



**Training Proposal for:
 Tulare Joint Union High School District
 aka Tulare Adult School
 Agreement Number: ET09-0416**

Panel Meeting of: **January 23, 2009**

ETP Regional Office: **Sacramento**

Analyst: K. Muraki

PROJECT PROFILE

Contract Type: CNA to LVN

Industry Sector(s): Healthcare

Counties Served: Tulare

Repeat Contractor: Yes No

Union(s): Yes No

Priority Industry: Yes No

Turnover Rate %	Manager/Supervisor %
N/A	N/A

FUNDING DETAIL

Program Costs	Support Costs	Total ETP Funding
\$135,000	\$9,390	\$144,390

In-Kind Contribution
\$150,000

TRAINING PLAN TABLE

Job No.	Job Description (by Contract Type)	Type of Training	Estimated No. of Trainees	Range of Hours		Estimated Cost per Trainee	Post-Retention Wage
				Class / Lab	CBT		
1	CNA to LVN	Commercial Skills	10	750	0	\$14,439	\$13.00
				Weighted Avg: 750			

Minimum Wage by County: \$13.00 is the ETP minimum wage in Tulare County

Health Benefits: Yes No This is employer share of cost for healthcare premiums – medical, dental, vision.

Used to meet the Post-Retention Wage?: Yes No Maybe

Participating employers may use health benefits to meet the Post-Retention Wage.

Wage Range by Occupation	
Occupation Title	Wage Range
Licensed Vocational Nurse (LVN)	

INTRODUCTION

In this proposal, Tulare Joint Union High School District (Tulare Adult School) seeks funding for retraining as outlined below:

The school district has served its community since 1968. The Licensed Vocational Nurse (LVN) program is a new program designed to address the Central Valley’s nursing shortage problem. According to Tulare Adult School representatives, long term care employers continue to face staffing shortages, specifically of licensed nurses. The program’s proposed participating employers are subject to the Employment Training Tax and are health facilities that operate for the diagnosis, care, prevention, and treatment of human illness, including convalescence and rehabilitation. This program will address the State’s critical shortage of nurses by upgrading 10 nurse assistant/caregivers to licensed vocational nurses.

The LVN program recently graduated its first group of 17 students. LVN graduates found employment in hospitals and doctors’ offices, while some continued their career path into registered nursing. With the success of these initial graduates and community support of “home grown” professionals, Tulare Adult School looks to continue the success of its LVN program with the assistance of ETP funding.

Tulare Adult School qualifies for ETP funds as an adult school under Title 22, California Code of Regulations (CCR), Section 4426 (a). ETP may fund licensed nurse training programs to train individuals who (1) are currently working as nurse assistants/caregivers in a health facility; (2) are enrolled in an accredited nurse training program to become an LVN; and (3) have completed the first 800 hours of the nurse program.

Training is center-based and will be located at Tulare Adult School.

PROJECT DETAILS

Tulare Adult School Career Technical Education Program currently provides an LVN training program with a curriculum approved by the Bureau of Vocational Nursing and Psychiatric Technicians (BVNPT). The LVN program is designed for the working adult who may not be able to attend school full-time. The school structures its LVN program to provide instruction 3 days a week over a 15 month period.

All accredited licensed vocational nurse training programs consist of at least 1,530 training hours: 576 theory and 954 clinical hours. The ETP-funded portion will consist of up to 750 theory and clinical hours. The theory hours will be delivered in a classroom setting. The clinical hours will be delivered in a laboratory setting at the training provider's facility or at a local health care facility.

Training Cost Charged to Trainees

Title 22, CCR, Section 4412.1(a) Training Costs Charged to Trainees, states, "Unless otherwise permitted herein, or with written approval from the Executive Director of the Panel, trainees being trained under a contract funded by the Panel cannot be charged for any training costs."

The nurse assistants or caregiver trainees participating in this program are currently enrolled in the LVN training program and have paid tuition fees for the first 800 hours. In some cases, the tuition fees paid by the trainee may overlap during the 750 hours funded by ETP. If this should occur, the trainee must be reimbursed for any fees already paid by the trainee for the ETP-funded portion of training. This condition will be specified in the contract.

