

CAROLINA



NURSING

NC COMMUNITY COLLEGES
CREATING SUCCESS

Building Pathways and Partnerships to Strengthen the Nursing Workforce in North Carolina.

Lori H. Byrd, DNP,RN,CNE

Melissa Smith, MEd, RT-R,MR,CT (ARRT),CNMT

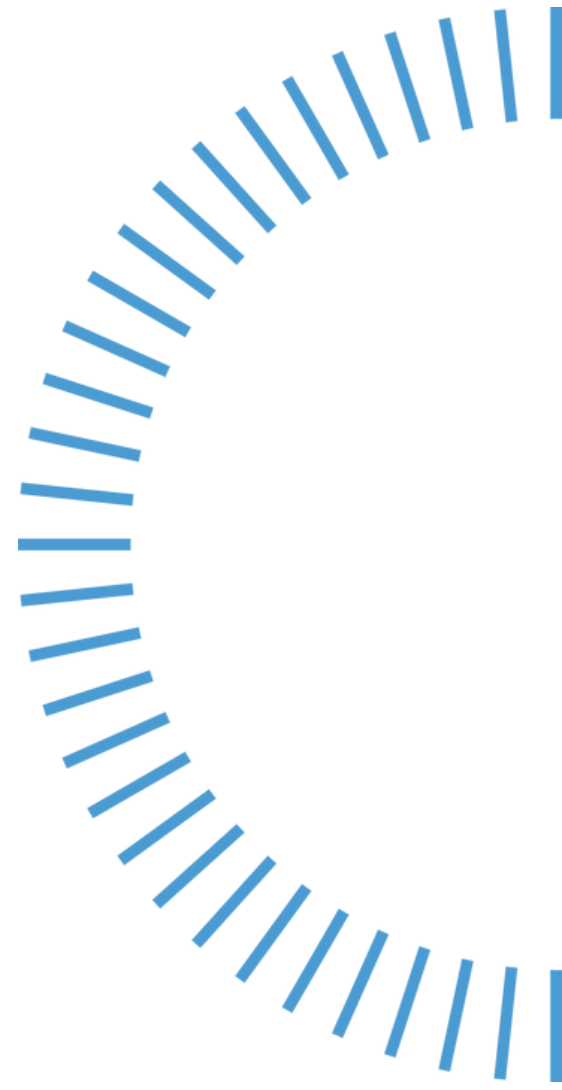
May 31,2024



Participant Goals



- **The learner will list three critical shortage areas for nursing in the state of NC**
- **The learner will discuss three pathways to nursing careers in NC.**
- **Discuss the importance of developing partnerships to strengthen nursing workforce.**



Pathways and Partnerships



Strengthening nursing practice, education and research

To meet the future needs of the nursing profession, strengthening collaborative relationships between academia and clinical nursing is essential.

- Academic Practice Partnerships
- Academic Industry Partnerships
- Interprofessional Partnerships



Who do you know?



We all work with partnerships everyday.



