



California Community Colleges

Item 6.4: ADN Expansion Demonstration Project

Sonya Christian, Chancellor

Anthony Cordova, Vice Chancellor, Workforce and Economic
Development

May 20, 2024 | Board of Governors

ADN Expansion Demonstration Project

Highlight community college ADN programs across the state which

- Confirm enrollment growth in the next two years
- Engage in a multifaceted set of key strategies that promote flexible scheduling and integrate simulation/immersive technology

Strategic Foundation

Acknowledge and partner with agencies with overlapping responsibilities for and interest in ensuring a strong diverse pipeline of nurses in California

- California Board of Registered Nurses (BRN)
- Health Care Access and Information (HCAI)

Partner with labor in ensuring accessible pathways into nursing for incumbent workers

- The Education Fund

ADN Expansion Demonstration Project - Pilot Colleges

Tier 1 Colleges

- Selected from every region in the state
- Announced in early June 2024

Tier 2 Colleges

- Selected from RN shortage areas as defined by HCAI
- Announced in Sept/Oct 2024

Expansion of community college nursing programs aligns with VISION 2030 Goal

Equity in ACCESS

- Low-cost entry into the profession of nursing.
- Intentionality in achieving racial/ethnic diversity of community college nursing students.



Loretta Melby, RN, MSN,
Executive Officer,
California Board of
Registered Nurses

**Presented by
Loretta Melby RN, MSN
Executive Officer**





MISSION

The Board of Registered Nursing protects the health, safety, and well-being of the public through the fair and consistent application of the statutes and regulations governing nursing practice and education in California

VISION

A leader in the oversight of nursing practice and education by creating and administering regulatory practices that safeguard public health and ensure nursing care is equitable and accessible for all

VALUES

Effectiveness
Integrity
Transparency
Collaboration
Equity

Nursing Practice Act

- [The Nursing Practice Act\(NPA\)](#) is the body of California law that mandates the Board to set out the scope of practice and responsibilities for RNs.
- The Practice Act is located within the California Business and Professions Code
 - Article 1, Division 2. Healing Arts Section 2700 through 2838.4
- Regulations which specify the implementation of the law appear in the California Code of Regulations
 - Title 16. Professional and Vocational Regulations, Division 14 Board of Registered Nursing, Articles 1 -10, Sections 1400 through 1495.4



ADN Expansion Demonstration Project

[Pre-Licensure RN Programs](#)

[16 CCR 1423 Approval Requirements](#)

[NCLEX-RN Pass Rates](#)

[Accreditation, Attrition, and On Time Completion Rates](#)

[BRN School Survey Interactive Dashboard](#)

