

# Nevada Hospital Association (NHA) / H-1B Rural Healthcare Grant

## Program Scope

10/28/2020

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### Overview

The intent of the H-1B Rural Healthcare Grant is to alleviate healthcare workforce shortages by creating sustainable employment and training programs in healthcare occupations serving rural populations, including behavioral and mental health.

With funding from this grant, the NHA will offer education, training, job placement advocacy and supportive services to qualified participants interested in obtaining a degree, license, or certification in a healthcare profession in order to provide rural Nevada healthcare employers with professionals capable of delivering safe, direct patient care in medical services.

The NHA has been the recipient of WIOA grant funding in northern Nevada since 2010 and we were recipients of WIOA grant funding in southern Nevada from 2011 through 2014. As a result of the success of the program in previous years, our outstanding performance, and our relationship with healthcare organizations in Nevada, we are perfectly positioned to continue to successfully promote the opportunity that this funding would provide to us our partners in meeting the goals of the H-1B grant.

The NHA fosters collaboration between the participant, the employer and community health partners in an effort to enhance recruitment and retention of healthcare program graduates. The program also aims to provide a work environment that is conducive to quality patient service and outcomes. In addition, this collaboration has demonstrated a strong commitment aimed at assisting qualifying participants in finding high paying jobs in the healthcare sector.

Our experienced staff will conduct a one-on-one interview with qualifying participants to determine eligibility as well as to determine the most suitable healthcare career path that will meet their needs and interests. Based on their preferences, they can be placed into an appropriate educational program that aligns with their interests in the qualifying targeted H-1B occupations and the needs of the healthcare workforce in the rural communities. Consideration is given to their preferences, work and life experiences, skills, talents, and interests. While critical shortages of health care professionals are a reality in Nevada, similar critical shortages exist in mental health care professionals and will be given serious consideration as an optional choice.

### Program

The goal of this grant is to increase the number of individuals training in healthcare occupations that directly impact patient care and alleviate workforce shortages by creating sustainable employment and training programs in healthcare occupations, with focus given to qualifying participants in priority focus populations of underserved, unemployed, underemployed or incumbent workers.

While the NHA will work in collaboration with academia, Nevada hospitals and various other stakeholders, we have developed two (2) successful Transition to Practice program, in partnership with Scott Consulting. This successful program, offered to New Graduate Nurses in the area of medical/surgical nursing as well as a psychiatric nursing practice, is designed to help the NGN transition from academics to clinical employment.

Education and Training Providers identified for collaboration include Scott Consulting LLC, Truckee Meadows Community College, University of Nevada Reno, Great Basin College, and Western Nevada College.

Funding ceiling: \$2,500,000 per  
award  
Funding floor: \$500,000 per award  
Maximum awards: 40 nationally

## The Problem

- Lack of direct patient healthcare staff within the rural areas of Nevada.
- Based on the EPIC2 report and In-Demand healthcare employment will continue to be a high need and especially in rural areas where medical facilities are limited.
- All rural residents have lack of available and/or accessible healthcare.
- Transportation to urban areas for medical needs is a barrier to many residents within the rural areas.

## Target Population and Recruitment

Target population of underemployed, underserved, and unemployed individuals who are looking to move into the healthcare field in the following rural Nevada counties: Carson, Churchill, Douglas, Elko, Humboldt, Lander, Lincoln, Lyon, Mineral, Nye, Pershing and White Pine. Together along with our training partners, we will focus on providing training, supportive services, and access to employment to qualifying participants interested in healthcare careers, including those with an interest in mental health specialty.

- Must meet eligibility and be at least 17 years of age;
- Unemployed, underemployed, incumbent workers, veterans, military spouses, transitioning service members and, individuals with disabilities, unrepresented populations other populations with employment barriers.
- Target individuals who are looking for a certification/licensure for up to two-year program
  - Individuals will focus on a two-year program and funds maybe leveraged between Formula and/or National DW to assist individuals with pre course work as needed
  - Estimated completion timeframe would be 18-24 months
  - Supportive services will be included during the applicants education/training timeframe
  - Service Providers will work with local healthcare employers in order to assist with employment
- Target out-of-work teachers, business degrees, etc. in the subpopulations for assistance with transitioning into the healthcare field.
  - Individuals with a current degree will have a minimum amount of time to complete training and education
  - Supportive services will be included during the applicants education/training timeframe
  - Participants will be required to sign a contract stating that after education/training the individual will work in a rural Nevada county for a minimum of 4 years
  - Service Providers will work with local healthcare employers in order to assist with employment

## Next Steps

As a result of our previous experience and success as healthcare workforce grant recipients, partnerships with education agencies and healthcare facilities have already been established. Infrastructure from our previous workforce grant program can be utilized and modified to meet the needs of the H.1B Rural Healthcare Grant. The NHA will therefore be able to diminish the implementation time needed to start the participant recruitment process and relationship building between the schools and healthcare employers.

1. Make connections for partnerships and education agencies
2. Develop an application
3. Outreach to potential participants for the program
4. Outreach for employment in the rural areas

## Keys to Success

### Data Analysis/Sustainability

- Employment Rate – 2nd Quarter After Exit” and “Employment Rate – 4th Quarter After Exit
- SARA to be used and tracked for current participation as well as follow up (a requirement of every individual receiving services)
- EmployNV to be leveraged for data management and analysis
- Sustainability: outreach and support of individuals attending the various programs
- Sustainability: contracts from individuals to assist and promote rural employment

Proposed Budget

Areas for breakdown of \$2,500,000 funding for 97 individuals to be served:

<b>H1-B Proposed Budget Detail</b>			
10/27/2020			
Description		Requested Amount	% of Budget
<b>Personnel Costs:</b>			
	Staff Salaries and Benefits (2 staff )	<b>\$410,976.00</b>	
	Other (List)	0.00	
	<b>Total Personnel Costs</b>	<b>\$410,976.00</b>	<b>18.27%</b>
<b>Operating Costs:</b>			
	Staff Travel	\$4,380.00	
	Office Supplies	\$4,400.00	
	Audit	\$40,000.00	
	Other (List) Rent	\$23,812.00	
	<b>Total Operating Costs</b>	<b>\$72,592.00</b>	<b>3.23%</b>
<b>Sector Training Participant Costs:</b>			
55 (2 yr Ed Programs)	Education / Training	\$825,000.00	
12 wks 25%	On-the-Job Training (OJT) RN	\$220,000.00	
	Training (TTP) New Grad Nurses	\$100,000.00	
42 Allied	Education / Training	\$210,000.00	
12 wks 25%	On-the-Job Training (OJT) Allied	\$123,000.00	
97 Participants	Supportive Services Related to Training	\$225,000.00	
	<b>**Total Sector Training Participant Costs</b>	<b>\$1,703,000.00</b>	<b>75.69%</b>
<b>Non-Training Participant Costs:</b>			
	Assessment		
	Instruction for Soft Skills		
	Supportive Services Not Related to Training		
	Other (List)		
	<b>Total Non-Training Participant Costs</b>		
<b>Indirect Costs:</b>			
	Indirect Cost Allocations/Overhead	\$63,432.00	
	<b>Total Indirect Costs</b>	<b>\$63,432.00</b>	<b>2.82%</b>
	<b>Total Proposed Budget</b>	<b>\$2,250,000.00</b>	<b>100.00%</b>