

CASE STUDY:

Statewide Nursing Education System Capacity



Situation

In response to critical labor shortages across many important healthcare occupations, the Commonwealth of Pennsylvania was seeking to better understand the dynamics behind these troubling healthcare workforce trends, most notably an existing nursing shortage and a nursing workforce that was aging at a rate twice the national average.

Solution

The Hill Group was engaged by the Pennsylvania Workforce Investment Board (WIB) and the Pennsylvania Center for Health Careers, a program of the Pennsylvania WIB, to assess Pennsylvania's ability to educate enough new nurses to meet the state's growing healthcare needs and to create a set of recommendations to address the statewide nursing capacity issue.

The Hill Group collected and analyzed primary and secondary data to estimate labor supply and demand and conducted statewide stakeholder participation processes including roundtables, surveys, and focus groups with industry and education leaders to assess critical issues and possible recommendations regarding nurse educator capacity. The results of The Hill Group innovative study were compiled in the report, "Addressing Pennsylvania's Nursing Education System Capacity: Recommendation Report of the Pennsylvania Center for Health Careers."

Major recommendations of the report include:

1. Expansion of the supply of qualified nurse educators as quickly as possible for both RN and LPN programs through institutional incentives, flexible financial assistance, and career pathways for MSN educators
2. Enhancement of clinical education access and experience for students by maximizing the use and availability of clinical sites and investment in the integration and shared use of educational technology
3. Highest variable spend assistance to community college nursing programs and identification of specific means for the Pennsylvania State System of Higher Education to address critical regional needs for RNs
4. Creation of a dedicated capital funding source for technology and infrastructure improvement by nursing education institutions
5. Greater financial assistance and resources for RN and LPN students and development of an articulated career pathway for nursing students from LPN to MSN.

CLIENT

THE
COMMONWEALTH
OF PENNSYLVANIA

INDUSTRY

HEALTHCARE

WORKFORCE AND
ECONOMIC
DEVELOPMENT

PROJECT

STRATEGY
FORMULATION

POLICY ANALYSIS

MARKET RESEARCH

PROJECT
MANAGEMENT

FOCUS GROUP
FACILITATION

CHANGE
MANAGEMENT

Results

- A \$2 million investment by Pennsylvania in nurse training
- Established a commitment from the Pennsylvania Higher Educational Assistance Agency (PHEAA) of \$40 million over four years to address industry needs
- Identified priority strategies to address skill shortages and employee retention
- Launched statewide employer- led Leadership Council to carry out attrition, development and retention strategies
- Created an action plan to address the needs of workers and employers

About The Hill Group, Inc.

Founded in 1953, The Hill Group, Inc. is a premier provider of management counsel, specializing in strategy, execution, and measurement. Our team of consultants has deep experience across several industries, enabling our team to draw on best practices from a variety of sectors to help our clients grow, innovate, and achieve maximum potential.

Strategy – *Envisioning an organization’s future, capitalizing on its opportunities, identifying strategic priorities, and implementing positive change.*

- Strategy Development
- Decision Support and Analysis
- Strategic Planning and Management
- Business Planning and Feasibility Assessments
- Mergers, Acquisitions, and Strategic Alliance Planning
- Market Research and Analysis

Execution – *Ensuring that an organization is efficiently and effectively utilizing its resources to its full potential.*

- Process Improvement and Innovation
- Business Model Development and Resource Allocation
- Financial Assessment and Management
- Turnaround, Business Transformation, and Change Management
- Governance Assessment and Development

Measurement – *Increasing an organization’s performance through measurement and continuous improvement.*

- Measurement
- Business Analytics and Intelligence
- Economic Impact Assessment
- Employee Opinion, 360-Degree Feedback, and Service Quality Surveys
- Industry Benchmarking Surveys

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