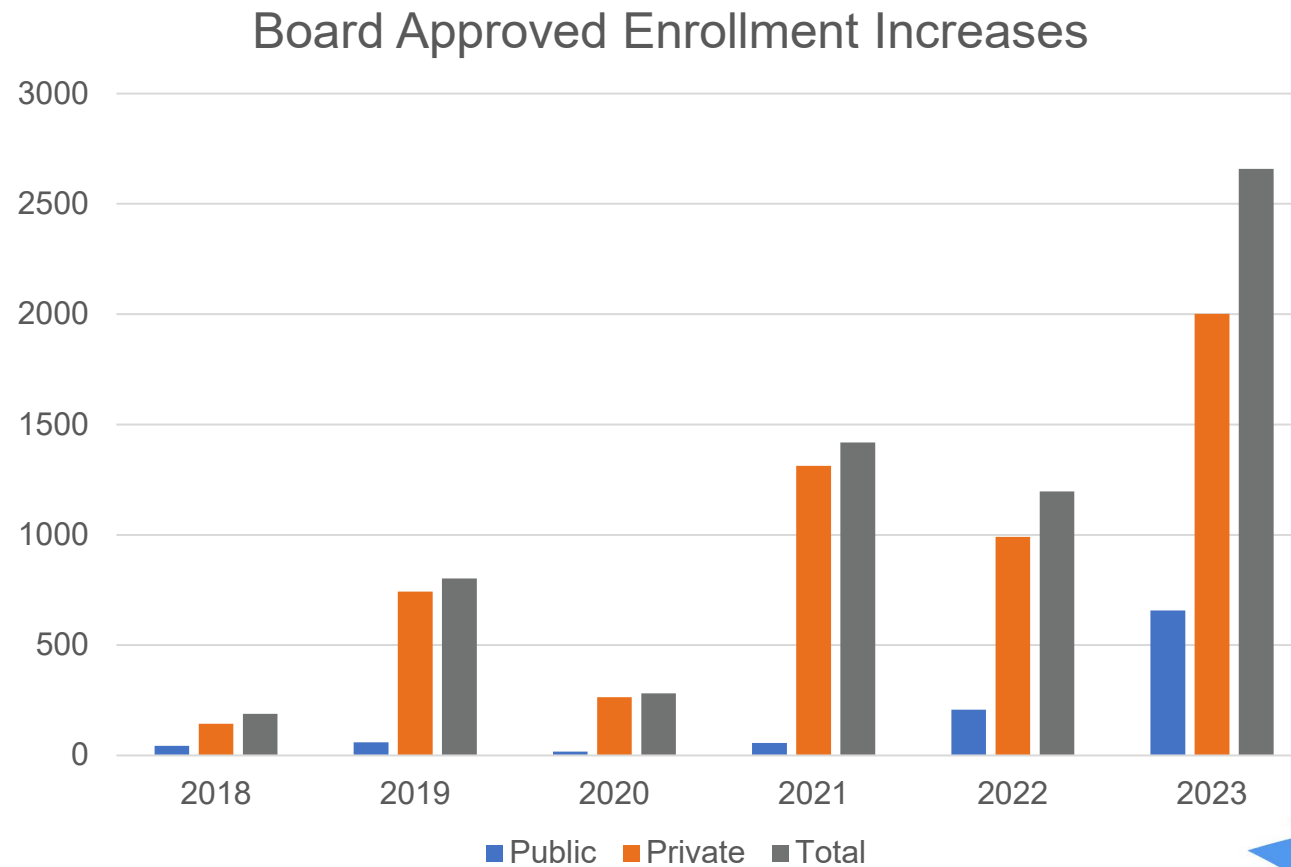


BPC 2786.2 (b)(1)(F)

- When considering a request to increase enrollment, the board may consider only the following factors related to the ability to adequately train additional students:
 - (i) Adequacy of resources, including, but not limited to, faculty, facilities, equipment, and supplies.
 - (ii) Availability of clinical placements.
 - (iii) Complaints that have been verified by the board from students, faculty, or other interested parties.
 - (iv) Licensing examination pass rates, graduation rates, and retention rates.
 - (v) Any other similar factors specified by the board in regulations. The board shall not consider nursing workforce issues, including those identified under Section 2717, as factors for purposes of this subparagraph.



Enrollment Increases



*Students currently enrolled in pre-licensure programs 33,090 in California



Libby Abbott, Deputy
Director, Health
Workforce, Health Care
Access and Information



Using Evidence to Plan for California's Nursing Workforce: A Collaboration between California's Community Colleges and the Department of Health Care Access and Information

Libby Abbott

HCAI

May 10, 2024

Our Mission



HCAI expands equitable access to quality, affordable health care for all Californians through resilient facilities, actionable information, and the health workforce each community needs.

HCAI aims to develop and expand a health workforce that:

- Serves medically underserved areas
- Represents the California it serves through racial and language diversity
- Serves Medi-Cal members

CCC and HCAI Share Health Workforce Development Goals



California Community Colleges – Vision 2030

Outcome 3: Workforce Outcome Increase with equity the number of California community college students who earn a living wage.

