

HRSA NWD Grant: A Lifeline to Academic Success at Cape Cod Community College and Beyond

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Purpose

CCCC in collaboration with regional healthcare organizations and UMass Boston sought to recruit, retain and graduate a more diverse and robust nursing workforce to support healthcare sector needs in geographically isolated and rural MA region of Cape Cod & the Islands.

Background

- The number of job postings regionally is 60% higher than the national average for an area of this size and number of candidates per position is relatively low (n=7-12).
- Over 80% of RNs in MA are white non-Hispanic, making the nursing workforce considerably less diverse than the state population (38.2% non-white).
- Therefore, increased numbers of students from diverse backgrounds will be needed to improve diversity of regional workforce and meet demand.

Grant Participants

Primary Participants (N=115): July 2017 to January 2020

Demographics	N (%)	Social Determinants	N (%)
Female	104 (90%)	Economically Disadvantaged	115 (100%)
Median Age (Range)	33 yrs. (20-57 yrs.)	Educationally Disadvantaged	51 (44.3%)
URM	33 (28.7%)	Rural Resident	13 (11.3%)

Secondary Participants: N=89, support services only; 69% Educationally Disadvantaged, 42.7% Economically Disadvantaged; 29.2% URM

Method



Support Along the Way

Academic

- Structured Remediation Classes.....29 enrolled/28 pass
- Supplemental Instruction in Lab.....Avg. 68 students/yr.
- Supplemental Instruction (evening)...Avg. 25 students/sem.
- Reinforcement Class.....Avg. 20 students/yr.
- NCLEX-RN Preparation support.....Avg. 44 students/yr.

Financial

- Tuition.....\$96 K/ yr.
- Stipends.....\$107 K/ yr.

