTC facilities, hospitals, and medical providers.

Starting in the fall of 2015, the **UNMC College of Nursing at Kearney** plans to expand its undergraduate admissions by 16 seats, increasing the number of undergraduate students from 96 to 112 students (**Table 11**). Graduate admissions will grow from 24 to 32, bringing the total to 96. The 16 new undergraduate students will be added over a period of three years, and the number of graduates from the program will increase by eight each year. The total number of graduates with a BSN is projected at 52 annually when the program is at capacity.

In 2015, **UNMC Kearney Division** will also open a new **School of Allied Health** in Kearney, which will accommodate 34 undergraduate and 96 graduate students in six programs, including Physician Assistant, Physical Therapy, Radiography, Medical Sonography, Clinical Laboratory Science, and Medical Nutrition Education (**Table 11**). These programs will take time to fill, but should produce 16 Physical Therapy and 16 Physician Assistants per year once they are at capacity. (Conversation with Kyle Meyer, Senior Associate Dean of Allied Health UNMC, June 3, 2013.) Approximately 20 students will be added in clinical laboratory services; 6 to 8 of those will be newly enrolled, and 12 to 14 will transfer to Kearney from another UNMC location. Eight students are expected in Radiography, six in other Radiation Science programs, and two in Medical Nutrition Education.

## 8.d.. Workforce Factors – Graduates

The Medical Nutrition Education program is an internship for registered dieticians in a workplace setting, usually a hospital. The School is considering expanding this program to LTC. (Personal conversation with Kyle Meyer, June 3, 2013.)

<b>Table 11. UNMC Kearney Division Expansion</b>			
<b>College of Nursing</b>	<b>Current</b>	<b>Planned Growth</b>	<b>Total Projected Fall 2015</b>
Undergraduate Students	96	16	112
Graduate Students	24	32	56
<b>School of Allied Health</b>			
Undergraduate Students	0	34	34
Professional Students	0	96	96

Source: Steve Pitkin, Professor (UNMC College of Nursing at Kearney, May 2013).

Whether these new graduates will remain in Kearney and the surrounding area after graduation is unknown; however, evidence from the Rural Health Opportunities Program (RHOP), shows that 35 to 65 percent of graduates return to their home community to practice, depending on their specialty area. One goal of the UNMC School of Allied Health Kearney Division will be to offer educational programs to students from rural communities in or near their home communities and thereby encourage them to stay and practice after graduation. There is growing evidence that similar programs for nursing students have produced positive results. (Personal conversation with Kyle Meyer, June 3, 2013.)

In 2013, **Central Community College** will also open 10 additional seats at its Kearney Center in the Associate Degree of Nursing (ADN) program, bringing the total number of seats to 30. According to the data provided by CCC, the Grand Island campus currently has 50 seats, but the number of graduates was 39 in 2011, 32 in 2012, and 36 in 2013 (**Table 12**). The lack of opportunities for clinical training in Grand Island is one reason for adding 10 seats in Kearney. CCC's Columbus campus has 20 seats in the ADN program.

<b>Table 12. Central Community College Nursing Program Graduates by Location</b>						
	<b>Practical Nursing</b>			<b>Associate's Degree of Nursing</b>		
	2011	2012	2013	2011	2012	2013
Kearney	28*	20	19	28	20	19
Grand Island	20	22	25	39	32	36
Columbus	7	15	20	20	19	20
<b>Total</b>	<b>55</b>	<b>57</b>	<b>64</b>	<b>87</b>	<b>71</b>	<b>75</b>

\*Kearney and Lexington 2011 only

Source: Jeanette Vincent-Osman, Associate Dean of Nursing (Central Community College, May 2013).

In 2013, the **University of Nebraska-Kearney Health Sciences Program** reported interest in healthcare careers from 750 undergraduates enrolled in various programs. The Health Sciences program offer degrees in Medical Technology, Respiratory Therapy, and Radiography and helps students plan for other types of healthcare careers. Some of the students plan to enroll in professional programs in Physical Therapy, Physician Assistant, and Medicine. Others complete part of their undergraduate work at UNK, but earn degrees from UNMC or another clinical program. Interest in the program has doubled in the last 10 years and will continue to grow. The addition of graduate programs in Allied Health at UNMC's Kearney Division should help keep some of the graduates in

## 8.d.. Workforce Factors – Graduates

the Kearney area and expand the available healthcare workforce. (Personal conversation with Peggy Abels, UNK Health Sciences Program, May 16, 2013.)

### *Student Workforce*

A Veterans Home offers opportunities for student employment and clinical training. A student workforce can ease recruiting challenges for high turnover positions and lead to permanent employment.

Qualified students already provide a workforce for LTC facilities in the geographic area. Steve Pitkin, Professor of Nursing in the UNMC Kearney Division, estimates that 22 percent of students in an incoming nursing class have Nurse Aide training (N=10) and 33 percent of students in their final year have Nurse and Medication Aide training (N=15), totaling 25 per year. The actual number of students will vary from year to year.

Professor Pitkin says that “many students help pay for their education by working as either a Nurse Aide or Medication Aide. Students who have completed the first two semesters of the four-semester curriculum can become registered as a Medication Aide because of their course work.” (Personal conversation with Steve Pitkin, Professor, UNMC College of Nursing Kearney Division, May 20, 2013.)

