




Solving Healthcare Shortages Partnership Model

SEPT 2024

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HEALTHCARE



ADV. MANUFACTURING



TECHNOLOGY



SKILLED TRADES



**MOBILITY &
INFRASTRUCTURE**





**Central
Texas
Healthcare
Partnership**



INDUSTRY LEAD

- Ascension Seton
- Baylor Scott & White Healthcare
- St. David's Healthcare



COMMUNITY ORGANIZATIONS

- Capital IDEA
- Trellis
- Austin Chamber
- Opportunity Austin
- Region 13



EDUCATION

- ACC
- College of Healthcare Professions
- Concordia
- Fairfield
- Galen
- South
- St. Edwards
- Texas A&M
- Texas State
- Texas Tech
- UT
- UTAR
- Local ISD CTE Directors



MISSION

To sustain and grow the Central Texas healthcare workforce while expanding pathways to economic mobility for local residents.

VISION

Central Texas Healthcare Partnership is an industry-wide partnership providing a forum for Central Texas healthcare stakeholders to come together to learn, network, identify innovative solutions that address joint workforce challenges, and realize mutually beneficial opportunities.

Clinical Placements



Clinical Placements

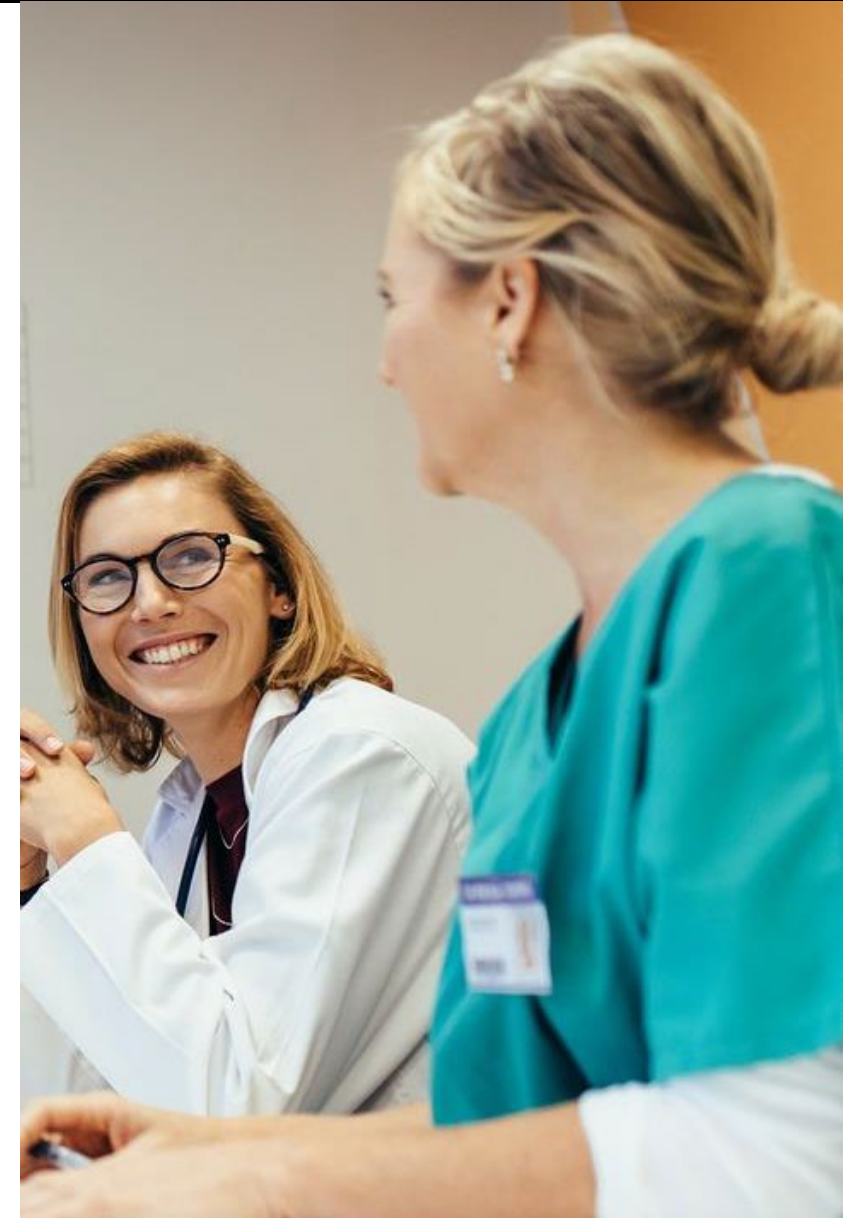
TRAINING & PLACEMENT: Clinical Placement