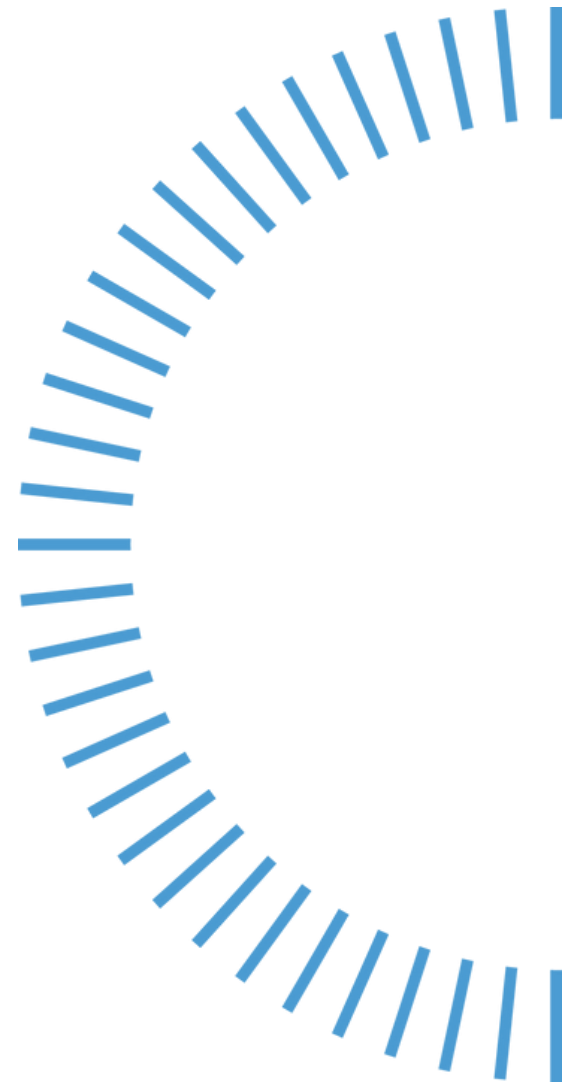
Current partnership projects



- **NC Promise Program -collaboration with UNC Hospitals**
- **Research partnership - Collaborations with area practice settings**
- **TAPP - Tarheel Academic Practice Partnerships**



Ice Breaker



What was the worst Job you ever had and why ?

 0

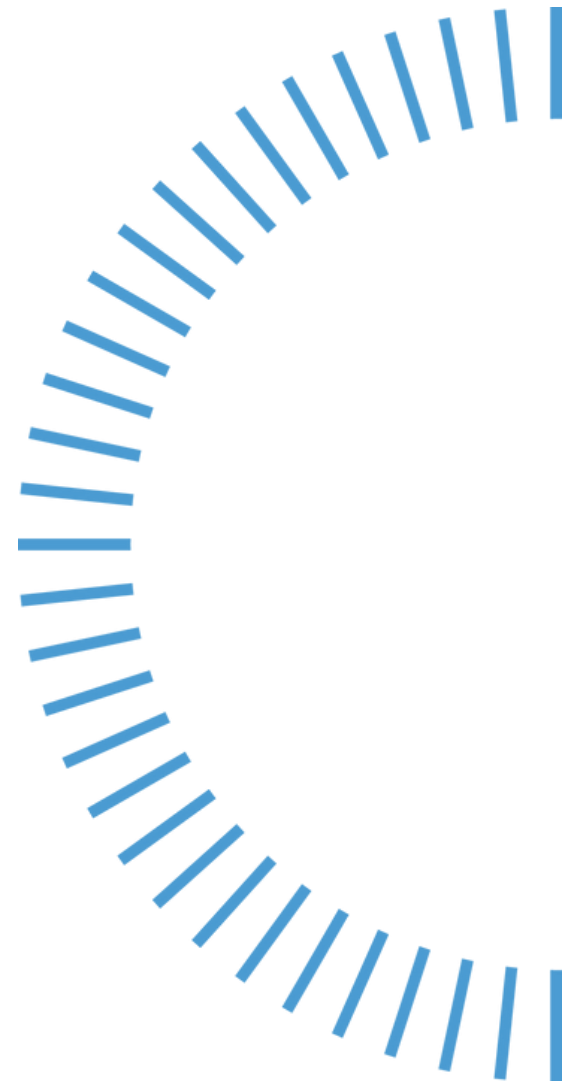
Nobody has responded yet.

Hang tight! Responses are coming in.

Public Health & Partnerships



- Partnerships can enhance public health education and training, research, and service and may offer a variety of benefits, both for the organizations involved and for the community as a whole.
- Partnerships help to strengthen the links between public health practice and academia and to lessen the separation between the education of public health professionals and the practice of public health.
- Partnerships enable opportunities for joint education, research, and practice, enabling the practice and academic communities to work together to develop the current and future public health workforce, build the evidence base for public health, and better deliver the Essential Public Health Services.



