

8.d.. Workforce Factors – Graduates

Identify the number of graduates from institutions of higher education within a 50 mile radius of the site, with degrees, associate degrees or certificates in related health care fields.

Workforce Report provided by Enquire Research Lincoln, Nebraska

Recent Graduates

In the 2010-2011 academic year, educational institutions with a brick-and-mortar location within a 50-mile radius of Kearney awarded **428 undergraduate degrees, graduate degrees, and certificates to individuals in related healthcare fields**. This does not include 269 individuals receiving Bachelor's or Master's degrees in healthcare programs from Bellevue University, as Bellevue University's totals represent students at any location across the United States because of multiple locations and distance/online programs. If all Bellevue University graduates are included, the number of awards for the 2010-2011 academic year increases from 428 to 697. See **Table 9** for more information.

Summary of Current Graduates by Location and Degree

In 2010-2011, most of the graduates received degrees or certificates from Central Community College (CCC), which has programs in Grand Island, Kearney, Lexington, and Hastings; the University of Nebraska-Kearney (UNK); or the University of Nebraska Medical Center (UNMC) Kearney Division:

Central Community College produced **286** graduates in healthcare-related areas, including 12 with Associate Degrees in Occupational Therapy, 21 in Clinical/Medical Laboratory Technology, and 19 in Clinical/Medical Social Work. **Central Community College** also awarded the following certificates in Practical Nursing (PN) and Associate Degrees of Nursing (ADN) in 2011:

Practical Nursing

Kearney Center:	28 (includes Lexington for 2011 only)
Grand Island:	20
Columbus:	7

Associate Degree of Nursing

Kearney Center:	28 (includes Lexington for 2011 only)
Grand Island:	39
Columbus:	20

Note: The number of PN and ADN degrees by campus were provided by the Nursing Program at CCC and differs slightly from the numbers reported in Table 9, which came from a different source.

University of Nebraska-Kearney produced **36** graduates in Allied Health and Communications Sciences and Disorders.

UNMC Kearney Division produced **69** graduates, including 48 with degrees in Nursing (BSN and MSN combined), 15 in Radiologic Technology/Science-Radiographer, and 6 in Medical Radiologic Technology-Radiation Therapist.

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Table 9. 2010-2011 Health Science Completions by Institution, Program Area, and Degree or Certificate in the Geographic Area of Interest							
Program and Award Levels (Classification of Instructional Programs (CIP) names and levels; may differ from institutional names of programs.)	Bellevue	CCC⁽⁵⁾	Doane	UNK	UNMC (Kearney Division)	Mary Lanning	Total
Allied Health Diagnostic, Intervention, and Treatment Professions, Other							
Bachelor's degree				8			8
Clinical/Medical Laboratory Technician							
Associate's degree		21					21
Clinical/Medical Social Work							
Associate's degree		19					19
Certificate or diploma (at least 1 but less than 2 academic years)		5					5
Certificate or diploma (less than 1 academic year)		2					2
Communication Sciences and Disorders, General							
Bachelor's degree				11			11
Master's degree				17			17
Dental Assisting/Assistant							
Associate's degree		14					14
Dental Hygiene/Hygienist							
Associate's degree		15					15
Health and Medical Administrative Services, Other ⁽⁶⁾							
Bachelor's degree	(Note 6)						
Master's degree	(Note 6)						
Health Information/Medical Records Technology/Technician							
Associate's degree		10					10
Certificate or diploma (at least 1 but less than 2 academic years)		19					19
Certificate or diploma (less than 1 academic year)		23					23
Health Professions and Related Clinical Sciences, Other							
Bachelor's degree			4				4
Health/Healthcare Administration/Management ⁽⁴⁾							
Bachelor's degree ⁽⁴⁾	0						0

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Program and Award Levels (Classification of Instructional Programs (CIP) names and levels; may differ from institutional names of programs.)	Bellevue	CCC⁽⁵⁾	Doane	UNK	UNMC (Kearney Division)	Mary Lanning	Total
Licensed Practical/Vocational Nurse Training							
Certificate or diploma (at least 1 but less than 2 academic years)		65					65
Long-Term Care Administration/Management							
Bachelor's degree	(Note 6)						1
Medical Radiologic Technology/Science - Radiation Therapist ⁽³⁾							
Associate's degree						10	10
Bachelor's degree					6		6
Medical/Clinical Assistant							
Associate's degree		4					4
Certificate or diploma (at least 1 but less than 2 academic years) ⁽⁴⁾		0					0
Certificate or diploma (less than 1 academic year) ⁽⁴⁾		0					0
Occupational Therapist Assistant							
Associate's degree		12					12
Respiratory Care Therapy							
Associate's degree						11	11
Radiologic Technology/Science – Radiographer ^{(1) (2)}							
Bachelor's degree					15		15
Registered Nursing/Registered Nurse							
Associate's degree		77				11	88
Bachelor's degree ⁽³⁾					45		45
Master's degree ⁽³⁾					3		3
TOTALS		286	4	36	69	32	