- **2,520** Trained LVN, ADN and BSN Students
- **11,588** Rotations offered
- **637,444** Hours Trained

CLINICAL STUDENT: Centralized Software System for Hospital Partners

CLINICAL PLACEMENTS: Huge Barrier to Growth

- Culture Shift
- Parameter Increase
- Baseline Data



MANDATORY ROSTERS: For Every Request

- Added roster requirement in 2020
- Schools over requested placements (40% temp released)
- More space = more students

COMMUNITY APPROACH: Goal – Increase Grads

- Unit availability across systems
- Growth mindset – Strategic implementation of new programs (Pedi, OB, Mental Health)
- Evening, weekend, and overnight clinicals
- Added 4 new programs in 4 years (3 more on the horizon)
- Monthly Clinical Placement Opportunity meetings
- Qtrly Nursing Academic Practice and Partnership meetings



SIMULATION USAGE: Community Approach

- BON approves up to 50% sim usage for clinical hours
- New school expectations
- Monthly Simulation Workgroup meetings

RECRUITMENT: Rotation to Hire

- Keep Central Texas students in Central Texas!
- Qrtly Rotation to Hire reports
- Nursing student internships – priority capstone placements



Clinical Placements

INCREASE ENROLLMENT: Fall 2024

Nursing

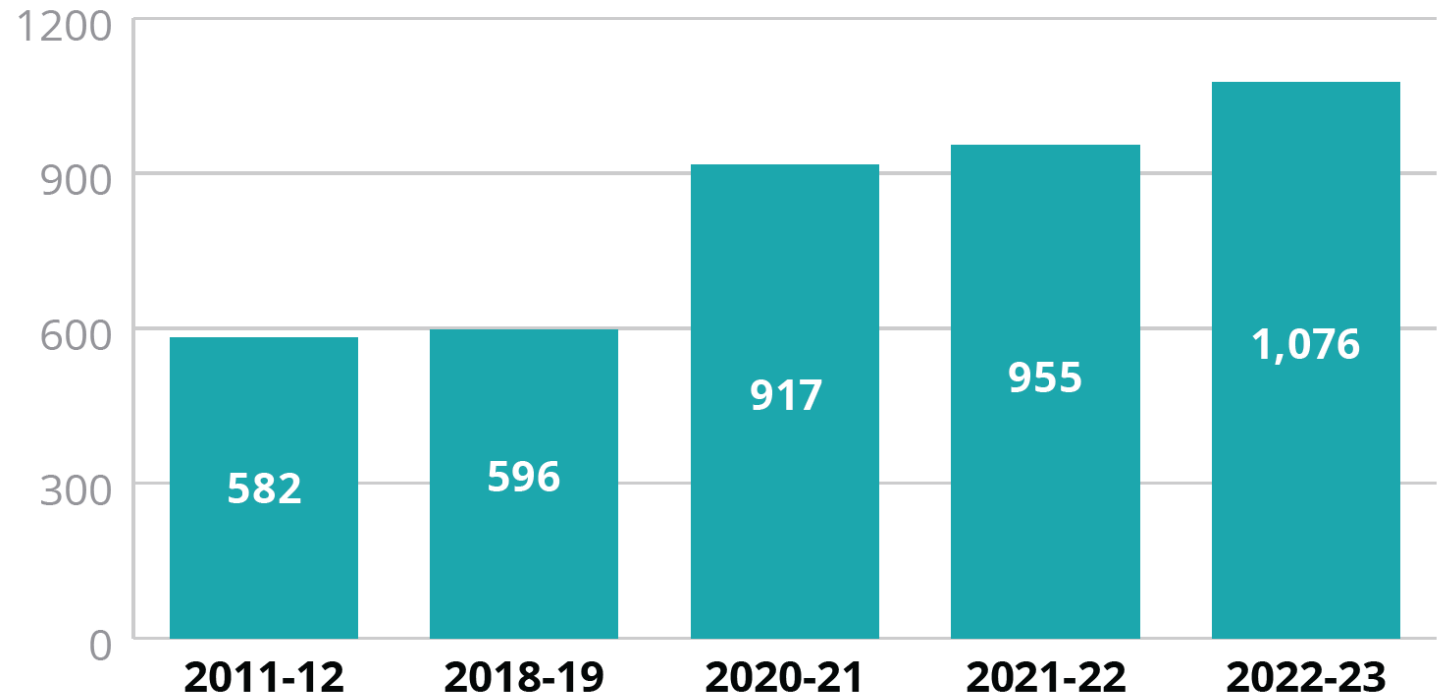
- ✓ Texas State increased enrollment by 50 students
- ✓ ACC increasing enrollment by 40 Students
- ✓ St. Edwards enrolled first cohort
- ✓ 3 new nursing programs applied to the BON for approval in July