Having a pool of students in the community can help ease the challenges in recruiting Nurse and Medication Aides. The State of Nebraska reports that turnover for the calendar year 2012 was 62.3 percent for Staff Care Technicians (who must be registered as both Nurse and Medication Aides) at the Grand Island Veterans Home.

According to Peggy Abels, Director of Health Programs in the UNK Health Science Program, many of the 750 undergraduates in the Health Science Program work as aides in LTC and in hospitals. Their coursework qualifies them for the registry, and the work experience exposes them to the healthcare field and specific employers. (Personal conversation with Peggy Abels, May 16, 2013.) Other LTC facilities we spoke with as part of this research reported that they hire students as Nurse and Medication Aides and offer flexible schedules for student workers.

### *Clinical Experience and Workforce Development*

A Central Nebraska Veterans Home in Kearney could also serve as a clinical laboratory site for graduate and undergraduate students enrolled in Nursing, Clinical Laboratory Science, Diagnostic Medical Sonography, Medical Nutrition Education, Physical Therapy Education, Physician Assistant Education, and Radiation Science Technology Education programs. Use of the proposed facility to educate those students would be based on the number of residents, level of care and services offered, and the types of professional staff employed by the facility. (Personal conversation with Steve Pitkin, May 20, 2013.)

Students enrolled in Health Science Education programs could be potential part-time employees of the proposed facility. Mary Lanning and Good Samaritan Medical Centers participate in nursing externships where students are paid and receive course credit. The UNMC College of Nursing Kearney Division has placed students at the Grand Island

#### 8.d.. Workforce Factors – Graduates

Veterans Home for clinical experience in the past, but has since discontinued the practice in part because of driving distance and cost. (Personal conversation with Steve Pitkin, May 20, 2013.)

Partnerships between educational programs and healthcare providers usually pay off for both parties. Students who have a positive learning experience in a healthcare facility generally are more likely to seek employment in the agency after graduation.

#### *Additional Opportunities*

The new School of Allied Health will have an energized imaging lab for radiology as part of the learning environment. While there are no plans in place to offer services to the public, it is a future possibility that could benefit residents of the Veterans Home. Faculty professional practices are a model that could also bring medical expertise to residents. (Personal conversation with Kyle Meyer, June 3, 2013.)

## 8.e.. Workforce Factors – Institutions of Higher Education

Provide a list of the institutions of higher education or other training providers that offer education or certification programs for the related health care fields. Including a description of the programs offered, the admissions process or the specialized training opportunities that would support the workforce at the site. Provide letters of support for workforce development of employees at the site.

### Workforce Report provided by Enquire Research Lincoln, Nebraska

*Note: Information in this section describes the programs and the admission processes. For detailed information on the number of current graduates and projections based on new and expanded programs and the workforce implications, see section D.*

### **University of Nebraska Medical Center (UNMC) Kearney Division**

UNMC's College of Nursing is among the top tier of U.S. nursing schools, as measured by both academic standing and federal research funding. The College of Nursing is the largest and most far reaching -- in terms of students, programs, and campuses -- of UNMC's six health colleges.

UNMC's School of Allied Health Professions is Nebraska's only public academic health science center. It offers education programs leading to careers in thirteen healthcare fields and boasts engaging faculty and collaborative research environments.

#### **College of Nursing**

##### Summary of Degree Programs

The College of Nursing offers the following degree programs:

**Bachelor's of Science in Nursing (BSN):** The traditional BSN program is a four-semester program spanning two years.

**Accelerated Bachelor's (ABSBN):** The Accelerated BSN program is an intense 12-month program offered to students already holding a Bachelor's degree in another field.

**RN to BSN:** The RN to BSN program is an online program for current RNs with an Associate Degree of Nursing (ADN) or a Diploma in Nursing. The program can be completed on a full- or part-time basis.

**Master's of Science of Nursing (MSN):** The MSN program offers six specialty tracks designed to increase expertise, expand skills, and develop credentials for career advancement. The specialty tracks include Adult-Gerontology and Primary Care, Family, Nurse Leader/Executive, Pediatrics Primary Care, Family Psychiatric Mental Health, and Women's Health. UNMC's MSN is available for full- or part-time study; most students pursue the degree on a part-time basis. Students may take up to five years to complete the degree program.

**Postmaster's Certificate (PMC):** This program prepares students for advanced practice, leadership, administration, and teaching in existing specialty areas. Specialty areas match those available in the MSN program (see above), and also include Nurse Educator

## 8.e.. Workforce Factors – Institutions of Higher Education

**Training.** Those who complete the PMC program are qualified to sit for Nurse Practitioner (NP) and Clinical Nurse Specialist (CNS) certification exams. The PMC program is available on a full- or part-time basis, and clinical requirements may be satisfied in the local community or at one of UNMC’s local preceptors.

**Doctor of Nursing Practice (DNP):** The DNP is the highest practice-focused degree in nursing. It is designed to prepare experts in specialized advanced practice nursing. It is a 35-credit, 500-practice-hour program available for either full- or part-time study.

