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# Health Care Labor Initiatives: A Networker's Guide to Programs, Reports and Studies Addressing the Health Care Labor Shortage in New England

The New England Health Occupations Training Coalition

Maine Department of Labor

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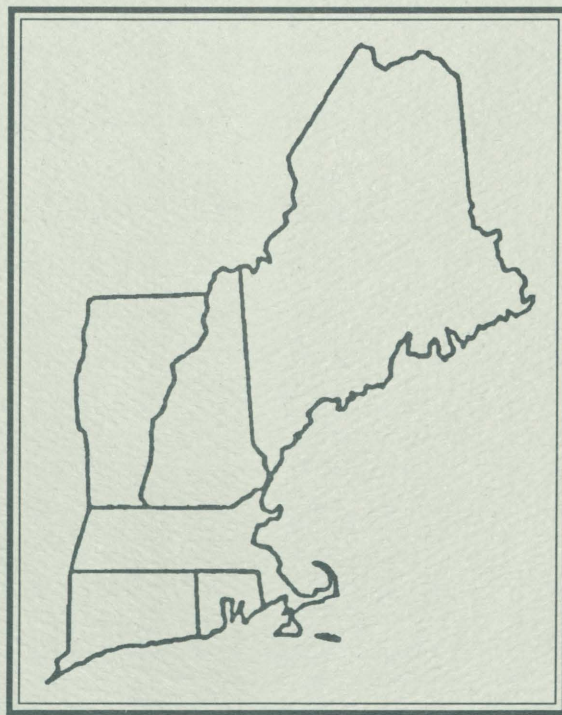
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# Health Care Labor Initiatives:

A Networker's Guide to Programs,  
Reports and Studies Addressing the  
Health Care Labor Shortage in New England

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*Issued by:*

The New England Health Occupations Training Coalition

JUL 12 1990

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**The New England Health Occupations Training Coalition was created and supported by the New England Governors:**

Governor William A. O'Neill  
Connecticut

Governor John R. McKernan, Jr.  
Maine

Governor Michael S. Dukakis  
Massachusetts

Governor Judd Gregg  
New Hampshire

Governor Edward D. DiPrete  
Rhode Island

Governor Madeleine M. Kunin  
Vermont

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# NEW ENGLAND HEALTH OCCUPATIONS TRAINING COALITION

April 1990

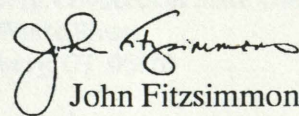
Dear Reader:

The New England Health Occupations Training Coalition was created by the Governors of the six New England states in December 1988 to address the critical shortage of workers in the region's health care industries. The Coalition's Task Force, which consists of representatives from each state, is working to develop new ways to alleviate the critical shortage of health care professionals through developing networking and information exchanges between the states; encouraging public and private sector education and training systems to increase attention to the health care industry; studying labor market trends and regional distributions of shortages in the health care occupations; encouraging interstate collaboration of education and training programs; and studying the feasibility of utilizing the states' telecommunications systems.

In accordance with this mission, this guide was produced by the Task Force with generous contributions from a variety of professionals throughout New England. Its intent is to foster personal networking opportunities and informational exchanges, and encourage a more unified approach to problem solving strategies around the health care labor shortage issue. The result is an impressive collection of exemplary programs, studies, reports and initiatives which your fellow professionals look forward to sharing with you.

On behalf of the six Governors of the New England Health Occupations Training Coalition and its Task Force delegates, I would like to thank those who contributed their time and efforts, and encourage you, the reader, to make use of this most valuable networking tool.

Sincerely,

  
John Fitzsimmons  
Chair

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## HOW TO USE THIS GUIDE

The initiatives in this guide include reports, surveys, pilot projects, programs and studies, which are listed alphabetically within each state. For each initiative, we have included a brief program narrative and a contact person, their title, address, and, when available, a telephone number. The narrative is designed to provide only the most basic information on each initiative.

The intent is for you, the reader, to select those initiatives of particular interest, and access additional information through the contact person. Contact persons may be able to provide you with more detailed written materials, suggestions on implementing a similar program in your state, and answers to any other questions you may have regarding their initiatives. Please note that a cost may be associated with the copying or mailing of some materials. Call or write the appropriate contact persons to begin accessing solutions to your agency's health care labor shortage problems.

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# CONNECTICUT

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## **Accelerated Certificate Programs in Occupational Therapy, Perfusion Technology & Respiratory Care for Baccalaureate Level Students**

These programs provide an accelerated route for students with baccalaureate degrees in other fields to enter health careers in occupational therapy, perfusion technology and respiratory care. Each certificate program provides concentrated course work in preparation for entry into practice in the field of study.

**Contact:**

Joseph J. Woods  
Dean, School of Allied Health and Natural Sciences  
Quinnipiac College  
Mt. Carmel Avenue and New Road  
Hamden, CT 06518

## **Allied Health Careers Preparation Program**

AHCPP has the double objective of both improving the basic skills required in any type of educational program for a health career and exposing students to the variety of health related occupations needed by society for the 1990s. It is team taught by the nursing and developmental studies faculty. Its uniqueness is in using health related materials and situations to improve skills in writing, reading, computation, studying, communication, and use of the library.

**Contact:**

Dianne Williams  
Associate Dean of Instruction  
Mohegan Community College  
Mahan Drive  
Norwich, CT 06360

## **Connecticut Hospital Association Health Manpower Information Center Project**

**PURPOSE:** To collect, organize, and distribute information to assist members, health care providers, the public, and other interested parties in understanding the current and future manpower resources necessary for the delivery of health care in Connecticut. This center has produced *A Guide to Health Manpower Education & Training in Connecticut*, a publication which describes health manpower occupations and provides information on the location of education and training.

**Contact:**

Jennifer D. Jackson  
Coordinator, Health Manpower Information Services  
The Connecticut Hospital Association  
110 Barnes Road, P. O. Box 90  
Wallingford, CT 06492-0090

## **Danbury Hospital-Western Connecticut State University Nursing Career Development Program**

This comprehensive program for baccalaureate nursing students attending WCSU provides up to \$2,000 annually for the junior and senior years of study, work-study options, and a mentoring component in exchange for a one-year work commitment upon graduation. The program is designed to attract people to nursing careers, provide financial support, and facilitate transition from school to workplace.

**Contact:**

Andrea B. O'Connor, Director  
Department of Nursing  
Western Connecticut State University  
181 White Street  
Danbury, CT 06810

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# CONNECTICUT

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## **Distant Learning in the BSN Program**

### **GOALS/IMPACT**

A. Make access to education more convenient and more flexible for registered nurses at various off-site campus and clinical locations:

B. Prepare course syllabus in the Health Assessment course for use with telecommunications and other non-traditional approaches.

C. Gain an indepth understanding of the concept in order to determine best method(s) for implementation. The most important product of the project is knowledge about the advantages and disadvantages of this new concept.

### **Contact:**

Judith Hriceniak, R.N., PH.D.  
Chair, Department of Nursing  
Central Connecticut State University  
1615 Stanley Street  
New Britain, CT 06050

## **External Degree Health Studies Concentration**

Charter Oak College is Connecticut's external degree program. Enrollment is open to all New England residents. The College's Faculty of Consulting Examiners has evaluated for credit certain non-collegiate hospital-based programs in the health field. Persons with a background in nursing or health care technologies may use these credits toward a B.S. degree with a concentration in Human Services: Health Studies.