CNA to LVN

ETP will fund training for 10 Certified Nursing Assistants (CNA) to become LVNs.

Under the CNA to LVN program, the trainees may receive one-on-one training with a preceptor/instructor whereby they observe skills being performed hands-on by the incumbent LVN and perform those skills themselves under close supervision.

These trainees may also receive "clinical training" as required for licensure by the state BVNPT. Payment for all training will be at the Class/Lab reimbursement rate.

The BVNPT requires that clinical skills training must be provided at a trainer to trainee ratio of not more than 1:15.

Commitment to Training

CNA to LVN Pilot Project

This CNA to LVN training will average \$14,439 per trainee. In order to be eligible for ETP funding, trainees will be enrolled in an accredited licensed nurse training program with an eligible employer and will have completed the first 800 hours of the training program prior to participating in ETP-funded training. After trainee completes 800 hours of a nurse training program, the Panel may fund up to 750 hours of the remaining program. (The minimum hour requirement for LVN training is 1,530 hours, thus, the Panel may essentially fund the last half of the training program.)

Tulare Adult School represents that ETP funds will not displace the existing financial commitment to training of participating employers. Tulare Adult School anticipates that the

opportunity for enhanced training made possible by ETP funds will encourage an ongoing financial commitment in this area.

Tulare Adult School is seeking support costs of up to 8% for this project. This contractor aligns with many health care facilities, but not all qualify for ETP funding. Support funding is needed for the added effort to recruit eligible participating employers in the Central Valley.

HUA

The 10 trainees in Job Number 1 work in a High Unemployment Area (HUA). This a region with unemployment exceeding the state average by at least 25%, using the unemployment rate set by the Labor Market Information Division of the Employment Development Department. (Title 22, CCR, Section [4429\(b\)](#).)

However, Tulare Adult School is not asking for a wage or retention modification.

CNA to LVN Pilot Retention

Upon completion of the nurse training program, trainees must apply and participate in the process for the vocational nurse licensure examination (NCLEX) administered by the National Council for State Boards of Nursing, Inc. The applicant must pass the NCLEX, where the exam results will produce an application for a license to the BVNPT. The applicant name will be posted on the BVNPT web-site, as eligible to submit a request for licensure.

The applicant is authorized to begin working as an LVN as soon as the BVNPT accepts and begins processing the request for a licensure. Therefore, for ETP purposes, retention may begin as soon as the ETP trainee is authorized to work as an LVN. (It's not necessary for the license to have been issued by BVNPT).

Due to the nature of the LVN licensing process, it is understood that there will be a gap between the end of training and the start of retention.

For retention, trainee must be employed at least 35 hours per week with a single employer for a period of at least 90 consecutive days or 500 hours within 150 calendar days with multiple employers.

All retention must be completed within the term of the contract.

RECOMMENDATION

For the reasons set forth above, staff recommends approval of this proposal.

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

Exhibit B: Menu Curriculum

Class/Lab Hours

600 – 750

Commercial Skills

- Nursing Fundamentals
- Pharmacology
- Medical – Surgical-Integumentary
- Nutrition
- Medical-Surgical-Cardiovascular
- Gerontology
- Medical-Surgical-Respiratory
- Medical-Surgical-Genitourinary
- Medical-Surgical-Musculoskeletal
- Psychology-Mental Health Nursing
- Maternity
- Medical-Surgical-Gastrointestinal
- Medical-Surgical-Neuronsensory
- Growth and Development
- Pediatrics
- Medical-Surgical-Endocrine
- Nursing Leadership and Supervision

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Tulare Adult School
Reference No: 08-0371

CCG No.: ET09-0416
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PRINT OR TYPE

Company: Linwood Gardens

Address: 4444 Meadow Lane

City, State, Zip: Visalia, CA 93277

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 67

Total # of full-time company employees in California: 67

Company: Sierra View District Hospital

Address: 465 W. Putman

City, State, Zip: Porterville, CA 93257

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 793

Total # of full-time company employees in California: 793

Company: Tulare Community Healthcare Clinic

Address: 1101 N. Cherry Avenue

City, State, Zip: Tulare, CA 93274

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 2

Total # of full-time company employees worldwide: 102

Total # of full-time company employees in California: 102