**Doctor of Philosophy (PhD):** The PhD program prepares scholars for leadership roles in research, education, practice, health policy, and administration. Research areas include promoting and managing health for at-risk populations, health systems and quality, and nursing education. Most PhD candidates are part-time and finish their degree in four to five years. Full-time students finish in three to four years, and a fast-track BSN to PhD option runs four to five years.

### Program Locations

The College of Nursing offers its degree programs at the campus locations shown in **Table 13**:

<b>Degree Program</b>	<b>Location of Campus</b>				
	Omaha	Lincoln	Scottsbluff	Kearney	Norfolk
BSN	X	X	X	X	X
Accelerated BSN	X	X	X		
RN to BSN (Online)	X	X	X	X	X
Master of Science in Nursing	X	X	X	X	X
Postmaster’s Certificate	X	X	X	X	X
Doctor of Nursing Practice	X	X	X	X	X
Doctor of Philosophy	X	X	X	X	X

### Workforce-Specific Training Opportunities

UNMC’s College of Nursing offers Continuing Nursing Education (CNE) programs designed for registered nurses with advanced professional degrees. CNEs include live programs and educational activities delivered through state-of-the-art, technology-based modalities that can be completed anytime, anywhere. Topics range from Women’s Health to Agricultural Medicine to Pharmacology.

8.e.. Workforce Factors – Institutions of Higher Education

Admissions Requirements

The program-specific admission requirements for the College of Nursing degree programs are summarized in **Table 14**:

<b>Table 14. UNMC College of Nursing Admissions Information</b>	
<b>Degree</b>	<b>Program-Specific Admissions Requirements</b>
BSN*	<p><b>Program start date:</b> August</p> <p><b>Requirements:</b></p> <ul style="list-style-type: none"> <li>• Online application,</li> <li>• Official transcripts reflecting 2.5 cumulative GPA for all prior coursework, and</li> <li>• Two letters of reference.</li> </ul>
Accelerated BSN*	<p><b>Program start date:</b> May</p> <p><b>Requirements:</b> Same as BSN, but transcripts must reflect completed Bachelor's degree.</p>
RN to BSN*	<p><b>Program start date:</b> August</p> <p><b>Requirements:</b> Same as BSN, applicants must also submit proof of RN licensure.</p>
Master of Science in Nursing	<p><b>Program start date:</b> Varies depending on specialty area</p> <p><b>Requirements:</b></p> <ul style="list-style-type: none"> <li>• Online application,</li> <li>• Official transcripts reflecting 3.0 cumulative GPA for all prior coursework,</li> <li>• Three letters of reference,</li> <li>• Proof of RN licensure, and</li> <li>• Personal statement.</li> </ul>
Postmaster's Certificate	<p><b>Program start date:</b> Varies depending on specialty area</p> <p><b>Requirements:</b> Same as MSN, but applicant must submit biographical sketch in lieu of personal statement.</p>
Doctor of Nursing Practice	<p><b>Program start date:</b> May</p> <p><b>Requirements:</b></p> <ul style="list-style-type: none"> <li>• Online application processed through NursingCAS,</li> <li>• Official transcripts,</li> <li>• Three letters of reference, and</li> <li>• Personal statement.</li> </ul>
Doctor of Philosophy	<p><b>Program start date:</b> May</p> <p><b>Requirements:</b></p> <ul style="list-style-type: none"> <li>• Online application,</li> <li>• Official transcripts showing MSN degree with 3.2 cumulative GPA,</li> <li>• GRE scores,</li> <li>• Statement of education and professional goals and area of research interest,</li> <li>• Curriculum vitae,</li> <li>• Three letters of reference,</li> <li>• Two scholarly writing samples, and</li> <li>• Documentation of RN licensure.</li> </ul>

**Note:** All programs have special requirements for international applicants.

\* Special requirements for honors (guaranteed) admission.

## 8.e.. Workforce Factors – Institutions of Higher Education

### **UNMC School of Allied Health**

#### Summary of Degree Programs

The UNMC School of Allied Health will be offering degree programs at its Kearney Division starting in 2015. Undergraduate degrees will be offered in Clinical Laboratory Science and Radiation Science and professional degrees will be offered in Physical Therapy Education and Physician Assistant. UNMC's Kearney Division will also offer a one-year internship in medical nutrition leading to advanced credentials for registered dietitians.

**Bachelor of Science in Clinical Laboratory Science (BSCLS):** The Clinical Laboratory Science program prepares individuals to work in many different environments, ranging from hospitals and clinics to public health and industry. Students in the program have the option of obtaining their clinical hours at one of UNMC's affiliated sites (located in Kearney, Hastings, and Grand Island, among others). This is a 43-semester-hour program that occurs in three phases: one student laboratory and two clinicals. The program is accredited by the National Accrediting Agency for Clinical Laboratory Sciences (NAACLS).

**Radiation Science Technology:** This 21-month program consists of lecture, demonstrations, labs, and clinical instruction. Upon completion, students are eligible to sit for the national examination for certification in Radiography. Graduates earn a Bachelor's Degree of Radiation Science Technology.