### **Contact:**

Ruth Budlong  
Director of Academic Programs and Services  
Board for State Academic Awards  
Charter Oak College  
The Exchange, Suite 171  
270 Farmington Avenue  
Farmington, CT 06032-1909

## **Griffin Hospital/Mattatuck Nursing Program**

This program provides students with the opportunity to become R.N.s. Students will work a minimum of 16 hours a week at Griffin Hospital in patient-care related areas. Griffin Hospital will pay their tuition; a weekly payroll deduction will help offset costs of the program. The student will agree to work at Griffin Hospital a minimum of 4000 hours or 3 yrs. after graduation. The program is intended to include a mix of students from area high schools, Griffin employees and community residents.

### **Contact:**

Mary Ann Sturtevant  
Human Resources Coordinator  
Griffin Hospital  
130 Division Street  
Derby, CT 06418

## **Newington Children's Hospital Strategies for Recruitment into Health Care Careers: 1) Youth Volunteer Program; 2) Nursing Career Conference for Guidance Counselors**

To encourage recruitment of high school students into health care careers, the Youth Volunteer Program provides an introduction to career options through the volunteer program at the hospital. A day conference on nursing for guidance counselors focuses on identifying collaborative recruitment strategies among counselors, nursing education, nurse recruiters and nurses in clinical practice.

### **Contact:**

Elsa R. Gibbons  
Director/Volunteer Services  
Newington Children's Hospital  
181 East Cedar Street  
Newington, CT 06111

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# CONNECTICUT

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## **Nursing Manpower Data Base**

The data base is to be established pursuant to legislative mandate, and will maintain current information on demographics, educational credentials and employment status of approximately 60,000 registered and practical nurses licensed by the Department of Health Services. Such data will assist the Department, Board of Examiners for Nursing, other state agencies, educational institutions, employers of nurses and health care industry associations in monitoring nursing manpower, planning staffing patterns and implementing respective programs.

**Contact:**

Elise Gaulin-Kremer, Ph.D., Assistant Director  
Division of Medical Quality Assurance  
Department of Health Services  
150 Washington Street  
Hartford, CT 06106

## **Nursing Support Initiatives: Patient Companions and Unit Assistants**

In order to increase the time licensed staff spend in direct patient care, improve efficiency and increase satisfaction among nurses, initiatives to hire ancillary personnel were proposed. Patient companions would provide constant observation of a patient at risk of injury to himself or others. Unit assistants would perform non-nursing duties that would fluctuate with patient acuity, census and unit needs.

**Contact:**

Joyce E. Bania, R.N.  
Director, Nursing Administration  
Manchester Memorial Hospital  
71 Haynes Street  
Manchester, CT 06040

## **Pre-Health Occupations and Pre-LPN Courses**

These courses, which are held at the work sites, are designed to prepare NEHCEU members for upgrading in health occupations. The pre-health occupations course provides an introduction to career options through review of education opportunities and career counseling leading to the development of an education and career plan. The pre-LPN course prepares for the LPN admissions test through instruction in mathematics, reading, writing, and test-taking skills.

**Contact:**

Glenn Davis  
Executive Director  
New England Health Care Employees Union and  
the Connecticut Nursing Homes Training and  
Upgrading Fund  
130 Huyshope Avenue  
Hartford, CT 06106

## **Pre-Nursing Program**

Designed to prepare selected candidates for entry into the College's Associate Degree Nursing Program, monitor their progress, and assist them toward successful completion of the program. This is a non-credit, pass/fail program offered during the spring semester which includes content in mathematics, science, communication skills and an introduction to nursing. Successful completion assures fall admission to the degree program. Candidates selected for admission must have taken courses in chemistry, biology and algebra; the Scholastic Aptitude Test; and two (2) national standardized examinations to determine math and reading skills. Eligibility: High school graduates, male/female, disadvantaged, black or Hispanic. Fee: none.

**Contact:**

Mary Ann Tarasuk  
Program Director, Pre-Nursing Program  
Greater Hartford Community College  
Division of Nursing and Allied Health  
61 Woodland Street, Hartford, CT 06105  
(203) 520-7879

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# CONNECTICUT

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## **Programs to train/upgrade Nurse Assistants/ Homemaker-Home Health Aides**

Mattatuck Community College offers a 150-hour Nurse Assistant Program and a 60-hour Basic Homemaker-Home Health Aide Program to provide entry-level skills for those interested in the health care field and to prepare for certification by the Connecticut Department of Health Services. It also offers a 60-hour Continuing Education Nurse Assistant Specialist program for certified nursing assistants working in long-term and home care agencies to increase their skills.

**Contact:**

Frances Thomas  
Statewide Coordinator  
Homemaker-Home Health Aide Training Program  
Mattatuck Community College  
750 Chase Parkway  
Waterbury, CT 06708

## **RN Evening Section Associate Degree**

A special section of the regular RN program at the college accommodates those interested in the RN program to work days so they can attend classes in the evening. Especially designed for the LPN who wishes to pursue the RN.

**Contact:**

Mary Isleib, Director of Nursing/Allied Health  
Mattatuck Community College  
750 Chase Parkway  
Waterbury, CT 06708  
(203) 575-8057

## **RN to BSN: McAuley Weekend College Program**

The BSN degree in nursing provides the registered nurse with a knowledge based in the liberal arts and sciences while further enhancing prior knowledge and experience in nursing. The program is fully accredited by the National League for Nursing and admits applicants who are currently licensed by the State of Connecticut at the time of application or who are graduate nurses registered to take NCLEX.

**Contact:**

Helen Auton Presz, R.N., Ed.D.  
Associate Professor  
Saint Joseph College  
1678 Asylum Avenue  
West Hartford, CT 06117

## **Summer Enhancement Workshop**

Students who are identified as academically at risk are invited to participate in a summer workshop specifically designed to enhance their academic skills (e.g. test taking, note taking, memory and retention skills). The workshop is a voluntary commitment of 2-4 hours per week during which time study skills are reviewed and emphasized. This workshop was initiated as a Pilot Program during the Summer of 1989. The data related to its effectiveness are being analyzed.

**Contact:**

Barbara B. Davis, M.S., R.N.  
Associate Director, Academic Affairs  
St. Vincent's Medical Center  
School of Nursing  
2800 Main Street  
Bridgeport, CT 06606

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# CONNECTICUT

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## **Task Force on RN to BSN Articulation**

A Task Force on RN to BSN Articulation is developing a statewide articulation plan based upon the Maryland Model to facilitate educational mobility for RNs interested in obtaining a BSN. The report is to be issued in December, 1989.

**Contact:**

Judith Gilkes Benson  
Executive Director  
Connecticut League for Nursing  
P. O. Box 365  
Wallingford, CT 06492

## **Tunxis Community College, One Plus One Innovative Dental Hygiene Curriculum**

To address the shortage of dental hygienists in Connecticut and to meet the needs of the non-traditional students, Tunxis Community College has developed an innovative dental hygiene curriculum. Tunxis Community College is the only public supported institution in Connecticut offering the dental hygiene curriculum. This program, which contains the identical courses and credits as our traditional curriculum, will allow an enrolled dental hygiene student to complete the basic science and liberal arts courses of the program in one academic year at an institution near their residence. The student will complete the required dental hygiene courses at Tunxis Community College during a thirteen-week Summer session, and a Fall and Spring semester. The addition of the One Plus One program allows us to increase the enrollment in the program by twelve additional students each year. We would, therefore, have forty-eight (48) graduates of the Associate Degree program each two-year period.

**Contact:**

Marilyn Banas Kalal, R.D.H., M.S.  
Director, Dental Auxiliary Education/Allied Health  
Tunxis Community College  
Rtes. 6 & 177  
Farmington, CT 06032

## **University of Connecticut School of Nursing RN-BSN Outreach Program**

The University of Connecticut School of Nursing offers its accelerated bachelor's degree program for registered nurses at the Litchfield County Center for Higher Education in Torrington. The typical student is employed full time and attends school part time, however, full-time study is possible. The nursing courses are scheduled in the evening one night a week. Other required courses are available day or evening.

