

Presentation: Governor's Task Force on Health Care Workforce Shortages

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Current Barriers for Urban and Rural Areas

1. **High School Education** (basic math and science)
2. **High School mentors** -American College Application Campaign, an initiative aimed at increasing the number of first-generation college students and students from low-income families pursuing higher education.
3. **Preparing for college**--day one of high school- high schools implementing college preparation checklists
4. **Early action/early decision programs**- collaborate with local community college/college/university on early acceptance.

Financial Cost of Healthcare Education

1. Waive tuition for Nursing/Healthcare Programs through state subsidies.
2. Free tuition with work commitment for teaching/research hospitals.
3. Completion of prerequisite courses in high school then students receive full-funded state scholarship.
4. State-funded scholarships for practice in counties with healthcare provider shortages.
5. Some states are offering all nursing students free tuition (could translate to nursing and additional health professions in TX)
6. Design 12-month accelerated BSN Programs across the state.

Wrap Around Services for Students

1. **Child care** -Vouchers for nursing students

2. **Transportation-**

- Student bus passes that offer discounted rates on public transportation.
- Partnerships with local public transportation departments that offer steep discounts on fares.
- Free modes of public transportation, including shuttles and free bus passes.
- At many universities across the U.S., students have access to [Lyft's Ride Smart program](#), a service that provides college communities with free or discounted transportation with Lyft.

3. **Food Insecurity**

- i. Food vouchers
- ii. Food pantry on campus
- iii. Farmer Market on Campus

Alternative Educational Models

1. Apprenticeship programs, individuals get paid while you work and learn on the job from experienced workers. Individuals also attend classes that relate to their job to learn even more. These programs usually take about one to five years to complete, following the rules set by the industry.
2. Implement LVN last year of high school in a similar to a European model:
 - i. High school trains students to start their careers as young as 14 for NA positions.
 - ii. Need High Schools to train so that at graduation they can sit for the NCLEX-PN/VN.
3. Waive TX prerequisites for second degree students.
4. Develop LVN to MSN programs (similar programs related to health-related professions)
5. Summer high school programs.

Supporting Profession

1. Preceptor bonus to increase clinical sites.
2. Fund individuals to get undergraduate degrees (nursing and related health professions) for teaching in clinical courses.
3. Apprenticeship programs
4. Decriminalize Medical Errors
5. Keep nurses and health-related occupations in the workforce through a state bonus program.
6. Keep nursing and health-related educators in the workforce with state bonus programs.

Questions

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