



Department of Labor Nursing Workforce Expansion Project

A NC Collaboration

**UNC System Office and NC AHEC
with support from NCCCS, nursing leaders in
academic and practice organizations across
the state, the Governor's office, NCNA, NC
BON, NC FON AC, NC Workforce
Development Boards**

Responding to the DOL FOA: Nursing Workforce Expansion Program

2 tracks



- Nurse Education and Career Pathways: Projects funded under this FOA will provide a range of training and education services that lead to middle- and high-skilled jobs in the proposed pathway

Nurse Education track



- The goal of this proposal is to build on NC AHEC's Clinical Partnership Project to increase nursing faculty in NC in order to increase the enrollment of students in Practical Nursing, ADN, and BSN nursing programs.
- UNC System Office is lead applicant (Michelle Soler as PI)
- NC AHEC is co-lead (Jill Forcina as co-PI)

The UNC System Nursing Faculty Expansion Program



- Targets incumbent BSN-prepared RN (29-1141.00 to 29.1141.04) workers to become nurse instructors and teachers, postsecondary (25-1072.00) in Practical Nursing, ADN, and/or BSN programs
- Meets the criteria for Track A: the Nurse Education Professional Track of the Announcement.

Nursing Faculty Expansion Program

Goal

Increase nursing clinical faculty to expand the capacity to graduate more nurses *and*

Provide retention opportunities.
Create recruitment opportunities.
Offer professional development.

Methods

- Support academic-practice partnerships using clinical nurses as clinical faculty.
- Train RNs to serve in the dual role of clinical nurse and clinical faculty.
 - Regain RNs through peer networking, continuing professional development, and educational mobility opportunities.

Strategy #1

Facilitation of academic-practice partnerships that support clinical nurses in the Clinical Instructor Partner (CIP) role.

- The CIP is the dual role of clinical nurse and clinical faculty
- Funding will go to all 68 NC nursing schools in the UNC and NCCC Systems to initiate the academic-practice partnership



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CIP Models

- ✓ **2/3 time at bedside and 1/3-time teaching**
- ✓ **3 days at bedside and an extra shift teaching**
- ✓ **Dedicated Education Unit**
- ✓ **Shared employment costs to ensure RN maintains clinical salary**

Seed Funding Use -Examples

- ✓ **Salary support for academic/practice staff to meet, plan, develop, and execute the MOA**
- ✓ **Marketing to recruit CIPs**
- ✓ **Training materials to support and onboard CIPs**

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Strategy #2

Training of clinical BSN-prepared nurses to serve in the dual role of clinical nurse and clinical faculty as a Clinical Instructor Partner (CIP) through NC AHEC's CIP course.

- The UNC System Nursing Faculty Expansion Plan will offer training to clinical nurses identified by the academic—practice partnership clinical nurses for the teaching role through AHEC's NC Board of Nursing approved 45-hour Nursing CIP course.

NC AHEC CIP Training Course

- NC BON approved
- 45 hours
- Combination of online modules, live webinars, and shadowing
- Cohorts
- No charge



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NC AHEC

RECRUIT
TRAIN
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CIP Course Topics

- CIP Roles & Responsibilities
- Adult Learning Principles
- Clinical Judgement
- Curriculum Design
- Assessment & Evaluation
- Diversity & Inclusion
- Legal Aspects
- Nuts & Bolts of Clinical Instructions



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Strategy #3

Provision of opportunities for educational advancement, continuing professional development, and peer support for CIPs.

- Annual continuing professional development and peer networking opportunities for all CIPs at the annual NCNA conference
- Sponsored access to the NCNA's Leadership Academy
- Support for the development of educational mobility bridge programs from CIP to a graduate degree in nursing at UNC System schools

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Benefits

“We see this teaching prototype as the future of nursing education.”

-Letter of Support from
a Practice Partner

	Benefits
Practice Partner	Improve quality of care.
	Increase pipeline of future nurses familiar with the organization.
	Promote nurse retention.
Academic Partner	Increase nursing faculty.
	Increase student enrollment.
	Increase available clinical experiences.
Nursing Clinical Instructor Partner	Begin teaching during work week and maintain clinical salary.
	Promote professional development.
	Increase job satisfaction.
Nursing Student	Learn from practicing RNs able to provide current clinical practice, policies, and information.

Next Steps

- Funding decision soon?
- RFP cycle April 2023



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Questions and Feedback



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