**Contact:**

Jane E. Murdock, R.N., Ed.D.  
Coordinator RN-BSN Outreach Program  
University of Connecticut School of Nursing  
231 Glenbrook Road - U-26  
Storrs, CT 06269-2026

## **Upgrading program to prepare for registered nursing.**

This pilot is a collaborative effort between the Connecticut Labor Department, Greater Hartford Community College, and Hartford Hospital to upgrade forty employed nurse aides and other health care workers to become registered nurses. This part-time training will occur over four years. Paid work release time will occur in years one through four. Recruitment from other hospitals and health facilities will occur in subsequent years.

**Contact:**

Lois Campanelli  
Training Consultant  
Connecticut State Labor Department  
Office of Job Training and Skill Development  
200 Folly Brook Boulevard  
Wethersfield, CT 06109  
(203) 566-2450



## **Apprenticeships/On-the-Job Training**

Due to the shrinking employment pools in some technical areas and the inability to find qualified people, we have created apprenticeship positions and on-the-job training opportunities. Over the last couple of years these initiatives have been offered for the following positions: Histotechnologist, Histotechnician, Ultrasound Technologist, Press Operator and Angiography Technician.

**Contact:**

Janet Eastman  
Human Resource Development Specialist  
Maine Medical Center  
22 Bramhall Street  
Portland, ME 04102  
(207) 871-2824

## **Certified Nursing Assistants Issues with Employment in Maine Nursing Homes, Tom Handel, two-part report.**

A report mandated by the Maine State Legislature was included in recent legislation concerning nursing staff in nursing homes, staff ratios, reimbursement policies and delegation of duties (PL A86, Ch. 738). The Act required that:

The Department of Human Services in consultation with Maine Health Care Association....shall report to the Joint Standing Committee on Human Resources....concerning the availability of certified nursing assistants for nursing homes in the State.

**Contact:**

Ronald G. Thurston  
Executive Vice President  
Maine Health Care Association  
303 State Street  
Augusta, ME 04330  
(207) 623-1146

## **Clinical Nursing Levels**

The Clinical Nursing Levels Program is available to both LPN's and Registered Nurses. This is a voluntary Program which allows those LPN's and RN's who are clinically expert to advance in both title and salary as a result of that expertise. The Program is designed to accommodate three levels of LPN's and four levels of RN's. Entering the leveling program is voluntary, candidates must present self-evaluation and reasons for applying for the program and must have professional experience. Candidates must be above average performers. A Review Board determines candidates' eligibility to move within the career ladder program.

**Contact:**

Human Resources Department  
Mid-Maine Medical Center  
149 North Street  
Waterville, ME 04901  
(207) 872-1339

## **Documenting the Nursing Shortage: A Study of the Maine and National Information (from 1977 through 1988) J.M. Lambrew, August 12, 1988**

This paper was prepared for discussion by the Maine Health Policy Advisory Council. It analyzes the nursing shortage from the point of view of how the problem has been presented to the public, and how it has been defined in these presentations. The Council believes that to define problems accurately for an informed policy debate, it must be prepared to challenge its own assumptions and conventional wisdom. This paper has stimulated just such a debate in the Council.

**Contact:**

Kala Ladenheim  
Director  
Maine Health Policy Advisory Council  
State House Station #141  
Augusta, ME 04333  
(207) 582-8940

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# MAINE

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## **Eastern Maine Medical Center Loan/Scholarship Program**

The Eastern Maine Medical Center provides assistance to employees for the payment of tuition, books, and fees related to training. Students in their junior and senior years are allowed to draw against an approved loan, as needed, up to \$6,000. Upon successful completion, the employee retires the loan at a rate of \$2,500 per year. As the loan is retired, it is charged to the employee's department.

**Contact:**

Nathaniel Bond  
Personnel Director  
Eastern Maine Medical Center  
489 State Street  
Bangor, ME 04401  
(207) 945-7868

## **Experience-Based Pay Programs**

Experience-Based Pay Programs are designed as an alternative to traditional hospital pay programs for selected hourly positions that, due to a continued demonstrated skill shortage in the labor market, threaten to jeopardize the hospital's ability to provide direct patient care and/or to maintain a required volume of service in a clinical department. Experience-Based Pay Programs are designed to enhance recruitment of experienced staff and, by eliminating compression and equity problems, minimize turnover of existing staff. The Program also provides a realistic alternative to traditional systems that are forced to continuously and totally react to labor market demands at entry level.

**Contact:**

Human Resources Department  
Mid-Maine Medical Center  
149 North Street  
Waterville, ME 04901  
(207) 872-1339

## **The Health Occupations Training project**

The Health Occupations Training project (HOT) immediately addresses shortages in health care occupations by increasing the supply of health care workers through job training, health career marketing, and student loan repayment for Registered Nurses working in Maine health care facilities. Job training is conducted through the Maine Job Training System in partnership with the Maine Technical Colleges. Funding for the project comes from federal and state sources. The RN student loan payback program is operated by the Department of Human Services and utilizes federal and state funding.

**Contact:**

Justin Smith  
Deputy Director for Planning  
Bureau of Employment and Training Programs  
Department of Labor  
Hospital St., State House Station #55  
Augusta, ME 04333  
(207) 289-3377

## **Hospital Industries Program**

The Hospital Industries Program provides assessment, training and placement services that introduce mentally and physically handicapped individuals to the world of work. Clients work at work centers within a place of business or institution where they are subject to the same conditions and expectations as other employees. The program also offers a summer work experience for students.

**Contact:**

Richard M. Balser  
Administrative Director  
Department of Rehabilitation Medicine  
Maine Medical Center  
22 Bramhall Street  
Portland, ME 04102  
(207) 871-0111

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# MAINE

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## **Husson College/Eastern Maine Medical Center Baccalaureate Nursing Program, A Collaborative Nursing Education Program**

The Husson College/Eastern Maine Medical Center Baccalaureate Nursing Program is a four-year baccalaureate degree program the purpose of which is to educate professional nurses. The program offers generic, upward mobility (RN completion), evening and weekend course schedules. Developed as a unique collaborative model between a private college and a 420-bed regional medical center, it completed the transition from a hospital diploma program to a NLN-accredited baccalaureate degree program in 1987.

**Contact:**

Dr. Mary Bennett Williams, RN, PhD.  
Husson/EMMC BSN Program  
489 State Street  
Bangor, ME 04401  
(207) 947-1121

## **Maine State Loan Repayment Program**

This program, 75% federally funded, seeks to recruit a supply of primary care physicians who agree to practice in federally designated health manpower shortage areas. For each year of practice in a HMSA, the Program will pay up to \$20,000 to lending institutions, on the participating physicians' educational loans.

**Contact:**

Sophie Glidden  
Rural Health Program Manager  
Office of Health Planning  
State House Station #11  
151 Capitol Street  
Augusta, ME 04333  
(207) 289-2716

## **The MaineCare Insurance Demonstration Project**

MaineCare is a 3-year, 2-site demonstration project designed to make comprehensive, managed care, group health insurance available to employees of small businesses at an affordable price. Coverage is offered through private insurers under contract to the State and premium costs are shared equally by employers and employees with state subsidies of premium shares paid by the State on behalf of low income subscribers and marginal employers.

**Contact:**

Deborah Curtis  
Director, Division of Insurance and Special Projects  
Bureau of Medical Services, Department of  
Human Services  
State House Station #11  
Augusta, ME 04333  
(207) 289-2674

## **The Maine Cooperative Nursing Education Mobility Project**

The Maine Cooperative Nursing Education Mobility Project is a four-year effort to improve patient care by redesigning nursing education programs in ways that will promote career advancement. Our goal is to develop and implement, through a cooperative pilot effort, an articulated, competency-based nursing education program, CNA to BSN, that is accessible to adult learners and underserved populations, meets patient care needs and coordinates institutional delivery mechanisms of the Maine Technical College System and the University of Maine System. We expect that our model will attract new and non-traditional nursing students by reducing the credit hours currently required to advance to a higher career level and the tuition costs by more than \$3500.