Public Health & Partnerships



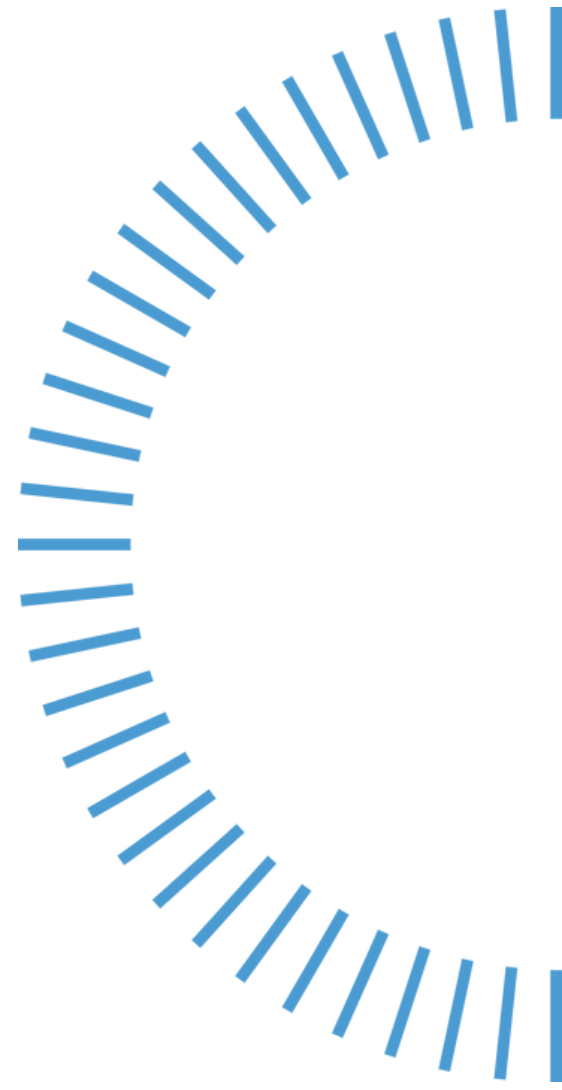
- Too few nurses are entering public health nursing to fill vacant positions and replace the many public health nurses who are on the cusp of retirement or leaving the field.
- Schools of nursing are encouraged to better incorporate the social determinants of health and health equity into the curricula and to expand community learning opportunities.
- This will better prepare all nurses to advance health equity, regardless of the care setting in which they work and encourage more nursing students to seek out these roles upon graduation.



UNC Nursing Pathways



- Traditional BSN
- Accelerated BSN
- Veteran's Tract BSN
- RN to BSN (not offered at UNC-Ch)
- RN to MSN (not offered at UNC-Ch)
- MSN
- DNP
- PhD





Pathways to Nursing NCCCS

- Community Health Worker
 - Acts as a liaison in their local community to promote, advocate, and help navigate health care systems in urban and rural environments.
 - Works on both the individual and community levels to increase health knowledge and self-sufficiency



Community Health Worker

- 96 hours of instruction covering nine core competencies:
 - Communication skills
 - Capacity Building skills
 - Service Coordination skills
 - Interpersonal skills
 - Advocacy skills
 - Knowledge base
 - Outreach skills
 - Personal skills and development
 - Educational and facilitation skills



Pathways to Nursing NCCCS

Nurse Aide 1

Practical
Nursing

Associate
Degree Nursing





Pathways to Nursing NCCCS

Pre-Apprenticeship/Apprenticeship Pathways

- High School Students
 - Complete Pre-Apprenticeship to gain real world experience, earn high school credit, and industry credentials
 - Classroom instruction related to occupation
 - Opportunity to transition to Adult Apprenticeship in same pathway with free tuition
- Adult Apprenticeship Pathway
 - Incumbent Workers
 - Community College students selected from cohort



Pathways to Nursing NCCCS

Practical Nursing Pathway-High School

- Providing students with limited financial resources the ability to obtain an initial nursing license
- Allow LPNs to complete their RN degree while working
- Community Colleges across the state working with local high schools, early colleges, and innovation academies to implement pathway.

Questions



Lori Byrd, DNP, RN, CNE

Associate Dean of Strategic Partnerships and Practice

Associate Professor

UNC School of Nursing

Office # 4105 ITS Manning | Campus Box 7460

Chapel Hill, NC 27599-7460

loribyrd@unc.edu

nursing.unc.edu

Melissa H. Smith, MEd, RT-R,MR,CT (ARRT), CNMT

Senior State Director of Health Science Programs

NC Community College System Office

smithm@ncccommunitycolleges.edu