**INDUSTRY PARTNERSHIP
HIGHLIGHT**

**Nursing Grads
Are Increasing
Each Year**

NURSING GRADS | Austin metro



**SCAN
FOR REPORT**



Severe Shortages



PRIORITY OCCUPATIONS

Severe Shortage Areas

	CURRENT EMPLOYMENT	10-YEAR FORECAST EMPLOYMENT	ANNUAL GROWTH RATE	AVG ANNUAL SALARY
REGISTERED NURSES	15,960	20,100	2.3%	\$86,900
RADIOLOGY TECHS	1,380	1,750	2.4	78,200
SURGICAL TECHS	630	800	2.3	61,000
TOTAL INDUSTRY	136,740	178,230	2.7	68,860

Source: JobsEQ, 2023Q2, Austin metro

**SCAN
FOR REPORT**



Severe Shortages

INCREASE ENROLLMENT

Surgical Tech

- Increase admissions by 4 students in the Fall 2024
- Increase admissions by 4 students in the Spring 2025

Radiology Tech

- Increasing admissions by 6 students in the Fall (from 50 to 56)
- Plan to increase admissions again in Fall 2025 to 60
- Working on an Expansion/Revision of their LMRT program for Fall 2026

Respiratory Therapy

- Recently received approval to increase enrollment to 48 students
- Accepted 39 students for Fall 2024
- Offer an online BSRC for associate degree RTs; Completion is 1 year



Healthcare Apprenticeships Medical Assistant

INDUSTRY FEEDBACK: Huge Shortage in Certified Medical Assts

- Austin was not certifying enough to fill need
- Industry tuition reimbursement
- Upskill opportunities

APPRENTICESHIPS: No Experience Needed

- Online training program
- Competency-based
- Employers driven (candidate, training, and timeline)
- Earn and learn opportunity

OUTCOMES: Meeting Industry Need

- Over 296 apprentices have been certified as CMA
- Surplus of interested candidates
- DOL approved apprenticeship, ETPL-approved, WFS-funded



Summary Recommendations

1. Industry Lead
2. Centralized Clinical Placement System – Regional Management
3. Clinical Placements = Healthcare Growth
4. Rotation to Hire Practices
5. Apprenticeship Exist – Immediate Implementation



Let's Talk More

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