**Contact:**

Nancy Greenleaf  
Co-Director  
University of Southern Maine  
School of Nursing  
96 Falmouth Street  
Portland, ME 04103  
(207) 780-4136

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# MAINE

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## **Practical Nursing Preparation Program**

This program, consisting of 18 contact hours, is being conducted to assist students who desire to enter the Practical Nurse Program. It is designed to provide the student with a basic understanding of the program of studies, learning assistance, and role expectations for the student who desires to enter the Practical Nursing Program.

**Contact:**

Barbara L. Higgins, RN, MS.  
Chair, Nursing Programs  
Eastern Maine Technical College  
354 Hogan Road  
Bangor, ME 04401  
(207) 941-4600

## **Refresher Course for Nurses**

Recognizing learning as a lifelong process and health care as a constantly changing field, this course is designed to assist licensed nurses with the transition to active practice. Laboratory and clinical experience will provide an opportunity to use theory and skills in the hospital setting while caring for selected patients under the supervision of a preceptor.

**Contact:**

Barbara L. Higgins, RN, MS.  
Chair, Nursing Programs  
Eastern Maine Technical College  
354 Hogan Road  
Bangor, ME 04401  
(207) 941-4600

## **Rumford Community Hospital & Auxiliary Scholarship Program**

Scholarships of \$625 per year are offered to area high school students or adults accepted into health career programs beyond the secondary school level in certain specified jobs. Eighteen months of employment after completion of study are required or payback is requested.

**Contact:**

Louise S. Morton  
Personnel Supervisor  
Rumford Community Hospital  
420 Franklin Street  
Rumford, ME 04276  
(207) 364-4581

## **Southern Maine Technical College Practical Nursing Extension Program**

This is an 11-month Practical Nursing Program, offered by Southern Maine Technical College and financed by the Coastal Economic Development Corporation JOBS Program and Northeast Health Foundation.

Located in Rockland, Maine, the program admitted eighteen students in March 1989. It is administered through the Chair of the Nursing Department at Southern Maine Technical College. Three nursing faculty provide the instruction, and utilize local health care facilities in the area for clinical settings.

A majority of the students have a background in Health Occupations as certified nurse aides and have had little or no opportunity for advancement in the health care field. This creative project provides Practical Nurses in a geographic area where a shortage of health care personnel exists.

**Contact:**

Gail A. Cross  
Chair, Nursing Department  
Southern Maine Technical College  
Fort Road  
South Portland, ME 04106  
(207) 799-7303

## **Speakers Bureau to promote nursing and health careers**

The Speakers Bureau has been developed to promote nursing and health careers by talking with students and their teachers in public and private schools across Maine.

**Contact:**

Pat Hamel  
Chair, Commission on Nursing Education  
Maine State Nurses' Association  
283 Water Street  
P. O. Box 2240  
Augusta, ME 04338-2240  
(207) 622-1057

## **Survey of Previous and Current Long-Term Care Directors of Nursing and Administrators**

The Long-Term Care Nursing Council of the Maine Health Care Association surveyed current and former Directors of Nursing to identify why DONs were resigning from their positions at such a high rate. They subsequently surveyed current administrators to seek their opinion. The reports issued cites the findings of the two surveys and makes recommendations to help reduce the high turnover.

**Contact:**

Cindy Quinlan, DON  
Clover Health Care  
440 Minot Avenue  
Auburn, ME 04210  
(207) 784-3573

- OR -

Kathleen Murphy, DON  
President of MHCA LTC Nursing Council  
d'Youville Pavilion  
102 Campus Avenue  
Lewiston, ME 04240  
(207) 783-1471 Ext. 1421

## **Tuition Assistance/Scholarships**

Tuition assistance and scholarships are offered to employees in educational programs that address specific employment shortages. The amount of financial support varies from full tuition to partial tuition. Under certain circumstances a work commitment has been attached to the award. This initiative has been used by Nurses, Cardiovascular Technicians and Medical Technologists.

**Contact:**

Janet Eastman  
Human Resource Development Specialist  
Maine Medical Center  
22 Bramhall Street  
Portland, ME 04102  
(207) 871-0111

## **Wing Park Children's Center**

This is a year-round day care service for preschoolers, toddlers and infants whose parents work at the Medical Center. The program is on campus and is operated by the local YWCA. Deficits are underwritten by the Medical Center. The service is available 5 days per week.

**Contact:**

Nathaniel Bond  
Personnel Director  
Eastern Maine Medical Center  
489 State Street  
Bangor, ME 04401  
(207) 941-4600



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# MASSACHUSETTS

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## Career Access Program in Nursing

Through the Career Access Program, a sequence of training programs was designed to prepare non-traditional groups for positions as licensed nurses. The initial Patient Care Assistant component of the program provides comprehensive training to individuals seeking entry-level direct care positions in a variety of health care settings. The program's Licensed Preparation component provides developmental and academic upgrading to enable individuals to qualify for entry into licensed nursing and allied health programs.

**Contact:**

Beverly Pusateri, CAP Project Director  
Bristol Community College  
777 Elsbree Street  
Fall River, MA 02720  
(508) 678-2811 Ext. 165

## Central Supply Technician

A 14-week program, this training prepares workers to clean, sterilize and assemble hospital equipment and instruments. Nine weeks of academic study include instrumentation, microbiology, medical terminology, and central supply theory and skills, followed by a 5-week supervised clinical internship. Remedial education and tutoring, counseling and job placement assistance are also part of the program.

**Contact:**

Joel Hurwitz, Director  
Health Vocational Training Program  
Dimock Community Health Center  
55 Dimock Street  
Boston, MA 02119  
(617) 442-9663

## Commonwealth Careers Project, Training for Mental Health and Mental Retardation Assistants

There is an enormous, unmet need for direct care staff to work with the mentally ill and mentally retarded in long-term residential settings, both in state institutions and in community homes. The Commonwealth Careers Project pooled funding from four different sources and initiated one-semester certificate-level training programs in 10 Community Colleges. Over 300 people enrolled during 1988-89, and almost 400 will enter programs for the 1989-90 year.

**Contact:**

John Mudd, Director  
Commonwealth Careers Project  
Executive Office of Human Services  
1 Ashburton Place - Room 1109  
Boston, MA 02108

## Continuing Education for Health Professionals

The Massachusetts Statewide Area Health Education Center (AHEC) Program sponsors a number of Continuing Education opportunities for physicians, nurses, and allied health professionals that are not offered in the traditional education systems. Examples include Working With the Frail and Elderly, Providing Care to the Hispanic Population, Deinstitutionalization and Health Care, and Domestic Violence Workshops.

**Contact:**

Mick Huppers, Statewide Director  
University of Massachusetts Medical Center  
55 Lake Avenue North  
Worcester, MA 01655  
(508) 856-3255

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# MASSACHUSETTS

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## Evening LPN Program

The evening LPN program was developed by the Shattuck Hospital, a state Department of Public Health facility, in cooperation with the state Office of Labor Relations to provide career advancement opportunities for existing state employees. Most applicants were current aides or direct care staff at the State Mental Health Hospitals, Schools for the Retarded, and Public Health Hospitals. The program is part-time during evenings over two years, so that participants can continue to work. It is offered free and is financed through a career ladder fund established in the latest union contract with the state.