**Physical Therapy Education:** This three-year program includes learning opportunities through lecture-laboratory courses, seminars, independent study opportunities, laboratory practical examinations, and supervised clinics. The clinical education component of the curriculum involves 34 weeks over the course of the three years. Graduates earn a Doctor of Physical Therapy.

**Physician Assistant:** This is an entry-level Master of Physician Assistant Studies (MPAS) degree.

**Medical Nutrition Education:** This degree program includes both a Post-Baccalaureate Certificate in Dietetics and a Master of Science in Nutrition Education.

#### Workforce-Specific Training Opportunities

The Veterans Home offers opportunities for clinical training for Nurses and Allied Health professionals. According to Kyle Meyer, Senior Associate Dean of Allied Health at UNMC, clinical training and internships provide benefits to current employees in the form of new information and ideas that students bring to the workplace. Relationships between educators and facility staff can also lead to more specific on-site professional development programs. (Personal conversation with Kyle Meyer, June 3, 2013.)

8.e.. Workforce Factors – Institutions of Higher Education

Admissions Requirements

The program-specific admission requirements for the School of Allied Health degree programs are summarized in **Table 15**:

<b>Table 15. UNMC School of Allied Health Admissions Information</b>	
<b>General Admission Requirements</b>	
In addition to the program-specific requirements listed below, all applicants for admission must submit (1) an application form and fee, (2) official transcripts from all prior institutions.	
<b>Undergraduate Programs</b>	
BSCLS	<p><b>Applicant must:</b></p> <ul style="list-style-type: none"> <li>• Submit transcripts demonstrating a cumulative GPA of 2.5 or higher in all prerequisite courses,</li> <li>• Demonstrate capability in upper-level science courses,</li> <li>• Submit two letters of reference, and</li> <li>• Submit a written personal narrative.</li> </ul>
Radiation Science Technology	<p><b>Applicant must:</b></p> <ul style="list-style-type: none"> <li>• Submit transcripts establishing completion of certain prerequisite courses,</li> <li>• Submit three letters of reference, and</li> <li>• Submit a written personal narrative.</li> </ul>
<b>Graduate Programs</b>	
Physical Therapy	<p><b>Applicant must:</b></p> <ul style="list-style-type: none"> <li>• Have three years of undergraduate student education prior to application, and</li> <li>• Submit official transcript of completion of prerequisite courses and a cumulative GPA of 3.0 or higher; no less than a 'C-' grade in prior courses.</li> </ul>
Physician Assistant (MPAS)	<p><b>Applicant must:</b></p> <ul style="list-style-type: none"> <li>• Submit official transcript demonstrating completion of certain prerequisite courses and showing a cumulative GPA of 3.0 or higher,</li> <li>• Submit GRE scores, and</li> <li>• Submit three letters of reference.</li> </ul>
Medical Nutrition	<p><b>Applicant must:</b></p> <ul style="list-style-type: none"> <li>• Submit official transcript demonstrating completion of certain prerequisite courses,</li> <li>• Submit three letters of reference, and</li> <li>• Submit a written personal narrative.</li> </ul>

## 8.e.. Workforce Factors – Institutions of Higher Education

### **University of Nebraska at Kearney**

The Health Sciences department at UNK offers three degree programs and various healthcare-related pre-professional areas of study. UNK's three degree programs are Medical Technology, Respiratory Therapy, and Radiology. Among the pre-professional programs relevant to workforce development for the Central Nebraska Veterans Home site are Occupational Therapy, Physical Therapy, Physician Assistant. The pre-professional programs are pursued concurrently with any undergraduate major area of study and may lead to participation in degree programs at UNMC's Kearney Division College of Nursing or School of Allied Health.

### **Summary of Degree Programs**

The following is a summary of UNK's three degree programs.

**Medical Technology:** Students in this program will receive a Bachelor of Science in Medical Technology after completing the three-year program at UNK and a fourth year clinical program at an affiliated institution. Students who complete the fourth year clinical program at UNMC will receive their Bachelor's degree from UNMC. A series of prerequisite courses are listed on the program website.

**Respiratory Therapy:** This 85-credit program also consists of three years at UNK and a fourth clinical year at an affiliated School of Respiratory Therapy. Students completing the program will receive a Bachelor of Science in Respiratory Therapy Technology from UNK. A series of prerequisite courses are listed on the program website. Affiliated institutions within Nebraska include Alegent Health and Nebraska Methodist College, both in Omaha.

**Radiography:** This program consists of 65 semester hours of pre-radiography coursework and a two-year clinical training program at an affiliated school of radiography. A series of prerequisite courses are listed on the program website. Affiliated institutions within Nebraska include Mary Lanning Memorial Hospital in Hastings, UNMC, and Alegent Health in Omaha. Students who choose to complete their clinical requirement at UNMC will receive a Bachelor's of Radiography from UNMC. Students who complete their clinical requirements at other affiliated sites will receive their degree from UNK.

### **Workforce-Specific Training Opportunities**

UNK's pre-professional programs permit students pursuing undergraduate work in other areas of study to engage in healthcare-related advising and coursework during their career at UNK. The pre-professional programs may then lead participating students to participate in degree programs at affiliated institutions, including UNMC and Mary Lanning.

