

## **ADDENDUM REQUEST TO TRIUMPH GULF COAST, INC. GRANT**

In May 2022, Northwest Florida State College submitted to Triumph Gulf Coast, Inc. (“Triumph Gulf Coast”) a grant proposal to expand the NWFSC Nursing Program. Following discussion with Triumph Gulf Coast staff, the College is providing this addendum to increase, diversify, and embed additional certificates delivered through the expanded nursing program. No budget change is requested as part of this addendum.

### **APPLICANT INFORMATION**

**Name of Individual/Entity/Organization:** Northwest Florida State College

**Proposal Title:** Enhanced Pathways in Nursing Education

**Amount of Triumph Funds Requested:** \$21,787,560 (no change from original application)

**Total Estimated Project Cost:** \$51,024,260 (no change from original application).

**Updated Total Certification Completer Count:** 3,471

### **Executive Summary**

Northwest Florida State College (NWFSC) seeks to address the current and predicted shortage of nursing in our region, our state and our nation through the Nursing Program Expansion project. NWFSC has longstanding partnerships with healthcare facilities throughout Okaloosa and Walton counties. The project strategically addresses their immediate and long-term needs for regional health care facilities by strengthening academic pathways with secondary and postsecondary partners, embedding certificates within the nursing program without lengthening time-to-degree completion, developing new certifications focused on proficiencies applicable to the health care industry, and implementation of stackable credentials to include workforce certifications and industry certifications, including select certifications on the 2022-2023 CAPE list (and Master Credentials List). A hallmark of this project is its emphasis on innovative, simulation-based teaching strategies that elevate the quality and impact of instruction across all health sciences programs delivered at the College. Investments in this infrastructure positions the region to lead health care education and serves as a model for next-generation nursing education throughout Florida and the nation.

### **Needs Assessment**

Since the submission of the Nursing Expansion application, the College has embarked on further planning discussions to fully determine the scope of application of virtual reality, augmented reality, and other simulation technologies related to the nursing expansion. These discussions brought to the fore opportunities to further enhance program offerings by delivering technology-focused training alongside nursing curriculum to advance students’ preparation to work in 21st century hospitals and clinics. Over time, implementation of the new virtual reality technology will reduce costs, create training efficiencies, shorten time-to-degree completion, and support ongoing continuing education for working nurses. Additionally, the virtual reality software will be made available to other educational institutions throughout the Triumph region, with the potential for the College to support the expanded application and use of the software in a training center capacity.

Further, an important aspect of a successful program expansion will include providing increased onramps to the program through articulation agreements with secondary education partners and preparing for an increased proportion of students who may continue their education with a university partner beyond the baccalaureate level. Specifically, the College sees opportunities to strengthen students' preparation to enter the Nurse Executive and Nurse Education master's programs at the University of West Florida, as well as the MSN programs in Adult Gerontology and Women's Health at Florida A&M University. As Florida State University at Panama City (FSU-PC) expands its health sciences graduate program offerings, the College stands ready to develop new articulation agreements in support of students' pathways. Currently, the College shares a campus with UWF in Fort Walton Beach, a site at which the College has already expanded health sciences offerings and which provides access and resources to staff who can support transition into a graduate-level nursing program. Florida A&M University maintains a site in Crestview where NWFSC has two sites. The College sees opportunities for new health care education partnerships with FAMU to expand the reach of the College's health care education and training programs for students in the north of the County. In addition to its educational partners, the College has actively worked to deepen relationships with health care facility partners to concurrently enrich training programs and expand workforce pools while strengthening alignment of training with areas of greatest need for health care workers. Specifically, the College is actively engaged in strategy discussions with Tallahassee Memorial HealthCare to address the workforce talent pool needs for the medical office buildings (projected completion 2024) and hospital (projected completion 2027) in Panama City Beach, just beyond the Walton County line.

Colleges and universities continue to recover from attrition caused by the COVID-19 Pandemic. Institutions must implement strategies to increase students' opportunities to persist and complete academic programs. The future of nursing is stackable and short-term credentials that accelerate employability and add value to students' degree pathways, and industry demand necessitates swift response. The use of short-term credentials provides untapped student populations with alternative onramps to all health sciences programs at the College. For students who cannot continue in the program, they are able to leave the program with credit and a credential usable in-field. For students who complete the higher-level credential, their academic coursework incorporates additional specializations or fosters specific skills in the embedded credential, furthering employability, as well.