**Contact:**

Mary Miller, Coordinator  
Evening LPN Program  
Lemuel Shattuck Hospital  
170 Morton Street  
Boston, MA 02130  
(617) 522-8110

## Flexible Access Track to BS Degree in Nursing, Southeastern Massachusetts University

Based on an articulation agreement with three community colleges in the area, SMU initiated a Flexible Access Track to the BS degree in Nursing for those with Associate RN degrees. It allows a maximum of 61 transfer credits, and uniquely may include 30 of these credits in nursing. The BSN degree requires 120 credits; a minimum of 61 must be earned at SMU. Part-time enrollment is possible. A full-time student can complete the required courses in the major within three semesters.

**Contact:**

Professor Mary Nanopoulos, RN Adviser  
Southeastern Massachusetts University  
Dion Building, Room 2028  
North Dartmouth, MA 02747  
(508) 999-8249

## Health Careers and Enrichment Programs for Minority and Disadvantaged Students

The Massachusetts Area Health Education Center (AHEC) sponsors programs to encourage minority students to enter the health care professions in six different sites throughout the state, including Boston. Services are targeted to middle, junior, and senior high schools. They include tutorials, parent workshops, health career information, and work experiences in health care settings.

**Contact:**

Mark Chalek, Director  
Boston AHEC  
Boston City Hospital  
Nursing Education Building, Rm. 210  
818 Harrison Avenue  
Boston, MA 02118

## Health Careers/Outreach and Counseling

Designed to encourage welfare recipients to explore and enter careers in direct care allied health fields, the program is located in several Boston welfare offices and focuses on opportunities for education, skills training and employment in health care. Over a one to two-day period, clients receive assistance in developing career plans to reach the goal of full-time employment in a health care related position.

The program is funded by the Bay State Skills Corporation.

**Contact:**

Joel Hurwitz, Director  
Health Vocational Training Program  
Dimock Community Health Center  
55 Dimock Street  
Boston, MA 02119  
(617) 442-9663

# MASSACHUSETTS

## Health Careers Overview

An 8-week program, the Health Careers Overview provides an introduction to approximately 30 health and allied health occupations. Courses include medical terminology, basic study and communication skills, personal and vocational counseling, and referrals to job development, skills training or further education, as appropriate. (Funded by the Bay State Skills Corporation.)

**Contact:**

Joel Hurwitz, Director  
Health Vocational Training Program  
Dimock Community Health Center  
55 Dimock Street  
Boston, MA 02119  
(617) 442-9663

## Mental Health/Mental Retardation Worker

This program provides 16 weeks of training to prepare counselors to work in direct care residential and clinical sites assisting mentally ill or retarded clients. Courses include an overview of MR and MH, ethical behavior, management of assaultive behavior, pharmacology, and an introduction to clinical skills in residential settings. A 6-week internship is an integral part of the program. (Funded by the Bay State Skills Corporation.)

**Contact:**

Joel Hurwitz, Director  
Health Vocational Training Program  
Dimock Community Health Center  
55 Dimock Street  
Boston, MA 02119  
(617) 442-9663

## Patient Care Technician Program (Deaconess Hospital)

This is a 3-month program providing students with instruction and clinical practice that will enable them to provide supportive nursing care and carry out specific treatments and procedures while working with a Registered Nurse. A high school degree or GED is required.

**Contact:**

Laura Garber, Employment Rep.  
Human Services  
New England Deaconess Hospital  
185 Pilgrim Road  
Boston, MA 02215  
(617) 732-8137

## Patient Care Technician Programs (Mercy Hospital, Springfield, MA)

In January 1988, Mercy Hospital in Springfield initiated a Patient Care Technician Program which includes 200 hours of combined classroom and clinical training over a five-week period. It creates opportunities for experienced Nurse Assistants to upgrade their competencies and assume more responsible roles in providing health care under the supervision of registered nurses. Subsequently the hospital added a 240-hour program to train new Nurse Assistants, who could then enter the PCT program. It also provides the opportunity for senior student nurses to receive a clinical performance evaluation to qualify as PCTs.

**Contact:**

Maureen Kennedy, Director of Education  
Mercy Hospital  
Box 9012  
Springfield, MA 01102  
(413) 781-9100 Ext. 5350

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# MASSACHUSETTS

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## **Radiation Therapy Technology Program**

This is one of only two radiation therapy technology programs in Massachusetts. The two-year course prepares graduates for treatment planning, treatment administration, and support skills, primarily for work with cancer patients. Graduates receive an Associate of Science degree. Special scholarship funding is available. Clinical affiliates include the Tufts New England Medical Center, the Massachusetts General Hospital, and University Hospital.

**Contact:**

Susan Belinsky  
Division of Radiation Therapy Technology  
Laboure College  
2120 Dorchester Avenue  
Boston, MA 02124  
(617) 296-8300

## **Report: Annual Nursing Supply Survey**

The annual nursing supply survey is conducted in May of every year by the Massachusetts Hospital Association (MHA). It is a joint project of the MHA and the Massachusetts Organization of Nurse Executives. The report contains an indepth examination of nurse vacancy rates and trends for acute, chronic, and psychiatric hospitals.

**Contact:**

Therese Smaha  
Director of Clinical Affairs  
Massachusetts Hospital Association  
5 New England Executive Park  
Burlington, MA 01803  
(617) 272-8000

## **Report: Articulation/Educational Mobility Options in the Commonwealth of Massachusetts for Nursing Programs**

The booklet describes articulation agreements between all levels of programs from Nurses Aides to LPN to Associate or Diploma to Baccalaureate. It lists all institutions with placement agreements, fees, passing scores for exams, credits granted, prerequisites, schools with which there are existing agreements, and costs of programs. This document grew out of the Task Force on Articulation which is a subcommittee of a statewide commission to study nursing in the Commonwealth.

**Contact:**

Linda Spink  
Associate Dean for Health/Career Programs  
Mass Bay Community College  
50 Oakland Street  
Wellesley Hills, MA 02181  
(617) 237-1100

## **Report: Who Will Care? A Study of Employee Shortages in Massachusetts Nursing and Rest Homes**

This report analyzes a survey of nursing and other staff shortages in the nursing and rest homes in the Commonwealth. The survey was conducted by the Massachusetts Federation of Nursing Homes, and the results were published in January 1987.

**Contact:**

Louise Clough  
Executive Director  
Massachusetts Long Term Care Foundation, Inc.  
990 Washington Street  
Dedham, MA 02026  
(617) 326-8967

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# MASSACHUSETTS

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## **Surgical Technician (Operating Room Technician)**

This is a 42-week program to train individuals as Surgical Technicians. Thirty-three weeks of academic courses include medical terminology, microbiology, surgical theory and skills, anatomy and physiology, surgical procedures, and pharmacology. During the final 12 weeks, students are in a full-time clinical internship at a hospital or clinic, under a preceptor's supervision. Counseling, tutoring, other support services and job placement assistance are included. (Funded by Bay State Skills Corporation.)

### **Contact:**

Joel Hurwitz, Director  
Health Vocational Training Program  
Dimock Community Health Center  
55 Dimock Street  
Boston, MA 02119  
(617) 442-9663

## **Third Party Billing**

This 16-week program prepares students for medical office management, specifically billing, re-billing and resolving billing-related problems that involve third-party reimbursement (insurance, medical coverage plans). Eleven weeks of classroom activity covers billing and office procedures/practices, medical terminology, communications skills, and a math review. There is a 5-week clinical internship as well as counseling, remedial help and job placement assistance.