Department of Health Care Access and Information

Diversify the workforce and increase access to care, serving a double bottom line

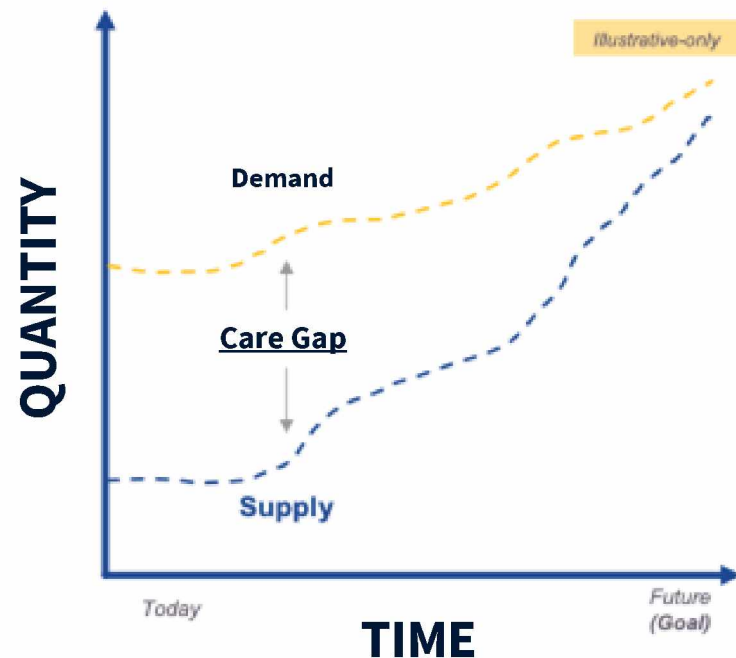


California Community Colleges are looking to strategically expand Associate Degree in Nursing Program

**HCAI is
developing an
evidence-driven,
state-wide
strategy for
California's
nursing
workforce**



HCAI's strategy will be anchored in supply and demand modeling for 8 nursing roles



Supply currently lags demand in today's nursing workforce labor market with care being driven by key interrelated factors:

- Total roles staffed / needed by specialty
- Geographic distribution of providers & disease burden
- Utilization patterns (based on delivery channels available & care-seeking behavior)
- Importance of culturally competent care
- Insurance coverage
- Education pipeline



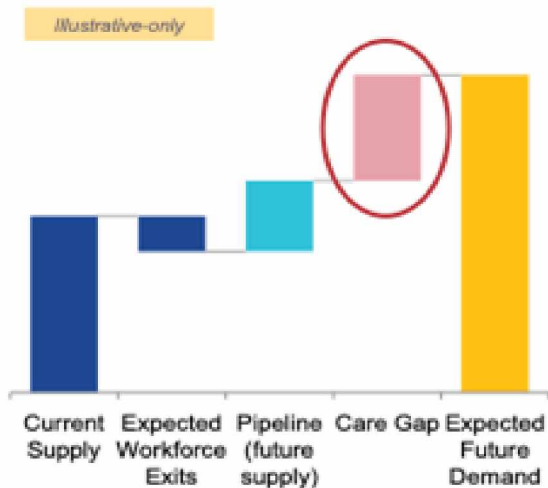
Creating a detailed workforce model enables HCAI to develop a targeted set of interventions to close the care gap and focus on investment avenues with the greatest lasting impact

Additionally, it provides a model that can be replicated and applied across other use cases

Results will be at the county or other sub-state level, by role

Understanding pipeline will allow us to identify key educational program scale-up opportunities

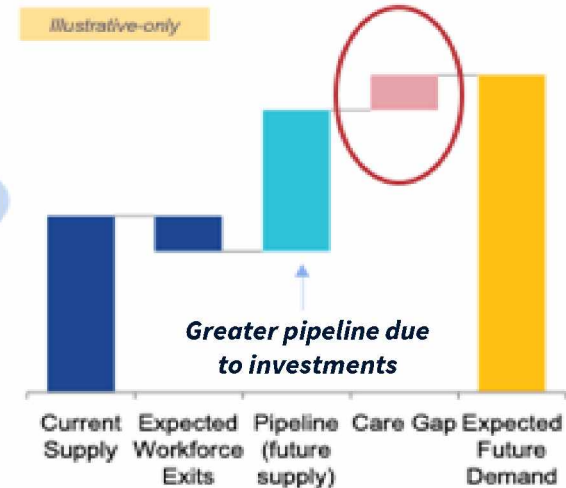
Existing care gap for a specific role/region can be identified...



