



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 HCIA
- 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

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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

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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

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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

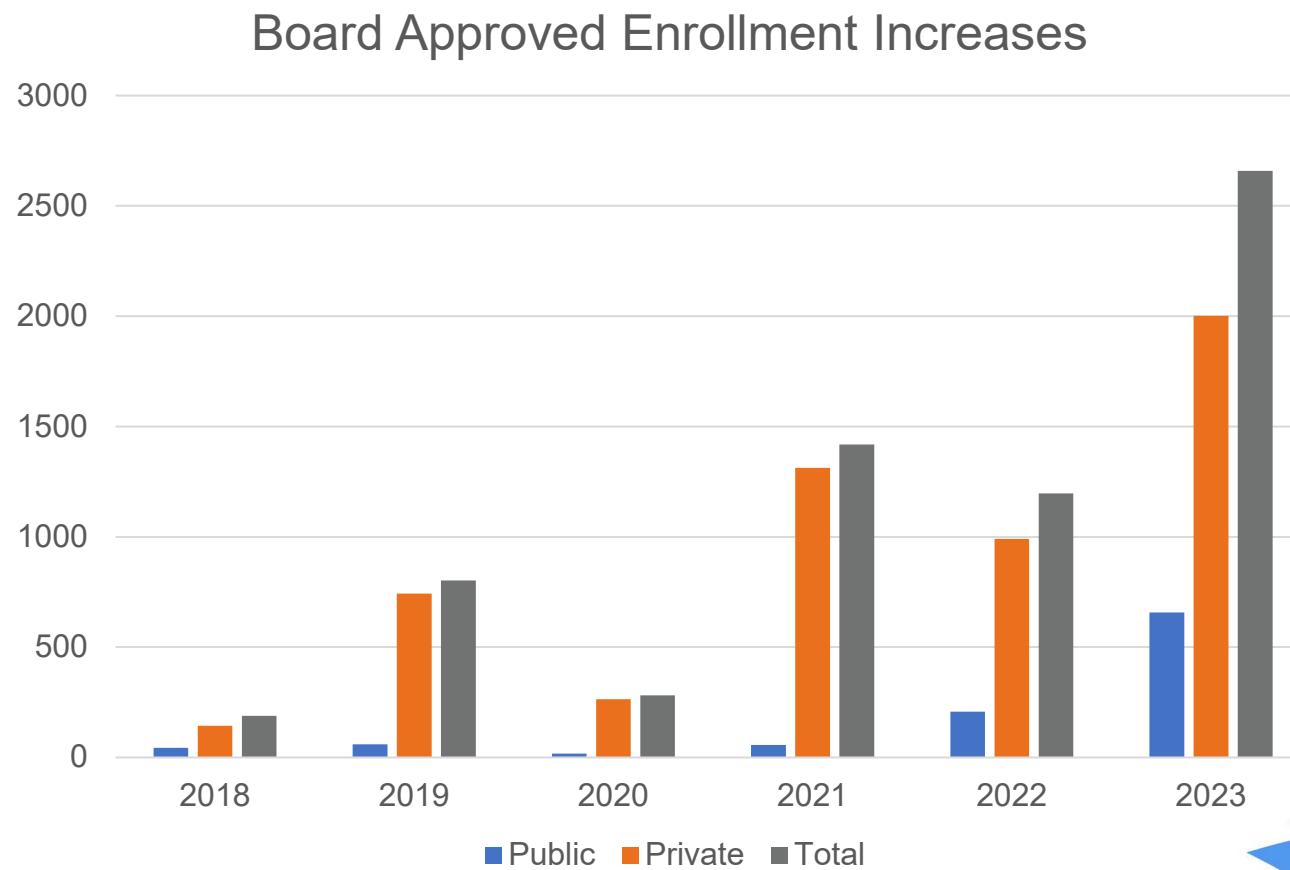


## **BPC 2786.2 (b)(1)(F)**

- 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.**

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**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 HCAL 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*