- (1) Radiation Science Technology Education courses are included in this report. They are offered at three campus locations.
- (2) The Radiologic Technology program is a two-year pre-professional program offered at UNK.
- (3) UNMC's College of Nursing Kearney Division is located on the UNK campus. UNK also offers Bachelor's degrees and pre-professional programs for preparation in further studies at UNMC. For Mary Lanning data, a similar relationship exists with Creighton University & Nebraska Methodist College.
- (4) This academic program is offered at Bellevue University, but during the relevant period no degrees were conferred.
- (5) Since the academic year shown in the data above, CCC has also started an Associate's degree program in Paramedicine. There have been no graduates to date.
- (6) This note added by Enquire Research, Lincoln, NE. According to information provided by Central Community College Institutional Research Department, data for Bellevue University could not be separated by geographic area. We therefore chose to not include the Bellevue University data in this table. Bellevue reported 175 Bachelor's degrees and 75 Master's degrees for the relevant time period in Health and Medical Administrative Services. The Central Community College Institutional Research Department concluded that it "is expected that the majority of Bellevue graduates did not attend course work in the (geographic) area of interest."

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Methodology used in Table 9: With the exception of data related to three of the above programs, the data in **Table 9** were collected from the Integrated Postsecondary Education Data System (IPEDS). All data in this study are based on a direct inquiry from the Central Community College Institutional Research Department. The data represent “completions,” or those individuals receiving an academic award for the 2010-2011 academic year. The program descriptions are based on the Classification of Instructional Program (CIP). For the purposes of this study and consistency, those names are used rather than the names adopted by the individual institutions. Additionally, because UNMC offers programs at locations other than its main campus, only programs offered in the area of interest are considered. To be as inclusive as possible, all CIP classifications relating to any health science field (51.XXXX) and awarded by a local institution are included in the data. Only primary majors are represented, and in some cases pre-programs of study have been excluded, as they do not end with a terminal award. As Central Community College and the other institutions listed below serve similar areas, the same report was shared with each requesting city. (No variation to the data report will be conducted for any specific city.) This process is being adopted largely due to minimal variation in available data. Although this study attempted to be inclusive as possible, it is important to note that online colleges (not physically located within the local area) may produce local graduates in healthcare-related fields, but current databases do not allow for detailed study of student location. The contact person for these data is Brian McDermott, Director of Research at Central Community College: (308-398-7387); bmdcermott@ccneb.edu.

Trends and Projections

In 2012, the **UNMC Kearney Division** awarded 61 BSN degrees and 6 MSN degrees (**Table 10**). In 2013, the numbers remained steady at 44 and 9, respectively. The increased number of BSN degrees in 2012 stems from a one-time change in the curriculum from five to four semesters:

Degree Program	Year				
	2010	2011	2012	2013	Total
BSN	39	45	61	44	189
MSN	4	3	6	9	22

Source: Steve Pitkin, Professor (UNMC College of Nursing at Kearney, May 2013).

Several new programs and the expansion of an existing program will increase the workforce available for the Central Nebraska Veterans Home, other LTC facilities, hospitals, and medical providers.

Starting in the fall of 2015, the **UNMC College of Nursing at Kearney** plans to expand its undergraduate admissions by 16 seats, increasing the number of undergraduate students from 96 to 112 students (**Table 11**). Graduate admissions will grow from 24 to 32, bringing the total to 96. The 16 new undergraduate students will be added over a period of three years, and the number of graduates from the program will increase by eight each year. The total number of graduates with a BSN is projected at 52 annually when the program is at capacity.

In 2015, **UNMC Kearney Division** will also open a new **School of Allied Health** in Kearney, which will accommodate 34 undergraduate and 96 graduate students in six programs, including Physician Assistant, Physical Therapy, Radiography, Medical Sonography, Clinical Laboratory Science, and Medical Nutrition Education (**Table 11**). These programs will take time to fill, but should produce 16 Physical Therapy and 16 Physician Assistants per year once they are at capacity. (Conversation with Kyle Meyer, Senior Associate Dean of Allied Health UNMC, June 3, 2013.) Approximately 20 students will be added in clinical laboratory services; 6 to 8 of those will be newly enrolled, and 12 to 14 will transfer to Kearney from another UNMC location. Eight students are expected in Radiography, six in other Radiation Science programs, and two in Medical Nutrition Education.

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The Medical Nutrition Education program is an internship for registered dietitians in a workplace setting, usually a hospital. The School is considering expanding this program to LTC. (Personal conversation with Kyle Meyer, June 3, 2013.)

Table 11. UNMC Kearney Division Expansion			
College of Nursing	Current	Planned Growth	Total Projected Fall 2015
Undergraduate Students	96	16	112
Graduate Students	24	32	56
School of Allied Health			
Undergraduate Students	0	34	34
Professional Students	0	96	96

Source: Steve Pitkin, Professor (UNMC College of Nursing at Kearney, May 2013).