... informing targets for educational institutions' investment & decisioning...

- Prioritize campuses for nursing student retention initiatives
- Target faculty hiring for key programs of need
- Develop & expand new programs (geo-specific)
- Implement flexible course scheduling
- Enhance financial support

... leading to an eventual reduction in care gap





Rebecca Hanson,
Executive Director, The
Education Fund

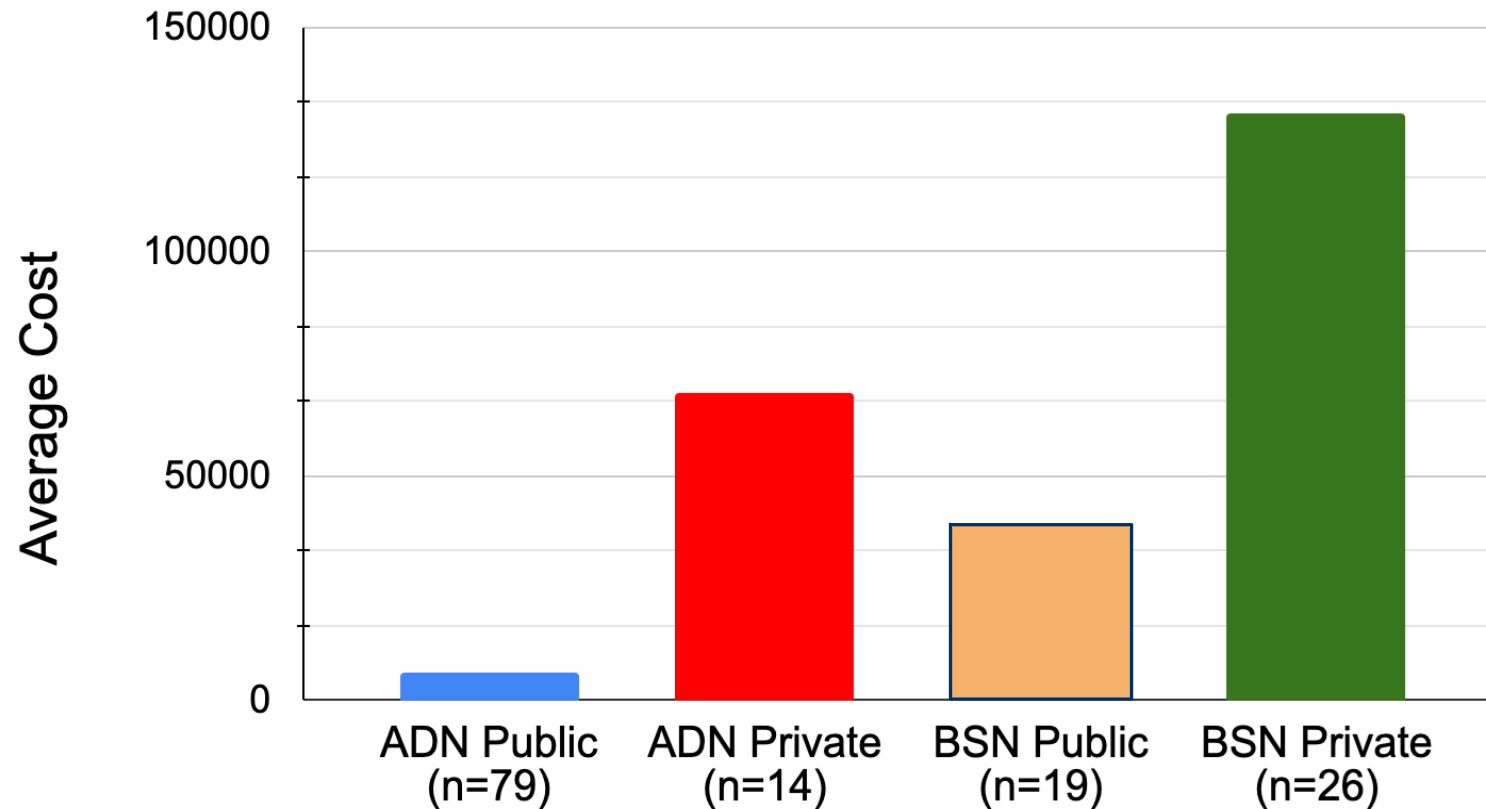


California Community Colleges

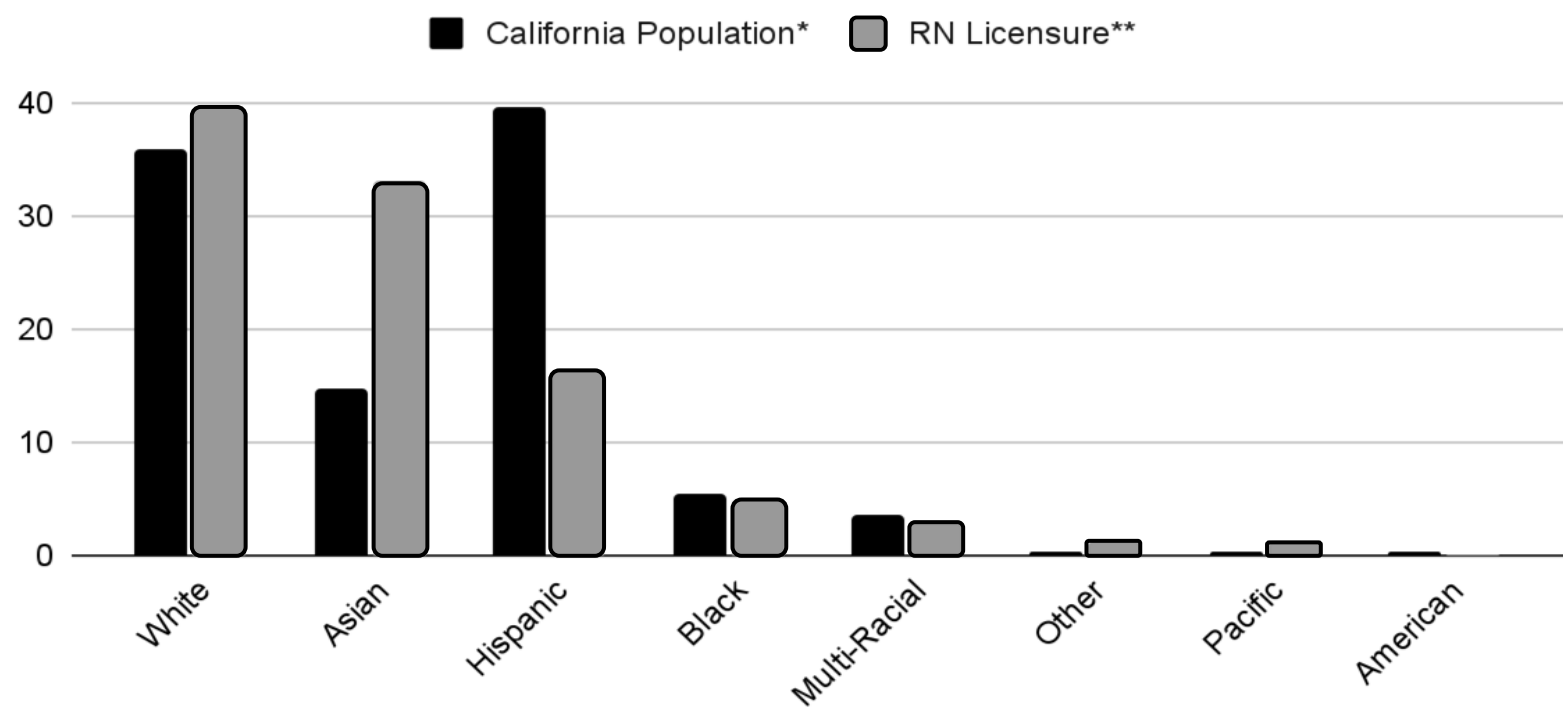
Thank you!