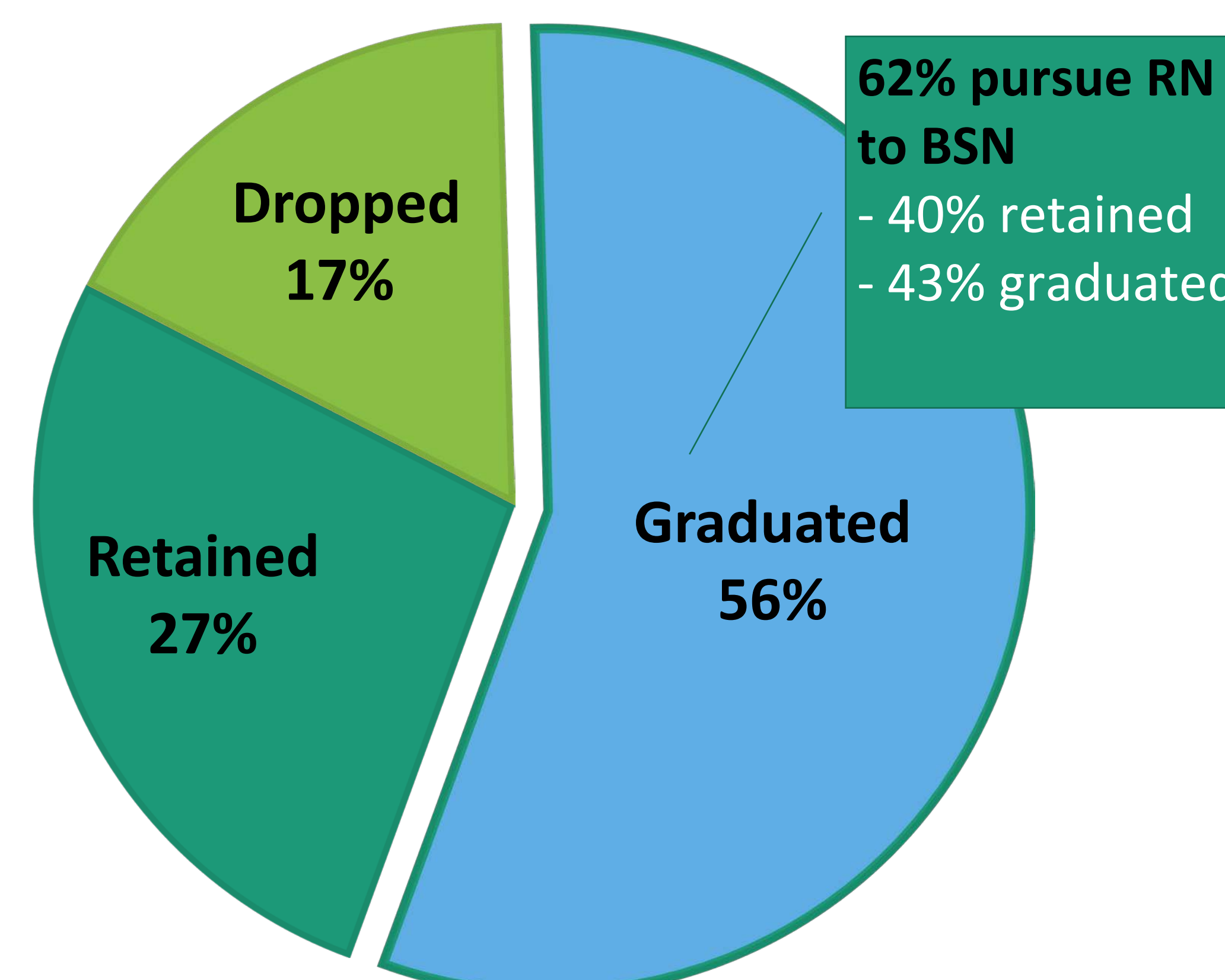


Resiliency

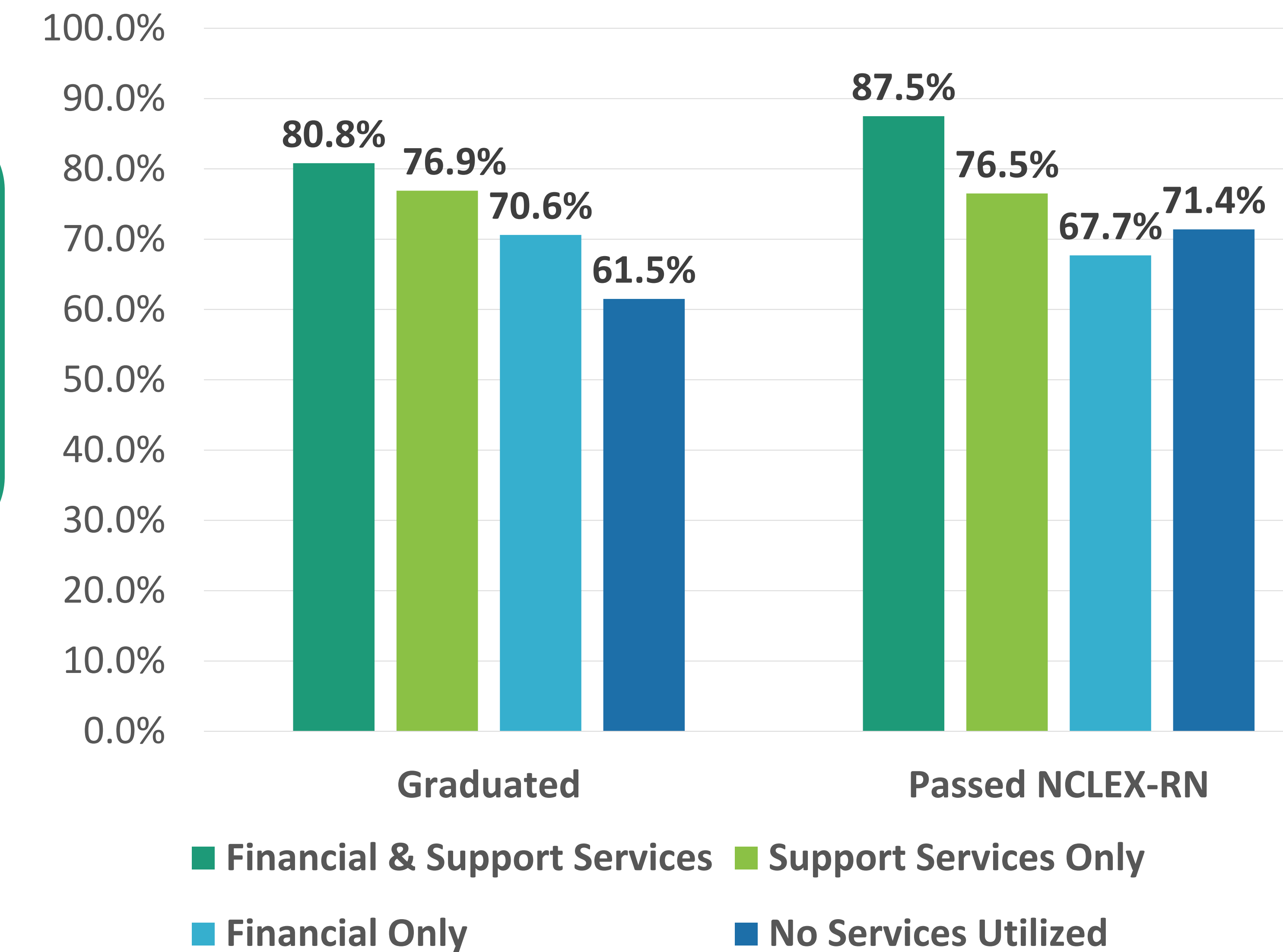
- Nursing Retention Specialist.....18 hr./wk. position
- Risk Monitoring & Communication Alerts
- Individual & Class Success Coaching Sessions

Results

- 83% of participants retained or graduated.
- 62% of graduates enroll in RN to BSN program at grant partner UMass Boston – a continuation figure above target (50%) and baseline (23%) levels.



Impact of NWD Financial & Support Services among Disadvantaged Students: AY 18-19



Conclusion

- The NWD financial and student supports helped to close the achievement gap for disadvantaged students.
- Among disadvantaged students, those receiving NWD financial and student support services or just support services alone, graduated and passed NCLEX-RN at a higher rate than students with a similar background who received no supports.