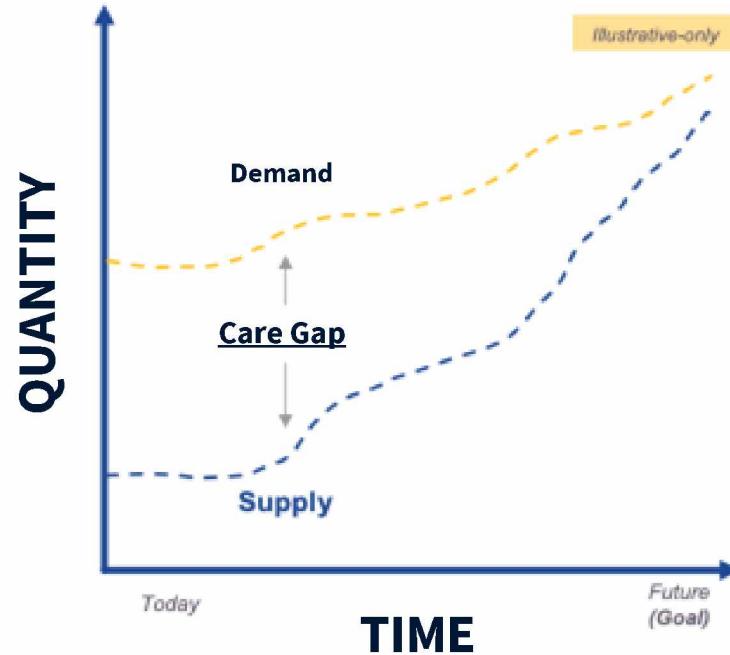


**California  
Community  
Colleges are  
looking to  
strategically  
expand Associate  
Degree in Nursing  
Program**

**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

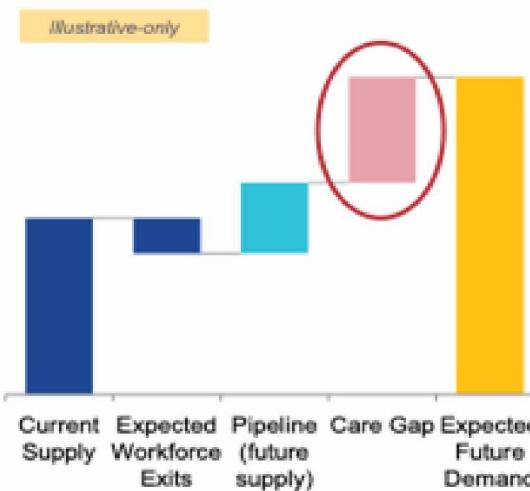
Creating a detailed workforce model enables HCAI to develop a targeted set of interventions to close the care gap and focus on investment avenues with the greatest lasting impact

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

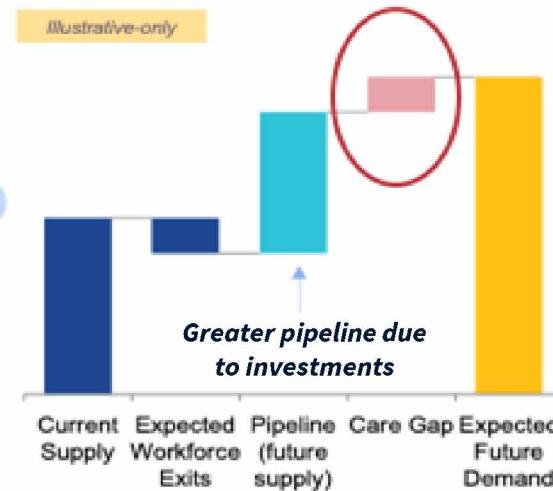
Existing care gap for a specific role/region can be identified...