www.cccco.edu

Average Cost of Nursing Schools in California

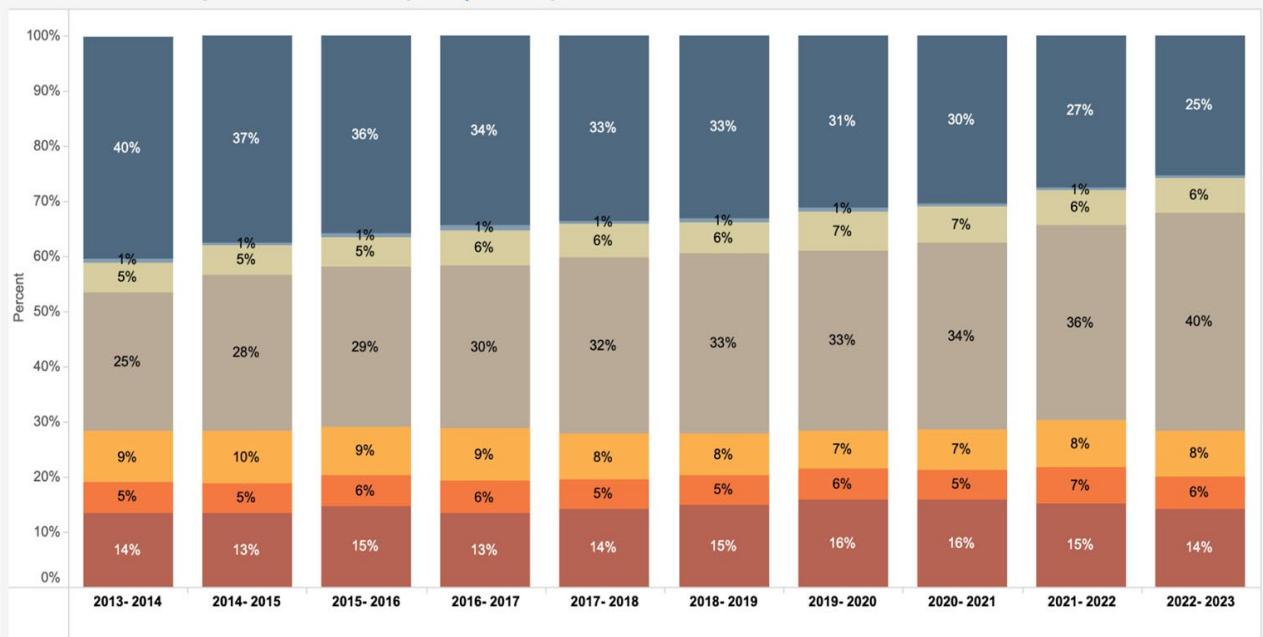


Imbalanced Representation of Active RN Licenses in Certain Races



*HCAI Dashboard: Population data and groupings are provided by the US Census Bureau as of 2021.
**HCAI Dashboard: Data represents a custom tabulation of healing arts survey responses from licenses in active status on July 1st, 2023.

Intentionality in realignment of diversity/ethnicity of nursing students enrolled in community colleges



	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
White	40%	37%	36%	34%	33%	33%	31%	30%	27%	25%
Native American	1%	1%	1%	1%	1%	1%			1%	
Other Race	5%	5%	5%	6%	6%	6%	7%	7%	6%	6%
Hispanic	25%	28%	29%	30%	32%	33%	33%	34%	36%	40%
Filipino	9%	10%	9%	9%	8%	8%	7%	7%	8%	8%
African American	5%	5%	6%	6%	5%	5%	6%	5%	7%	6%
Asian	14%	13%	15%	13%	14%	15%	16%	16%	15%	14%