UNK's degree programs also rely heavily on institutional affiliations with UNMC, Mary Lanning, and other Nebraska institutions. Most students begin their coursework at UNK and move on to complete clinical training and other degree requirements at UNMC. Note that those students, while initially enrolled at UNK, receive their degrees from UNMC.

8.e.. Workforce Factors – Institutions of Higher Education

Admissions Requirements

The following table summarizes the requirements for admissions into UNK’s three degree programs.

<b>Table 16. UNK Admissions Information</b>	
<b>General Admission Requirements</b>	
All applicants for admission to UNK’s health science programs must submit (1) an application form and fee, and (2) official transcripts from all prior institutions. The following summarizes the additional application requirements for clinical training years.	
Medical Technology	<p><b>Applicant must:</b></p> <ul style="list-style-type: none"> <li>• Submit official transcript showing cumulative GPA of 3.0 or higher and grades of C or higher in all prerequisite courses,</li> <li>• Complete at least 40 hours of shadowing in the student’s selected profession,</li> <li>• Submit letters of reference from faculty member, healthcare practitioner, academic advisor, or employer, and</li> <li>• Complete a personal interview.</li> </ul>
Respiratory Therapy	<p><b>Applicant must:</b></p> <ul style="list-style-type: none"> <li>• Submit official transcript showing cumulative GPA of 3.0 or higher and grades of C or higher in all prerequisite courses, and</li> <li>• Complete at least 40 hours of shadowing in the student’s selected profession,</li> <li>• Submit letters of reference from faculty member, respiratory therapist, academic advisor, or employer, and</li> <li>• Complete a personal interview.</li> </ul>
Radiography	<p><b>Applicant must:</b></p> <ul style="list-style-type: none"> <li>• Submit official transcript showing cumulative GPA of 3.0 or higher and grades of C or higher in all prerequisite courses,</li> <li>• Complete at least 20 hours of shadowing in the student’s selected profession and submit required shadowing documentation,</li> <li>• Submit HOBET entrance exam scores, if required from affiliated institution,</li> <li>• Submit letters of reference from faculty member, healthcare practitioner, academic advisor, or employer, and</li> <li>• Complete a personal interview.</li> </ul>

## 8.e.. Workforce Factors – Institutions of Higher Education

### **Central Community College**

Central Community College (CCC) has nursing programs on three campuses: Grand Island, Kearney, and Columbus.

#### Summary of Degree Programs

CCC offers the following degree programs:

**Practical Nursing (PN):** The CCC PN program is approved by the Nebraska Board of Nursing. It is offered at the Kearney Center and at the Columbus and Grand Island campuses. The PN program may be completed in one or two years and comprises 42-48 credits. Graduates are eligible to sit for NCLEX-PN exam to become a LPN.

**Associate Degree of Nursing (ADN):** This 72-credit program is offered at the Grand Island campus, but the first year of the program and certain clinical rotations may be completed at either the Kearney Center or the Columbus campus. Graduates are eligible to sit for the NCLEX-RN exam.

**Advanced Placement ADN:** This advanced program is offered for current LPNs and permits them to enter the ADN program in the second year of coursework.

#### Workforce-Specific Training Opportunities

CCC provides a **Licensed Practical Nurse-Certified (LPN-C)** course for an expanded scope of practice, including IV therapy, NG insertion, and associated assessment/interventions. The LPN-C course is offered in Kearney, Grand Island, and Columbus.

CCC's Extended Learning Services program also offers **Nurse Aide** and **Medication Aide** courses:

**Nurse Aide:** This course trains beginning nursing assistants to provide safe, effective, and caring services to residents of LTC facilities. Classes are taught by qualified instructors who use Nebraska Health and Human Services (NHHS) curricula. This is a 76-hour course, and individuals who complete the course may sit for required exams to be listed on the Nebraska Department of Health and Human Services Nursing Assistant Registry.

**Medication Aide:** This course trains Certified Nursing Assistants to administer medications to those who are not able to take medications alone. Classes are taught by qualified instructors who use NHHS curricula. This is a 48-hour course, and CCC will administer required testing for those who complete the course to be listed on the Nebraska Medication Aide Registry.

#### Admissions Requirements

Applicants for the ADN and PN programs must:

- (1) Submit an application to CCC and Nursing Program,
- (2) Submit official transcripts and show transferable coursework, and
- (3) Take ACT, COMPASS, and ASSET assessments.

To maintain status as a CCC student, an individual must:

- (1) Maintain a cumulative GPA of 2.8 for ADN students or 2.0 for PN students,
- (2) Maintain grades of C or higher, and
- (3) Successfully complete a Nurse Aide course and be listed on the Nebraska Nurse Aide Registry (AP ADN students excepted).

### **Bellevue University**

Bellevue University is a non-profit, regionally accredited institution with a campus in Bellevue. It serves 16,000 students annually both online and at nine locations in three states.

## 8.e.. Workforce Factors – Institutions of Higher Education

### Summary of Degree Programs

Bellevue University offers the following undergraduate and graduate degree programs:

#### Undergraduate degrees

**RN to BSN:** This program is designed for individuals who currently practice or who have previously practiced as an RN. The program is entirely online with no clinical requirement, and relies heavily on applying what students learn in day-to-day interactions with patients and coworkers. It focuses on professional development, management and leadership skills development, and developing an understanding of social, economic, political, and cultural issues in healthcare services and patient outcomes. This 127-credit program is 66 weeks long (54 weeks of instruction; 12-week additional cluster course requirement).