... 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

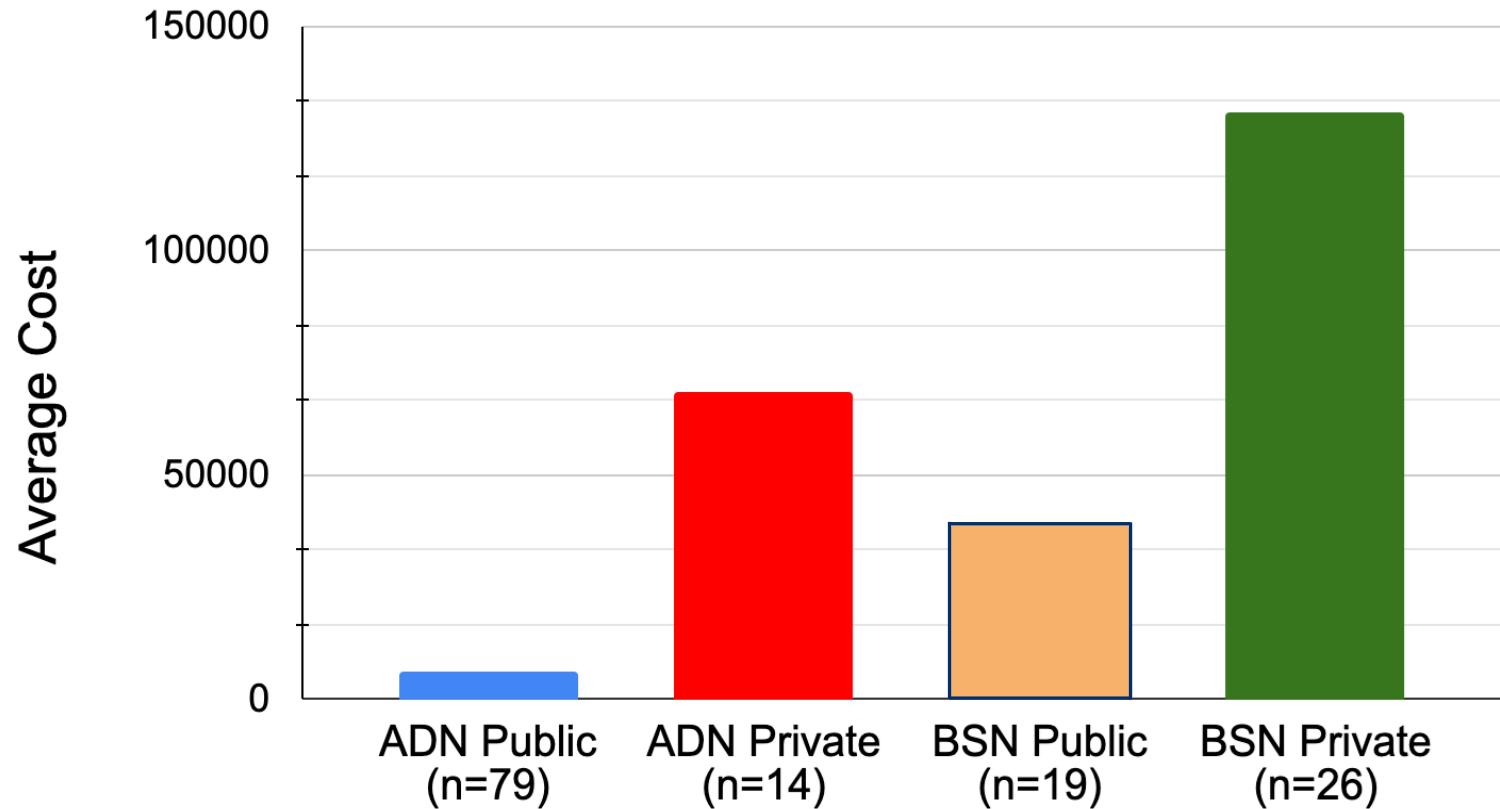


# California Community Colleges

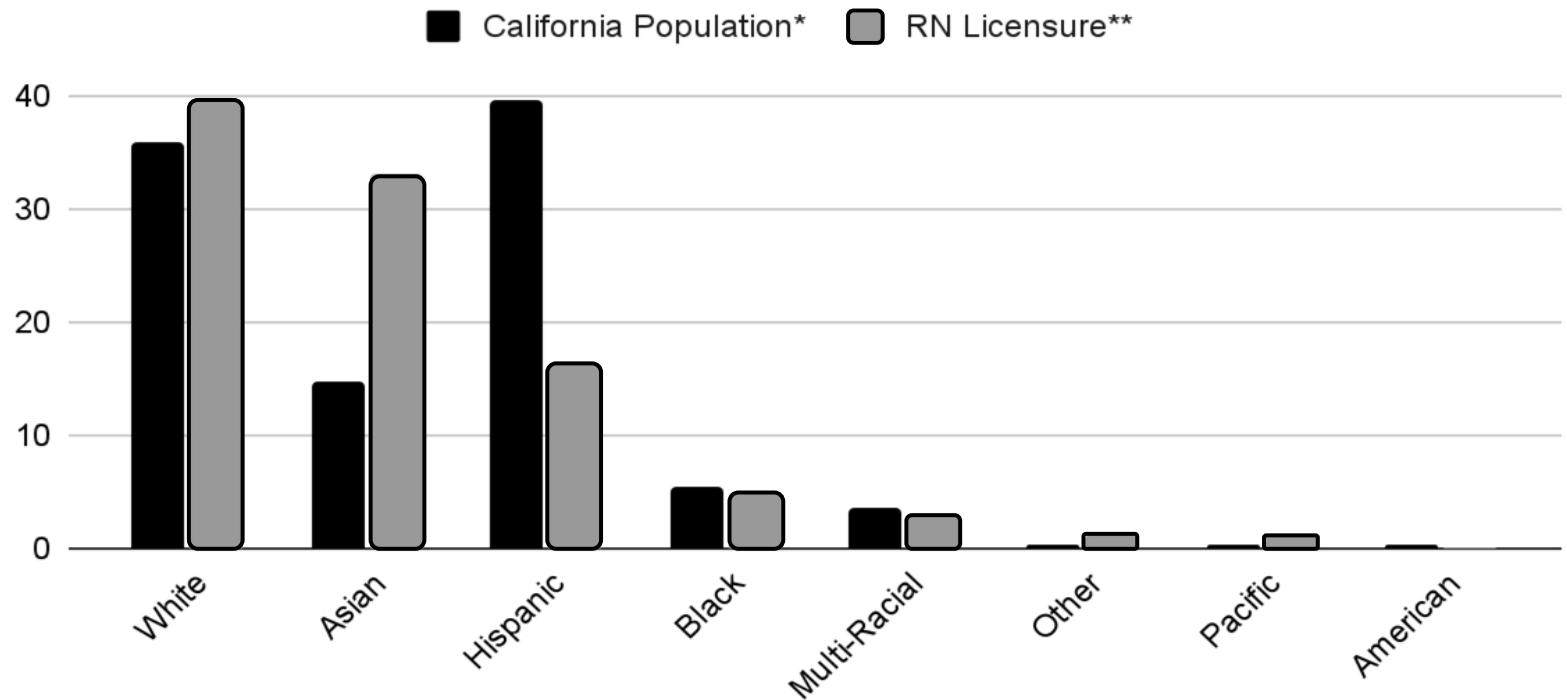
Thank you!