### **Contact:**

Joel Hurwitz, Director  
Health Vocational Training Program  
Dimock Community Health Center  
55 Dimock Street  
Boston, MA 02119  
(617) 442-9663

## **The University Hospital Nurse Extender Model**

The Nurse Extender Model Utilizing Patient Care Technicians (PCTs) trained under a newly developed program was implemented at the University Hospital in Boston in February 1988. PCTs receive 8 weeks of training, including 320 hours of class, lab, and clinical work. Minimum qualifications are 1-2 years of education beyond high school with 3-4 years of health care experience, or a baccalaureate degree. The approach reconfigures the delivery of primary nursing enabling nurses to focus on more cognitive tasks such as patient care management, discharge planning, and patient education. PCTs are encouraged and supported in continuing their education for licensed nursing degrees.

### **Contact:**

Celeste Thompson, Manager  
Ross Research Center  
The University Hospital  
Boston, MA  
(617) 638-7608

## **Workplace ESL and Literacy Project (In Nursing Homes)**

In 1987, the Massachusetts Long Term Care Foundation received \$30,000 in state funding to develop and implement a workplace English-as-a-Second-Language program in four nursing homes. Curriculum materials have been developed specifically to meet the uniqueness of the nursing home setting. The project is now in its third year.

### **Contact:**

Louise Clough, Executive Director  
Massachusetts Long Term Care Foundation  
990 Washington Street - Suite 207  
Dedham, MA 02026

- OR -

Lloyd David, President/Director  
Continuing Education Institute  
163 Highland Avenue  
Needham, MA 02194

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# NEW HAMPSHIRE

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## **Certificate Program in Speech Therapy Assisting in Rural New Hampshire**

Through the cooperative efforts of N.H. Technical College, the School for Lifelong Learning of UNH, the N.H. Department of Education, and area school districts, a year long educational program to train Speech Therapy Assistants in rural New Hampshire is underway. It is difficult if not impossible to employ professional speech personnel in the northern part of N.H. Providing on-site training to school district employees will produce specifically trained assistants who will extend badly needed services to special education students.

**Contact:**

Bertram V. Mills  
Dean of Academic Affairs  
N.H. Technical College  
One College Drive  
Claremont, NH 03743

## **Committee on Articulation of State Supported Nurse Preparation Programs**

This group grew out of a need for advancement opportunities for Associate Degree nurses to obtain the Baccalaureate Degree, and thereby assume greater responsibility for charge nurse duties.

**Contact:**

Geannette Cate, R.N.  
Director of Nursing  
New Hampshire Hospital  
(603) 271-5399

## **Community Social Services Program**

Jobs for skilled direct care specialists are increasing and the Community Social Services Program offers three tracks of study to meet this growing need: (1) Certificate Program - an option for learners seeking short-term specialty courses; (2) Diploma Program - a one-year program that introduces learners to the basics of direct care; and (3) Associate in Applied Science Degree which adds a second year to the Diploma Program. This program emphasizes theory and clinical practice.

**Contact:**

Cate Buiel, Associate Professor  
New Hampshire Technical College  
1066 Front Street  
Manchester, NH 03101

- OR -

Jackie Griswold-Schiesinger  
Profession  
New Hampshire Technical College  
2020 Riverside Drive  
Berlin, NH 03570-3799

## **Golden View Health Care Center Offers a State Approved Assistant-to-Nurse Course for Employees.**

Our Assistant-to-Nurse Course (CNA) is a state approved course designed to teach theory and clinical skills to people interested in hands-on personal care. The course is 100 hours - 40 hours classroom and 60 hours clinical study.

**Contact:**

Phyllis Fisher, R.N.  
Staff Development Coordinator  
Golden View Health Care Center  
RFD #, Box 51, Rt. 104  
Meredith, NH 03253

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# NEW HAMPSHIRE

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## **The Governor's Working Group on Manpower Availability in the Health and Human Services**

The group completed a two year study, which resulted in recommendations to the Governor: 1) establish a Health and Human Services Occupations council to provide leadership in developing policy, information and coordination of practice, education, and use of manpower in H and HS; 2) establish a task force to examine the contribution the State's education system can make in addressing personnel shortages; 3) that the Comm. of H and HS initiate a review of significant regulations impacting on the availability of personnel; and 4) that employers continue efforts to improving the work environment.

**Contact:**

H. Irene Peters  
Council Member  
State Council for Vocational Education  
10 Ferry St., Box 25  
Concord, N.H. 03301  
(603) 225-4629

## **Health Occupations Technical Committee**

The goal of this group was to increase employer and labor participation in identifying the competencies needed for care of patients/clients in the Health and Human Services industry.

**Contact:**

H. Irene Peters  
Council Member  
State Council for Vocational Education  
10 Ferry St., Box 25  
Concord, NH 03301  
(603) 225-4629

## **Integrated Employment Options for persons with Disabilities**

This is a comprehensive course specifically designed for staff currently involved in supported/competitive employment initiatives, covering general historical background and specific skills in teaching strategies, as well as human service and private industry relationships.

**Contact:**

Cate Buie  
Associate Professor  
New Hampshire Technical College  
1066 Front Street  
Manchester, NH 03101

## **New Hampshire House Bill NO. 1332-FNHealth, Human Services and Elderly Affairs Relative to Med'Aids**

The bill would permit certain specially trained medical assistants to administer medication to patients in nursing homes under the supervision, and presence if necessary, of licensed nurses or physicians.

**Contact:**

Representative Chase and Representative Parks  
House Representative State of New Hampshire  
Legislative Office Building  
South Main Street  
Concord, NH 03301  
(603) 271-3321

# NEW HAMPSHIRE

## **New Hampshire Technical College - NURSING PROGRAM**

This is a multiple entry-exit Associate Degree program. Candidates who have successfully completed the first year may exit the program and apply to write the NCLEX-PN exam, or enter the second year and may apply to write the exam. Candidates meeting Level II requirements may be admitted directly into the second year. Upon completing the second year, students may apply to write the NCLEX-RN exam.

**Contact:**

Nancy Smith  
Department Chair  
New Hampshire Technical College - Berlin  
2020 Riverside Drive  
Berlin, NH 03570

## **Nursing**

To be admitted to the first year of the program, an applicant must have successfully completed high school algebra, biology, and chemistry, and take an entrance examination. Licensed Practical Nurses may be granted advanced standing into the second year if the requirements of the first year have been completed. Additionally, LPN's must take an entrance examination. All students must be CPR certified by the beginning of the fall semester and must maintain the certification throughout the program. A student who successfully completes one year of the program, and is either unable to, or decides not to enroll for the second year, may receive a diploma and be eligible to sit for the state board examination for a practical nurse license. A summer session course may be necessary to meet state licensing requirements. At the end of the two-year program students are prepared to take the NCLEX-RN exam.

**Contact:**

Karen A. Noonan, R.N.  
Chair - Nursing & Allied Health  
New Hampshire Technical College/Stratham  
277R Portsmouth Avenue  
Stratham, NH 03885

## **Regional Task Force on Health Manpower**

The goals of this group are concerned with the supply, use, and education of health manpower.

**Contact:**

H. Jeffrey Rafn, PH.D.  
Commissioner NH Postsecondary Technical  
Education System  
NH Department of Postsecondary Technical Ed.  
State House Annex  
Concord, NH 03301  
(603) 271-2739

## **Six Satellite Practical Nursing programs to upgrade CNA's and other unlicensed personnel.**

Bring quality practical nursing programs to site of employment to upgrade entry level employees. Some programs were part-time; others alternated periods of school and work. Costs were shared among education, industry, and job training components. Staffing levels were not substantially reduced. Low attrition attributed to student initiative and careful selection created large numbers of licenses nurse personnel at time of shortage. The key was cooperative effort between education and practice.

**Contact:**

Bertram V. Mills  
Dean of Academic Affairs  
N.H. Technical College  
One College Drive  
Claremont, NH 03743

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# NEW HAMPSHIRE

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## **State Council for Vocational Education's Working Group 2**

The group is responsible for vocational-technical education mission, goals, program and facilities evaluation and improvement. It seeks to develop a comprehensive career model in three non-nursing clusters (therapeutic, diagnostic, and med. clerical).

