

Governor Sununu's Next Generation Workforce Initiative

Background Statistics:

New Hampshire has an acute workforce shortage. Our economy is growing much faster than our skilled labor force. This dynamic is most critically born out in the healthcare industry, there are currently 1,309 openings for Registered Nurses in New Hampshire. The New Hampshire Department of Employment Security estimates that there will be 906 annual openings for Registered Nurses and 1,169 annual openings for Nursing Assistants (LPNs) through 2026. Governor Sununu is proposing strategic investments into the Community College System of New Hampshire and the University System of New Hampshire to meet the need for nurses.

Our economy is changing, as we pivot increasingly towards advanced manufacturing, regenerative medicine, and data processing. In order to educate and train New Hampshire's next-generation workforce, Governor Sununu is further proposing strategic investments into the University of New Hampshire, Keene State College, and Plymouth State University to further develop their STEM course offerings.

Both the investments in nursing and STEM are being financed with one-time monies which have resulted from robust business tax revenues. By focusing on public-private partnerships the State is able to leverage these investments to meet the long-term skilled workforce needs of the State.

Re-introducing the Licensed Practical Nurse (LPN) Program:

The Community College System of New Hampshire (CCSNH) will be offering LPN Programs across the state. This will address a need that exists primarily at skilled nursing homes. LPN's are a critical element in the healthcare workforce and can be a pathway to Registered Nurse (RN). Restarting the LPN program creates onramps and off-ramps for individuals' educational attainment and career development. CCSNH will:

- I. Create a one-calendar-year program at two CCSNH colleges using the same curriculum at multiple locations. This approach would enable the colleges to share expertise across the programs;
- II. Create an early college model for an LPN Program with some Career and Technical Education (CTE) programs. High school students will be able to complete several courses that are the prerequisites for the Associate Degree RN Programs;
- III. Expand the "bridge" program enabling movement from LPN to RN level as graduates' professional aspirations evolve alongside market need.
- IV. Create apprenticeship programs at nursing homes for LPNs.

Up-Skilling our existing ADN Workforce to BSNs:

There is a significant opportunity to increase the number of bachelors-prepared RNs in New Hampshire by building off of the Associate Degree in Nursing (ADN) program at CCSNH institutions and up-skilling our workforce to have Bachelor's Degree in Nursing (BSN). This

leverages existing nursing program infrastructure and provides an affordable, convenient pathway to an RN programs in every region of the state. The Community Colleges already offer the Associate Degree in Nursing (ADN), and CCSNH colleges' nursing license pass rates are among the highest in the state. These programs enjoy strong relationships with local hospitals where historically, securing enough clinical placements for students has been a barrier to New Hampshire colleges to increasing enrollment in nursing programs. By building off of the ADN program CCSNH can create new pathways to a BSN to by up-skill our existing workforce, particularly place-bound and working RNs.

UNH Nursing & Health Sciences Initiative:

The University of New Hampshire (UNH), the State, and healthcare providers are embarking on a public-private partnership to make the strategic investments necessary to expand the lab and educational facilities that are needed to train and graduate more healthcare professionals. The state's investments will enable UNH to:

- I. Add a nurse practitioner programs with additional specializations in acute care and psychiatric mental health;
- II. Increase the number of annual graduates from 65 to 130 in the Bachelor of Nursing program;
- III. Add an occupational therapy assistant program with a 2021 targeted launch and transition Occupational Therapy Masters to Occupational Therapy Doctorate to meet new accreditation standards;
- IV. Double the number of annual graduates, from 40 to 80 in the Speech and Language Pathology program.

KSC STEM Business Partnership & Advanced Workforce Initiative:

Keene State College (KSC), River Valley Community College (RVCC), Nashua Community College (NCC), the State, and local manufacturers are embarking on the creation of Monadnock Hall STEM Business Partnership HUB. The HUB will serve a collaborative makerspace between the educational institutions and the business community, with lab spaced specifically designed to educate and train New Hampshire's next generation of skilled workforce. The State's investment will provide the capital and fit up costs for the HUB. An additional investment in programmatic start-up investments which will enable KSC, RVCC, and NCC to offer new courses specifically designed to:

- I. Meet the advanced manufacturing needs of New Hampshire business, including BEA and Corning, by working with partner businesses to design programs and curriculums that provide students with the skill set they will in order to go into the advanced manufacturing field;
- II. Meets the needs of New Hampshire's 10-year mental health plan by adding Licensed Alcohol and Drug Counselor programs at KSC;
- III. Increase the number of RN graduates from KSC by leverage the new BSN program at RVCC and NCC to provide pathways for students to upskill and specialize in specific healthcare fields.

The Monadnock Hall STEM Business Partnership HUB will have classroom space specifically designed for these new programmatic offerings.

PSU Strategic Workforce Initiative:

Plymouth State University (PSU) has transformed its academic offerings toward integrated clusters. Each cluster has been designed to relate to the needs of the State through a multi-faceted approach that links the State's workforce needs directly to our educational process. To build upon the success of the new cluster model the State is providing the investment to develop and stand up new programs in the Health and Human Enrichment Cluster which will double the number of nurses graduating, from 20 to 40, plus increase non-nursing allied health enrollments by an additional 40 students, this initiative will focus on training teaching nurses. The State is additionally investing in capital projects to support the cluster model by:

- I. Build a new robotics and electromechanical technology lab, advancing PSU's Computer Science capabilities;
- II. Creating a cross-cluster makerspaces lab for cyber-security and big-data;
- III. Modernizing PSU's Health Sciences learning spaces to support the nursing and counseling programs.