**Bachelor of Science in Healthcare Management:** This is an online, 66-week program (54 weeks of instruction; 12 week additional cluster course requirement) focusing on organizational systems and leadership.

**Bachelor of Arts in Health Science:** This is an online, two-year program focusing on developing skills related to science of health and illness, prevention strategies for life, and active engagement of self-care and community outreach.

#### Graduate degrees

##### **MBA with Healthcare Concentration (MBA)**

**Master of Science in Clinical Counseling (MSCC):** This 60-credit program requires 100 practicum and 900 clinical internship hours. The program is offered through both residential and online curricula.

**Master of Healthcare Administration (MHA):** This 12-course degree program includes a capstone research project and 8-12 hours/week out-of-classroom, course-related activities. The program is entirely online. Applicants must have two years of prior healthcare experience and work a minimum of 20 hours/week within a healthcare organization.

**Master of Arts in Human Services (MAHS):** This is a non-licensure, 36-credit degree program. The program has a prerequisite requirement of 6 credits hours in the behavioral sciences.

### Workforce-Specific Training Opportunities

Bellevue University boasts online-only programs, which permit working professionals to participate in an interactive education experience and use real-world, day-to-day interactions with patients and coworkers to supplement and engage coursework.

Bellevue University also offers “**Certificates of Completion**” through innovative, cost-effective professional programs geared toward specific workforces. Certificates are offered in:

- Residential care and assisted living
- Home and hospice care
- Nursing home care

### Admissions Requirements

The program-specific admission requirements for Bellevue University’s degree programs are summarized in **Table 16**.

<b>Table 17. Bellevue University Admissions Information</b>
<b>Undergraduate Programs</b>
In addition to the program-specific requirements listed below, all applicants for undergraduate admission must submit (1) an application form and fee, (2) official transcripts from all prior

8.e.. Workforce Factors – Institutions of Higher Education

institutions, and (3) documentation of high school completion. Special requirements for transfer or international student admission are shown at <a href="http://www.bellevue.edu/undergraduate/admissions">http://www.bellevue.edu/undergraduate/admissions</a>	
RN to BSN	<p><b>Applicant must:</b></p> <ul style="list-style-type: none"> <li>• Have a current, unrestricted RN license to practice in the U.S.,</li> <li>• Currently practice as a licensed RN <b>or</b> have a minimum of one year of practice as a licensed RN, and</li> <li>• Submit transcripts showing C grade or higher in all prerequisite courses.</li> </ul>
BA in Health Science	No additional requirements.
BS in Healthcare Management	Applicant must currently work at least 20 hours within the healthcare industry <b>or</b> provide the University with a Letter of Commitment from an organization that will support the applicant through the program.
<b>Graduate Programs</b>	
MBA with Healthcare Concentration	<p><b>All graduate program applicants must:</b></p> <ul style="list-style-type: none"> <li>• Submit application forms and fees,</li> <li>• Hold an undergraduate degree from an accredited college or university,</li> <li>• Submit transcripts showing a GPA of 2.5 or higher from most recent 60 credits of undergraduate coursework <b>and</b> GPA of 3.0 or higher from any prior graduate work, and</li> <li>• Submit letters of reference, if specific program requires.</li> </ul>
Master of Science in Clinical Counseling	
Master of Arts in Human Services	
Master of Healthcare Administration	

## 8.e.. Workforce Factors – Institutions of Higher Education

### **Hastings College**

Hastings College's Health Systems programs include cooperative curricula with degrees in Nursing and Radiologic Technology. The programs are designed to allow students to spend a portion of the program at Creighton University's nearby Mary Lanning Campus and receive a four-year degree from Hastings College.

### *Summary of Degree Programs*

**Bachelor of Arts in Health Systems:** This undergraduate program includes 31 hours of biology and psychology courses and includes additional requirements for those interested in pursuing further coursework in Hastings College's nursing or radiology programs.

**Bachelor of Science in Nursing (BSN):** The nursing program at Hastings College is a cooperative program with Creighton University's Mary Lanning Campus. Hastings College offers a four-year nursing curriculum that prepares students for a one-year accelerated BSN program at Mary Lanning. When students complete the one-year accelerated program, the program transfers back to Hastings College to fulfill the student's degree requirements. Creighton's Mary Lanning Campus reserves seats in its accelerated BSN program for Hastings College students.

### *Workforce-Specific Training Opportunities*

For training opportunities offered through Hastings College, see the summary of opportunities provided through Creighton University's Mary-Lanning Campus on page 31.

### *Admissions Requirements*

Hastings College requires applicants to submit the following information:

- Application form,
- Official transcripts of high school and prior college coursework,
- ACT or SAT exam scores, and
- For transfer students, a Statement of Academic Standing.