### **Contact:**

H. Irene Peters  
Council Member  
State Council for Vocational Education  
10 Ferry St., Box 25  
Concord, NH 03301  
(603) 225-4629

## **Surgical Technology**

Surgical Technologists are highly trained individuals qualified by didactic and clinical training to provide services in the operating room. They function in association with nurses and surgeons to help provide high quality care for the surgical patient. Opportunities in surgical technology are expanding.

The duties of a surgical technologist include prepping and positioning the patient for surgery, assuming responsibility for aseptic techniques in the operating room, preparation and conveyance of surgical instruments, assistance to the surgeon as directed, and other tasks as indicated during surgical procedures.

### **Contact:**

Karen A. Noonan, R.N.  
Chair-Nursing & Allied Health  
New Hampshire Technical College  
277R Portsmouth Avenue  
Stratham, NH 03885

# RHODE ISLAND

## **A Guide to Hospital Careers in Rhode Island Hospital Association of Rhode Island**

HARI's *Guide to Hospital careers in Rhode Island* is a 40-page book which highlights more than 20 careers in seven major professions: nursing, clinical, laboratory, radiologic technology, pharmacy, rehabilitation, respiratory therapy and social work. The book, which has been designed for high school students, contains career descriptions, projected salaries, listings of educational programs, sources of additional information, as well as a profile of each of HARI's member hospitals.

**Contact:**

Lynne K. Donahue  
Director, Human Resources  
Hospital Association of RI  
P. O. Box 9627  
Providence, RI 02940  
(401) 421-7132, 421-7100

## **Care Plan For Nursing In Rhode Island, Rhode Island Department of Health Nurse Shortage Task Force**

A Working Nurse subcommittee was formed as an outgrowth of the Rhode Island Department of Health Nurse Shortage Task Force to provide a mechanism to insure voice to the many staff nurses who wished to be involved in the problem solving process addressing the nursing shortage in Rhode Island. Specifically, the subcommittee was to advise the Task Force of the things that should be done to insure that an adequate number of nurses could be recruited and retained in Rhode Island.

The subcommittee developed a report entitled *Care Plan For Nursing In Rhode Island*. Eight major problem areas have been addressed and recommended interventions have been identified. These interventions are by no means the only interventions possible, but are meant to be a beginning.

**Contact :**

Catherine P. Millman, MBA  
Health Manpower Planner  
Rhode Island Department of Health  
Three Capitol Hill  
Providence, RI 02908  
(401) 277-2901

## **1) Clinical Ladder for Nursing Assistants 2) Clinical Ladder for Licensed Practical Nurses**

1) The Nursing Assistant Clinical Ladder was developed to be able to define different levels of skill with a corresponding pay grade. Some of the nursing assistants have excellent clinical skills and were eager to increase their knowledge base. In order to ensure there would be no inequities, a clinical ladder was developed. With decreasing numbers of professional nurses, the role of the N.A. becomes important, especially in an acute care setting. 2) In our institution many of our LPN's have increased their knowledge base and corresponding clinical skill levels through enrollment in a Professional Nurse Program and Continuing Education. The development of a clinical ladder offers the opportunity to incorporate their higher skills in their work setting.

**Contact:**

Joan Walsh Trelease, R.N., C.N.A.A.  
Director of Nursing  
Cranston General Hospital...Osteopathic  
1763 Broad Street  
Cranston, RI 02905  
(401) 781-9200 Ext. 210

## **Differentiated Nursing Case Management Project**

Project designed a nursing practice model to incorporate major concepts of Case Management and Differentiated Practice into an existing primary nursing setting.

This alternative nursing practice and patient care delivery model was developed as a realistic and workable response to (1) the nursing shortage, (2) changing patient care needs and (3) the issue of entry into practice. Differentiated Nursing Case Management affirms continuous high quality, cost effective patient care services utilizing the full scope of nursing practice.

**Contact:**

Maureen E. McKenna, R.N.  
Assistant Nurse-In-Chief - Special Projects  
The Miriam Hospital  
164 Summit Avenue  
Providence, RI 02906  
(401) 331-8500 Ext. 3642

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# RHODE ISLAND

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## **Health Careers Day at Kent County Memorial Hospital**

A half-day program explaining several health careers was held for local high school guidance counselors. Staff representatives from clinical departments presented their professional field's opportunities, scholastic preparation, and function to the counselors. A tour was held and a booklet prepared by the representatives was distributed.

**Contact:**

Margaret Martin, Employment Coordinator  
Kent County Memorial Hospital  
455 Toll Gate Road  
Warwick, RI 02886  
(401) 737-7000 Ext. 1128

## **Hospital Staff Development Institute, Hospital Association of Rhode Island, Rhode Island Department of Education, A Program Funded by Rhode Island Workforce 2000**

The Hospital Association of Rhode Island and the Rhode Island Department of Education have established the Hospital Staff Development Institute to provide training opportunities in health occupations to special populations including single parents, displaced homemakers, recipients of welfare, limited English proficient individuals, handicapped persons and minorities. The purpose of the project is to expand the career opportunities of special populations and to develop new sources of labor for hospitals. The program has been funded for one year by Governor Edward DiPrete's Workforce 2000 Council.

**Contact:**

Lynne K. Donahue  
Director, Human Resources  
Hospital Association of RI  
P. O. Box 9627  
Providence, RI 02940  
(401) 421-7132, 421-7100

## **JTPA Funded Training in the Mental Health Worker Field**

The Community College of Rhode Island received JTPA funds to train 16 economically disadvantaged persons residing in the Northern Rhode Island area for mental health worker occupations. Each week of the 16-week program, students attended three days of academic instruction on site at the college, and two days of clinical experience at one of two mental health center sites. Those successfully completing the course received certificates, and were qualified to enter a number of entry level mental health occupations.

**Contact:**

Judy Cozine  
Coordinator of Employment Service Programs  
Department of Employment Security  
24 Mason Street  
Providence, RI 02903  
(401) 277-3726

## **Licensed Practical And Registered Nurses In Rhode Island in 1987, Rhode Island Department of Health Nurse Shortage Task Force**

A sample survey of registered nurses and licensed practical nurses who are licensed in Rhode Island was conducted by the Rhode Island Department of Health Nurse Shortage Task Force and the Rhode Island Department of Health. The information collected was a combination of factual data on demographics, education, and workforce participation along with opinions on the current situation of the nursing profession.

The above mentioned report is a profile of the licensed nurses who responded to the survey, which was designed to approximate representativeness of the state's nursing workforce. A companion newsletter, also based on results of the sample survey, focuses on the estimated total number of nurses in various employment categories. It also contains an analysis of the detailed responses of nurses to the opinion questions in the survey.

**Contact:**

Catherine P. Millman, MBA  
Health Manpower Planner  
Rhode Island Department of Health  
Three Capitol Hill, Providence, RI 02908  
(401) 277-2901

# RHODE ISLAND

## **New Directions...Hospital Careers in the 1990s Hospital Association of Rhode Island**

On October 12, 1989, the Hospital Association of Rhode Island hosted the first statewide health careers conference for junior and high school guidance counselors, and health and science teachers, called New Directions...Hospital Careers in the 1990s. Guest speakers from health professions, including nursing, medical technology, physical therapy, radiologic technology, respiratory therapy, and pharmacy, discussed the new opportunities available in health careers; the projected demand for new workers; and current salary ranges. As follow-up to the conference, participants were invited to bring groups of students to visits of hospitals around the state of Rhode Island.