[www.cccco.edu](http://www.cccco.edu)

# Average Cost of Nursing Schools in California



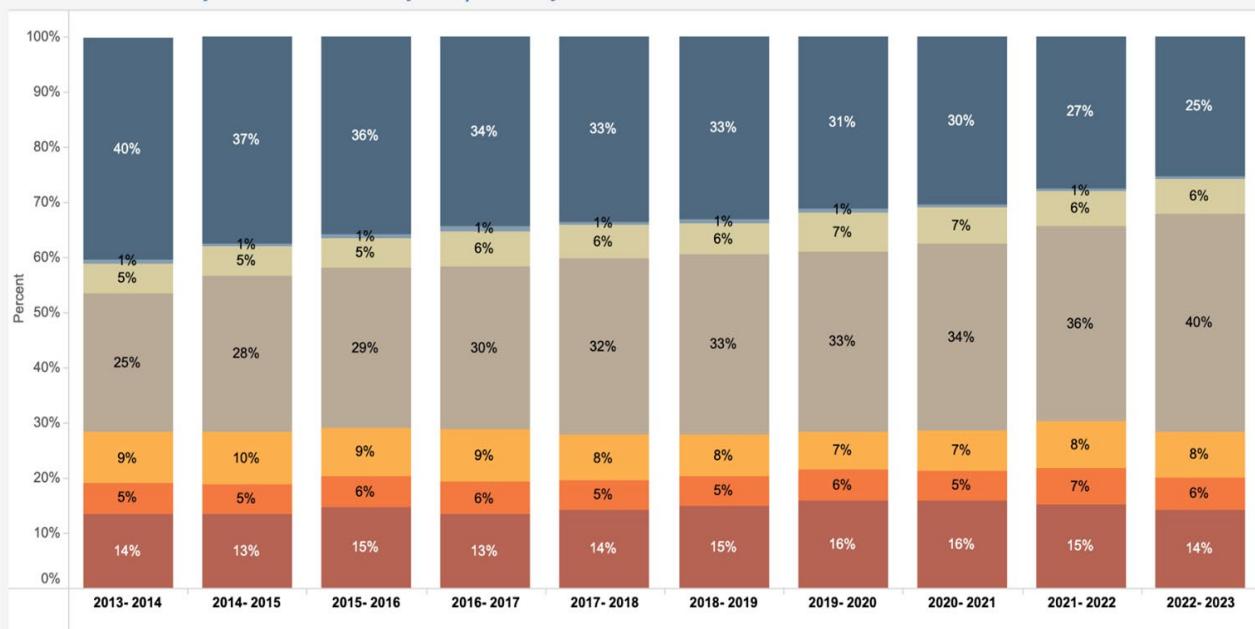
# Imbalanced Representation of Active RN Licenses in Certain Races



\*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%	1%	1%	1%
Other Race	5%	5%	6%	6%	6%	7%	7%	7%	6%	6%
Hispanic	25%	28%	29%	30%	32%	33%	33%	34%	36%	40%
Filipino	9%	10%	9%	8%	8%	8%	6%	7%	8%	8%
African American	5%	5%	6%	6%	5%	5%	6%	5%	5%	6%
Asian	14%	13%	15%	13%	14%	15%	16%	16%	15%	14%