### **The Request**

The College seeks to recruit and retain the greatest proportion of students matriculating from its secondary education partners and those desiring to continue education beyond the baccalaureate level and increase the talent pool to meet immediate needs for RN-prepared and BSN-prepared nurses in the region. The College will be best able to support students through program development that incorporates a mix of embedded health care and technology certifications and associated credentials that enhance program offerings with training on work-ready skills that further enhance students' performance and employability in a health care facility.

Beyond education and training specific to the field of nursing, the College has developed comprehensive strategy to increase the number of net-new graduates in additional health sciences fields that directly support nursing, and which position the region for a stronger health care infrastructure overall. Alongside the expansion of nursing, the College plans increases in the graduate output for Medical Laboratory Technology (MLT), Physical Therapist Assistant (PTA),

and Radiography two-year Associate in Science programs. The College’s establishment of the MLT and PTA programs at the Fort Walton Beach Campus and program directors’ relationship-building in the Fort Walton Beach and Destin have created a strong foundation for continued growth of the health sciences in this location, especially with the programs’ close proximity to the HCA Florida Fort Walton Beach-Destin Hospital wherein students may conveniently participate in clinical hours required in the programs.

The central focus of this project is the nursing expansion; however, its necessitation of the relocation of non-nursing health sciences programs from the Niceville campus has provided unique opportunity to further expand these related programs, initially at the Fort Walton Beach Campus, but potentially opportunities throughout Okaloosa and Walton County sites. These relocations pave the way for increased graduate production across all these programs, as well as the addition of new short-term certificate programs in health sciences and technology fields that build a highly trained workforce prepared to meet the community’s health care needs. Digital badges will be incorporated across all programs to entice student engagement and transparent monitoring of progress and achievements.

As a result of the Nursing Program Expansion project, the College commits to producing a total of 3,471 net-new credentials by December 2033. These industry recognized credentials include, but are not limited to:

- Academic credentials
  - Associate in Science degrees across multiple health sciences disciplines.
  - Bachelor of Science in Nursing, which is required for matriculation into Health Sciences graduate coursework.
- 2022-23 CAPE Postsecondary Industry Certification Funding List Certifications and certifications added to future CAPE Postsecondary Certification Funding Lists, within the Health Sciences Primary Career Cluster (As industry demands warrant, the mix of certifications earned may change.)

Following are **projected** net new completers by year:

Projected Net-New Annual Completers							
Calendar Year	ASN	BSN	Medical Laboratory Technology	Physical Therapist Assistant	Radiography	Short-term Health Sciences & Technology CAPE Certificates	Projected Total Credentials
CY22 Baseline Counts	74	39	5	12	14	0	144
2024	80	20	7	6	4	190	307
2025	80	30	10	6	4	190	320
2026	90	45	13	8	4	190	350
2027	90	45	13	8	4	190	350
2028	90	50	13	8	4	190	355
2029	90	50	13	8	4	190	355
2030	90	50	15	8	4	190	357
2031	90	50	15	10	4	190	359
2032	90	50	15	10	4	190	359
2033	90	50	15	10	4	190	359
<b>Totals</b>	<b>880</b>	<b>440</b>	<b>129</b>	<b>82</b>	<b>40</b>	<b>1,900</b>	<b>3,471</b>

## **Conclusion**

Creating a partnership with Triumph Gulf Coast will provide opportunity for a holistic response to address gaps in health sciences education and training through the College's addition of health sciences and healthcare technology credentials as part of its nursing expansion. By expanding applications of simulation-based instructional technology and innovative teaching practices, the College will produce a greater proportion of nurses who are equipped with work-ready skills upon entering the nursing profession.

Partnerships with local healthcare facilities will support the College in developing and implementing new credentials laser-focused on specific skills necessary for success in health sciences fields. The College and Triumph Gulf Coast's shared commitment to authentic alignment of education and training with local industry need provides the foundation for this work. Throughout the project, the College will deepen engagement with healthcare facility partners to ensure that certifications under development target areas of greatest need and opportunity to enhance tomorrow's nursing workforce.

The project will result in a projected total of 3,471 credentials by 2033.