Whether these new graduates will remain in Kearney and the surrounding area after graduation is unknown; however, evidence from the Rural Health Opportunities Program (RHOP), shows that 35 to 65 percent of graduates return to their home community to practice, depending on their specialty area. One goal of the UNMC School of Allied Health Kearney Division will be to offer educational programs to students from rural communities in or near their home communities and thereby encourage them to stay and practice after graduation. There is growing evidence that similar programs for nursing students have produced positive results. (Personal conversation with Kyle Meyer, June 3, 2013.)

In 2013, **Central Community College** will also open 10 additional seats at its Kearney Center in the Associate Degree of Nursing (ADN) program, bringing the total number of seats to 30. According to the data provided by CCC, the Grand Island campus currently has 50 seats, but the number of graduates was 39 in 2011, 32 in 2012, and 36 in 2013 (**Table 12**). The lack of opportunities for clinical training in Grand Island is one reason for adding 10 seats in Kearney. CCC's Columbus campus has 20 seats in the ADN program.

Table 12. Central Community College Nursing Program Graduates by Location						
	Practical Nursing			Associate's Degree of Nursing		
	2011	2012	2013	2011	2012	2013
Kearney	28*	20	19	28	20	19
Grand Island	20	22	25	39	32	36
Columbus	7	15	20	20	19	20
Total	55	57	64	87	71	75

*Kearney and Lexington 2011 only

Source: Jeanette Vincent-Osman, Associate Dean of Nursing (Central Community College, May 2013).

In 2013, the **University of Nebraska-Kearney Health Sciences Program** reported interest in healthcare careers from 750 undergraduates enrolled in various programs. The Health Sciences program offer degrees in Medical Technology, Respiratory Therapy, and Radiography and helps students plan for other types of healthcare careers. Some of the students plan to enroll in professional programs in Physical Therapy, Physician Assistant, and Medicine. Others complete part of their undergraduate work at UNK, but earn degrees from UNMC or another clinical program. Interest in the program has doubled in the last 10 years and will continue to grow. The addition of graduate programs in Allied Health at UNMC's Kearney Division should help keep some of the graduates in

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the Kearney area and expand the available healthcare workforce. (Personal conversation with Peggy Abels, UNK Health Sciences Program, May 16, 2013.)

Student Workforce

A Veterans Home offers opportunities for student employment and clinical training. A student workforce can ease recruiting challenges for high turnover positions and lead to permanent employment.

Qualified students already provide a workforce for LTC facilities in the geographic area. Steve Pitkin, Professor of Nursing in the UNMC Kearney Division, estimates that 22 percent of students in an incoming nursing class have Nurse Aide training (N=10) and 33 percent of students in their final year have Nurse and Medication Aide training (N=15), totaling 25 per year. The actual number of students will vary from year to year.

Professor Pitkin says that “many students help pay for their education by working as either a Nurse Aide or Medication Aide. Students who have completed the first two semesters of the four-semester curriculum can become registered as a Medication Aide because of their course work.” (Personal conversation with Steve Pitkin, Professor, UNMC College of Nursing Kearney Division, May 20, 2013.)

Having a pool of students in the community can help ease the challenges in recruiting Nurse and Medication Aides. The State of Nebraska reports that turnover for the calendar year 2012 was 62.3 percent for Staff Care Technicians (who must be registered as both Nurse and Medication Aides) at the Grand Island Veterans Home.

According to Peggy Abels, Director of Health Programs in the UNK Health Science Program, many of the 750 undergraduates in the Health Science Program work as aides in LTC and in hospitals. Their coursework qualifies them for the registry, and the work experience exposes them to the healthcare field and specific employers. (Personal conversation with Peggy Abels, May 16, 2013.) Other LTC facilities we spoke with as part of this research reported that they hire students as Nurse and Medication Aides and offer flexible schedules for student workers.

Clinical Experience and Workforce Development

A Central Nebraska Veterans Home in Kearney could also serve as a clinical laboratory site for graduate and undergraduate students enrolled in Nursing, Clinical Laboratory Science, Diagnostic Medical Sonography, Medical Nutrition Education, Physical Therapy Education, Physician Assistant Education, and Radiation Science Technology Education programs. Use of the proposed facility to educate those students would be based on the number of residents, level of care and services offered, and the types of professional staff employed by the facility. (Personal conversation with Steve Pitkin, May 20, 2013.)

Students enrolled in Health Science Education programs could be potential part-time employees of the proposed facility. Mary Lanning and Good Samaritan Medical Centers participate in nursing externships where students are paid and receive course credit. The UNMC College of Nursing Kearney Division has placed students at the Grand Island

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Veterans Home for clinical experience in the past, but has since discontinued the practice in part because of driving distance and cost. (Personal conversation with Steve Pitkin, May 20, 2013.)

Partnerships between educational programs and healthcare providers usually pay off for both parties. Students who have a positive learning experience in a healthcare facility generally are more likely to seek employment in the agency after graduation.

Additional Opportunities

The new School of Allied Health will have an energized imaging lab for radiology as part of the learning environment. While there are no plans in place to offer services to the public, it is a future possibility that could benefit residents of the Veterans Home. Faculty professional practices are a model that could also bring medical expertise to residents. (Personal conversation with Kyle Meyer, June 3, 2013.)