## 8.e.. Workforce Factors – Institutions of Higher Education

### **Doane College**

Doane College is a private liberal arts college. The college is organized into two schools, the School of Arts and Sciences and the School of Graduate and Professional Studies. Grand Island has a full-service campus under the School of Graduate and Professional Studies, serving non-traditional students. Degree programs, staff, and services are designed to meet the needs of working adults.

### **Summary of Degree Programs**

Doane College offers the following degree programs on its Grand Island campus:

**RN to BSN:** This program is designed to meet the needs of area medical facilities. Doane College performed research into the RN shortage, the desire of hospitals to earn magnet status, and best practices. The first BSN class graduated on May 19, 2013 and included nine nurses. The program currently serves 60 active students.

**Bachelor of Science in Health Science:** This program will be added at the beginning of the 2013-2014 academic year. The program will offer degree completion for the persons holding an Associate's degree in a healthcare-related field and wishing to complete a Bachelor's degree to provide career and professional advancement.

### **Workforce-Specific Training Opportunities**

Doane College is willing to offer courses at any site where there are enough students and where space permits. The Grand Island campus discussed offering BSN classes at two different hospitals. At this time, however, nurses who are in the program prefer to come to campus, where they have a variety of classes to choose from and where they can work with students from different healthcare facilities and in different degree programs. (Information provided by Doane College.)

### **Admissions Requirements**

In order to take classes at the Doane College School of Graduate and Professional Studies, a student must complete an application and register. In order to be fully admitted into the BSN program, a student must provide a high school transcript, college transcripts, and a current nursing license.

## 8.e.. Workforce Factors – Institutions of Higher Education

### **Creighton University School of Nursing Mary Lanning Campus (Hastings College)**

Creighton University's Mary Lanning is located in Hastings on the Hastings College campus.

#### Summary of Degree Programs

**BSN and Accelerated BSN:** The College of Nursing on the Mary Lanning Campus offers two tracks for undergraduate study leading to a BSN degree: a traditional curriculum for qualified high school graduates and college transfer students, and the Accelerated Nursing Curriculum (ANC) for individuals with non-nursing Bachelor's or higher degrees. Both are offered on the Mary Lanning Campus, but certain courses are delivered through distance learning between Omaha and Hastings. Upon completion of either program, students are eligible to take the Registered Nurse licensure examination (NCLEX-RN).

#### Workforce-Specific Training Opportunities

Mary Lanning Healthcare is an approved provider of continuing medical education (CME) by the Nebraska Nurses Association.

#### Admissions Requirements

Admission into Creighton University's College of Nursing requires:

- Submit online application and required fee,
- Submit official transcripts showing certain prerequisite courses and a cumulative GPA of 3.0 or higher in prior coursework,
- Personal statement,
- Three letters of reference, and
- Submit Safety and Technical Standards forms.



May 31<sup>st</sup>, 2013

The State of Nebraska  
Attn: Department of Administrative Services  
State Capitol, Room 1315  
Lincoln, NE 68509

To Whom It May Concern:

On behalf of Bellevue University-Bellevue, NE it is my pleasure to write a letter in support of the Central Nebraska Replacement Veterans Home-Request for Statement of Interest and Offer proposal for the City of Kearney, NE. We have been supporting the Kearney area for over 23 years in helping students and community members achieve their higher education goals.

We are in full support (to the best of our professional abilities) for Section 8, Workforce Factors (Tab 7), Item E, onsite support for workforce development of employees at the site of the new Veterans Home in Kearney, NE. Bellevue University can assist the new Central Nebraska Veterans Home in achieving their business goals through innovative, cost effective, professionally taught programs and technical certificates geared for today's workforce. Bellevue University can customize training programs to suit the Central Nebraska Veterans Home's needs, whether it's onsite or online.

In addition, we put existing training programs online, giving employees access to learning programs from any location at times more convenient for them. Many companies offer learning and training programs to corporations, but only accredited universities can offer college credit for that learning. Bellevue University can develop credit-worthy learning opportunities for your Central Nebraska Veterans Home workforce in Kearney, NE and 100% online.

Bellevue University looks forward to collaborating with the Central Nebraska Veterans Home in Kearney, NE. We are excited to provide full support for helping the workforce become more educated and trained to meet the needs of the great veterans of our nation.

Sincerely,

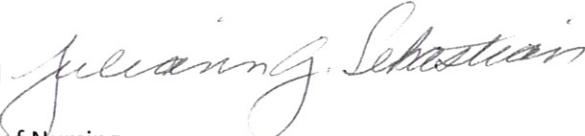
A handwritten signature in black ink, appearing to read "Bradley Keasling".

Bradley Keasling  
Bellevue University  
Community College Outreach Manager  
3134 West Highway 34  
Grand Island, NE 68802

MEMORANDUM

DATE: June 10, 2013

TO: Darren Robinson

FROM: Juliann G. Sebastian, PhD, RN, FAAN   
Dean and Professor, UNMC College of Nursing

SUBJECT: Data related to Health Sciences Education building at UNK

In response to your request for information about the program expansions the new UNK Health Sciences Education building will make possible, I attached the fact sheet we use to explain this project. We are grateful to the Governor and the legislature for making possible the opportunity to expand capacity in the central region of Nebraska through the addition of this new building to the UNK campus.