**Contact:**

Lynne K. Donahue  
Director, Human Resources  
Hospital Association of RI  
P. O. Box 9627  
Providence, RI 02940  
(401) 421-7132, 421-7100

## **New England Gerontology Academy Nursing Assistant Training Program**

The NGA offers to AFDC recipients, welfare recipients and the chronically unemployed a 100 hour Nursing Assistant training program. The content of this program focuses on long-term care issues and prepares individuals to work as Nursing Assistants in long-term care facilities.

**Contact:**

Kathleen Dwyer  
Dean of Nursing and Allied Health  
Community College of Rhode Island  
Flanagan Campus  
Lincoln, RI  
(410) 333-7103

## **Nursing Assistant Program**

The Nursing Assistant Program is a two-year certificate program offered in conjunction with the high school curriculum on a time-about schedule. The student learns and applies knowledge to develop basic skills for all aspects of acute and long-term patient care. The Program has a broad experience for skill development in nursing home, hospital, community, and emergency care settings. Each graduate is eligible to take the Rhode Island Licensure exam.

**Contact:**

John H. Ball, Director  
West Bay Vocational-Technical School  
Foster Drive  
Coventry, RI 02816  
(401) 828-7800 Ext. 260

## **Project Impact - Northeast Region Mental Health Workforce Crisis: Issues and Recommendations**

This report is the outcome of a two-day conference when over 100 mental health managers focused solely on the mental health workforce crisis, identifying issues, making recommendations, and setting priorities in meeting this crisis.

**Contact:**

Robert A. Plante  
Assistant Director  
Human Resource Management  
Department of Mental Health, Retardation  
and Hospitals  
600 New London Avenue  
Cranston, RI 02920  
(401) 464-3406

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# RHODE ISLAND

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## **Refresher Course for Registered Nurses, Hospital Association of Rhode Island, Rhode Island Department of Education, A Program Funded by RI Workforce 2000**

The Hospital Association of Rhode Island will offer a Registered Nurse Refresher Course designed to prepare participants for re-entry into the workforce. The focus of the course will be the changes in nursing care delivery systems, technological advances and improvements in nursing intervention. The course contains a 50-hour classroom component and an 80-hour clinical during which the nurses will be paired with preceptors in hospitals around the state. The course has been funded by RI Workforce 2000, and will be offered in February 1990 free of charge.

### **Contact:**

Lynne K. Donahue  
Director, Human Resources  
Hospital Association of RI  
P. O. Box 9627  
Providence, RI 02940  
(401) 421-7132, 421-7100

## **Report Of The Nursing Shortage Public Forum: January 14, 1988, Rhode Island Department Of Health Nurse Shortage Task Force**

The Rhode Island Department of Health Nurse Shortage Task Force held a four-hour Public Forum to hear comments from the state's nurses and other interested parties on the impact and causes of the national nursing shortage on Rhode Island and what could be done to alleviate the shortage.

Over 400 persons attended the widely publicized forum and 37 individuals provided oral and/or written comments.

After reviewing all comments provided during the forum, the Task Force developed and adopted five strategic recommendations to alleviate the nursing shortage in Rhode Island. Following each recommendation is a list of actions to be taken, and an agency or organization identified to serve as a facilitator for implementation.

### **Contact:**

Catherine P. Millman, MBA  
Health Manpower Planner  
Rhode Island Department of Health  
Three Capitol Hill  
Providence, RI 02908  
(401) 277-2901

## **Report on Rhode Island's Allied Health Professionals, RI Health policy and Planning Consortium**

An Allied Health Subcommittee of the RI Health Policy and Planning Consortium is preparing a report which studies the current supply and demand for allied health professionals in Rhode Island. Specifically, the committee is focusing on: physical therapists, occupational therapists, respiratory therapists, radiographic technologists, laboratory technologists, and nursing assistants. The committee is also analyzing RI's educational programs in allied health and projecting future trends in supply and demand in each of these professions. Completion of this report is targeted for February 1990.

### **Contact:**

Catherine P. Millman  
Health Manpower Planner  
RI Department of Health  
Three Capitol Hill  
Providence, RI 02908-5097  
(401) 277-2901

## **Report On The Supply & Demand For Rhode Island Nursing Personnel, 1988 & 1995, Rhode Island Department of Health Nurse Shortage Task Force**

The Rhode Island Department of Health Nurse Shortage Task Force designated and charged a Planning Subcommittee to prepare a report which quantifies the supply and demand for nurses in Rhode Island for the year 1988 and projected for 1995. The committee will calculate the supply of nurses by level of education (e.g., ADN, Diploma, BSN, MSN, and PhD). The demand for nurses will be calculated by required level of education and by employment setting (e.g., hospital, nursing home, HMO, etc...). The committee has set a target date of June 1990 for completion of this report.

### **Contact:**

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# RHODE ISLAND

## **Rhode Island Nurse Licensure Database, Rhode Island Department of Health**

In response to a recommendation of the Nurse Shortage Task Force, the Office of Health Statistics is participating with the Office of Professional Regulation and the Office of Health Planning, all of which are located within the Department of Health, in the development of a licensure-related database for nurses that will supplant sample surveys as the principle source of information on nursing personnel patterns in the state. The information collected will include factual data on demographics, education, and workplace participation.

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## **The Governor's Conference on MHRH Workforce Issues for the 1990s**

Proceedings of the Conference where over 100 managers and administrators from Department of Mental Health, Retardation and Hospitals, other public sector agencies and the private sector from human service agencies, identified and discussed emerging human resource trends unique to the Department of Mental Health, Retardation and Hospital's environment.

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## **The Relationship of Job Satisfaction Variables and Turnover of Long Term Care Nursing Assistants**

The study's purpose was to identify factors which influence job satisfaction for current and former long term care nursing assistants, in order to develop job enrichment strategies. During the summer of 1987, 166 randomly selected nursing assistants representing 35 Rhode Island long term care facilities were surveyed. Data analysis suggested communications training and supervisory management training would be among the recommended interventions to increase job satisfaction.

**Contact:**

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## **The Rhode Island Department of Mental Health, Retardation and Hospitals Nursing Recruitment and Retention Initiative - A Status Report**

This is a report which identifies the issues relating to recruitment and retention of nurses and provides suggestions for solutions from an advertising firm, the Dean of Nursing School, and the Executive Director of the Harvard Business Review.

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# VERMONT

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## **Career Mobility for LPNs Via Associate Degree Nursing Outreach**

This exciting new project will deliver an outreach associate degree nursing program from the University of Vermont to LPNs in southeast Vermont. The project's model has three components: 1) Provision of transferable general courses in the student's community, 2) Career mobility in nursing through advanced placement, converting LPN education to college credit, 3) Adding a new nursing knowledge/skill base through course work offered on campus and off campus via Vermont Interactive Television. This model can be applied to career mobility from A.S. to B.S. degrees as well as B.S. to M.S. Degrees in nursing.

**Contact:**

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## **Task Force for Promotion of Health Care Careers organized and staffed by Vermont Hospital Association**

This Task Force provides a network by which educational, professional and employer groups address promotion of health care careers on a statewide basis and facilitate entry and re-entry into the system. Products include: 1) *Health Care Careers* booklet; 2) *Discover* posters with reply postcards; 3) School career days, shadow programs, guest speakers; 4) Teacher Convention Display; 5) Financial Assistance Information; 6) Video library; 7) Computer Tracking System; and 8) quarterly vacancy surveys.

**Contact:**

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Vermont Hospital Association  
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## **Upper Division BSN Weekend Program**

Seeking Your BSN? Vermont College has the answer! RNs and new graduates earn your BSN in 3 years by attending the Vermont College of Norwich University Weekend Program in Putney, Vermont. Easy access from all of New England. Join other RNs on Friday night and all day Saturday for course work.

**Contact:**

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