## University of Nebraska Medical Center College of Nursing, Kearney Division School of Allied Health Professions

We are grateful to Governor Heineman and the legislature for supporting the *Building a Healthier Nebraska* initiative, which includes a \$15 million appropriation to build a new Health Sciences Education Building on the University of Nebraska at Kearney (UNK) campus. This facility, tentatively scheduled to open for classes in the fall of 2015, will provide significant new opportunities for UNMC programs in Nursing and the Allied Health Professions to meet the needs of the State of Nebraska. The initiative will allow the College of Nursing to expand its current undergraduate and graduate programs at UNK, and will allow the UNMC School of Allied Health Professions to bring six of its programs to the UNK campus. The result of this partnership between UNMC and UNK will be an unprecedented opportunity for interprofessional education of health professionals to help meet the healthcare needs of central and western Nebraska.

### UNMC College of Nursing – Kearney Division

- Initiated in 1991
- 15 faculty, 5 staff
- Admitting undergraduate student GPA – 3.24
- Up to 31% of qualified BSN applicants turned away in FY 12
- Total annual enrollment approximately 96 BSN and 24 MSN. MSN students are currently taught by faculty at the Omaha Division using IP video and online strategies, but they complete clinical practica in the Kearney area.
- BSN graduates per year: Approximately 42
- Master's graduates become the future *faculty* workforce for central Nebraska area nursing colleges and become *nurse practitioners* who practice in primary care settings.
- Annual projected enrollment with a new facility: 168 students

### UNMC School of Allied Health Professions (at UNMC)

- Founded in 1972 on the UNMC campus in Omaha
- 58 faculty, 28 staff
- Mean GPA of matriculants – 3.6
- Has grown to nearly 400 students in 13 educational programs on the UNMC campus
- UNK expansion includes 7 programs and projected annual enrollment of at least 86 students

For over twenty years, the Kearney Division of the UNMC College of Nursing has educated students who become the registered nurses, advanced practice nurses, and faculty members for central and southern Nebraska. The increased capacity provided by the new building will make it possible to reduce the shortages of nurses and allied health professionals that disproportionately affect rural areas, and will foster stronger community partnerships and interprofessional education opportunities that will help students learn to practice contemporary, team-based health care. Current shortages of primary care providers, including advanced practice nurses and physician assistants who will be educated in the new building, are expected to increase as more



people gain access to care through health reform and as needs for health promotion, illness prevention and chronic care management continue to grow. The Bureau for Labor Statistics (BLS) projects (2012) a shortage of 1.2 million registered nurses by 2020. Vacant positions will result from retirements and from newly created demand. Graduate education in the new facility will provide training for new nursing faculty to address the faculty shortage that is a principal reason behind the current U.S. nursing shortage.

The Nebraska Center for Nursing projects that the shortage of registered nurses will more than double by 2020. They estimate a shortage of 3,838 registered nurses by 2020. In Nebraska, registered nurses make up more than 40% of the health care workforce (NE Center for Nursing, 2010). This is nearly a 20% shortage, compared with today's 7.2% shortage of RNs in Nebraska. The shortage of registered nurses, like other health professionals in Nebraska, disproportionately affects rural areas.

Allied health professionals who will receive their education at the new site are also in high demand. The U. S. Bureau of Labor Statistics projects national employment demand will increase 44 percent for diagnostic medical sonographers, 39 percent for physical therapists, 30 percent for physician assistants, 28 percent for radiographers, and 13 percent for clinical laboratory scientists during this decade (USBLS data accessed 1/10/2013 at <http://www.bls.gov/home.htm>).

### **New Kearney Health Sciences Education Building**

In addition to more traditional classrooms, the new Health Sciences Education building will house a variety of educational spaces supporting the interactive, team-based learning approaches that the faculty are pioneering, including media classrooms designed for "flipping the classroom" as described by Salman Khan in *The One World Schoolhouse* (2012). Teaching laboratories will provide state-of-the-art learning spaces for interprofessional groups of learners. These areas include a simulation suite equipped with high-fidelity mannequins, health assessment and skills labs, specialized labs for learning physical therapy and imaging techniques, and an anatomy lab that will augment traditional teaching methods with a state-of-the-art "virtual anatomy" table.

Spaces shared by the College of Nursing and the School of Allied Health Professions will increase efficiency while promoting interprofessional collaboration. Office and research support space for faculty, graduate students and research staff will enable clinical research teams to engage in team science addressing problems particularly relevant to rural populations, and will aid in national recruitment of additional faculty. The UNMC Health Sciences Education Building at UNK will be marked by cooperation on many levels, including initial funding from both state (\$15 million) and private (\$4 million) sources, new collaborations between UNMC and UNK, and unprecedented opportunities for interprofessional healthcare education, all aimed at improving the health of greater Nebraska.

Bureau of Labor Statistics, U.S. Department of Labor, Economic News Release, *Table 6: The 30 Occupations With the Largest Projected Employment Growth*. posted Feb. 12, 2012, <http://www.bls.gov/news.release/ecopro.t06.htm>.

Nebraska Center for Nursing. (2011). *Nebraska Center for Nursing Annual Report, 2010*. DHHS: Lincoln, NE.