

2018 Monroe County Community College LPN Needs Assessment Results

Summary Report

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EXECUTIVE SUMMARY

Purpose: The purpose of the 2018 Monroe County Community College (MCCC) LPN Need Assessment was to determine the need for practical nursing graduates in the workforce within a 50 mile radius of the college. Specifically, the questionnaire asked current and prospective employers of MCCC practical nursing (PN) graduates their needs regarding skill set, preference in hiring registered nursing (RN) graduates and PN graduates and whether or not their organization would be affected if MCCC no longer offered PN training.

Instrumentation: The questionnaire contains 20 items where 9 items are close-ended with forced response and 11 are open-ended eliciting description. Among the 10 close-ended items, 7 require a “yes” “no” response and the others require check options. The questionnaire asked questions regarding self-reported organization specialty, preference of credentials among hires, willingness to allow PN students to attend clinicals, RN and PN hiring preferences, approximate statistics regarding number of hires annually, length of employment, tuition reimbursement, qualities desired among applicants, the potential impact of MCCC discontinuing PN training, and requirements for licensed practical nurses (LPN) to continue education to RN and Bachelor of Science in Nursing (BSN). Specific details regarding items included in the instrument are provided in the summary report.

Data Collection: Data were collected over a 5- week period, from 7/17/2018 to 8/31/2018. N=389 current and perspective employers of MCCC PN graduates located within a 50 mile radius of the college were sent paper copy questionnaires with a half-sheet incentive message encouraging their participation and a return postage paid envelope. All paper questionnaires were sent out on 7/17/2018. Over the data collection period, 21 questionnaires were sent back to MCCC with returned to sender status. Excluding the 21 returned to sender organizations, the adjusted population size is N=368. This value was used to calculate overall response rate detailed in the results section below and within the report. As questionnaires were received via return mail, data were entered into SPSS version 25 verbatim.

Data Analysis: Data were hand entered by Quri Wygonik into a database housed in SPSS version 25. All analyses were conducted using this software. The analyses for this data set included frequency calculations only. No statistical analyses were conducted based on the nature of the study.

Results: Overall, there is a great willingness among organizations that responded to host clinicals for PN students, over half of the organizations (particularly skilled nursing facilities) anticipate hiring more LPNs in the future than they do currently, half of the organizations prefer to hire LPN and RN employees equally, organizations offer tuition reimbursement for continued education, and not many organizations feel they would be impacted with the discontinuation of PN training offered at MCCC. Detailed results are provided in the report.

INSTRUMENTATION

Question/Item Description

In total, 20 questions are included in the survey instrument, 9 formatted as close-ended with forced response and 11 open-ended formatted allowing for descriptive feedback from respondents. The survey questions and response options are provided below:

- 1. Please record the name of your organization below.**
- 2. Please record the primary focus or specialty of your organization below.**
- 3. Please check all of the following programs from which you would hire graduates within your organization (check all that apply and record an option for “other,” if applicable).**

RN

LPN

Physical Therapy Assistant

Occupational Therapy Assistant

Pharmacy Technician

Surgical Technician

Radiology Technician

Paramedic

Medical Assistant

Other:

- 4. Would your organization be willing to allow LPN students to attend clinicals at your location (check “yes” or “no”)?**

Yes

No

5. If your organization is NOT willing to allow LPN students to attend clinicals at your location, please provide a brief description regarding why not below.

6. Does your organization hire LPN graduates (check “yes” or “no”)?

Yes

No

7. If your organization DOES hire LPN graduates, please record the approximate average number of hires per year below.

8. If your organization DOES hire LPN graduates, please record their approximate average length of employment below.

9. If your organization DOES hire LPN graduates, do you anticipate hiring more than you do currently in the future (check “yes” or “no”)?

Yes

No

10. If your organization DOES hire LPN graduates, please record the three most important skills you seek in these graduates/employees below.

1.

2.

3.

11. If your organization DOES hire LPN graduates, please record the approximate percentage of graduates/employees that continue their education to earn an RN below.

12. Which of the following graduates does your organization MOST prefer to employ?

- LPN
- RN
- Both, equally
- Neither

13. Do you feel your organization would be impacted if the Monroe County Community College did NOT offer an LPN program (check “yes” or “no”)?

- Yes
- No

14. If you DO feel your organization would be impacted if the Monroe County Community College did NOT offer an LPN program, please describe in what way(s) below.

15. Does your organization hire Associate Degree RN graduates (check “yes” or “no”)?

- Yes
- No

16. If your organization does NOT hire Associate Degree RN graduates, please provide a brief description regarding why not below.

17. If your organization DOES hire Associate degree RN graduates, is there a requirement for RN graduate employees to earn a BSN (check “yes” or “no”)?

Yes

No

18. If there IS a requirement for Associate Degree RN graduate employees to earn a BSN, please record the approximate period of time of that requirement from the date of hire below.

19. If your organization DOES require Associate Degree RN graduate employees to earn a BSN, do you offer tuition remission (check “yes” or “no”)?

Yes

No

20. If your organization DOES offer tuition remission for RN graduate employees earning a BSN, please record the approximate amount below.

DATA COLLECTION

Data were collected over a 5- week period (7/17/2018 to 8/31/2018) using a paper mail method. Paper questionnaires, a half sheet incentive and returned postage paid envelopes were mailed to N=389 healthcare organizations located within a 50 mile radius of the college. These organizations are current or prospective employers of MCCC PN graduates. A total of 21 questionnaires were returned to sender due to address issues or businesses being sold/vacant property. Therefore, the adjusted population size used to calculate a response rate of 12.5% is N=368, where n= 46 organizations returned completed questionnaires. The researcher placed self-reported specialties into categories for data analysis purposes. The categories represented are provided below:

- Acute Care
- Cardiology
- Dialysis
- Family Practice
- Health Center
- Hospital
- Internal Medicine
- Long- Term Care
- Rehab
- Short- Term Care
- Skilled Nursing
- Urgent Care

The organizations were asked to record their business name, which qualifies as an identifiable data point. Those organizations that chose to remain anonymous in their responses to the questionnaire items did not disclose their business name. The researcher maintained an Excel record of all mail activity (sending, receipt, returned to sender status with explanation, and second attempt sending) during the data collection period. Hard copy questionnaires are housed in a locked filing cabinet in the Office of Institutional Research. The researcher entered all data into SPSS version 25 where data analysis was also conducted.

DATA ANALYSIS

Quantitative data were analyzed using SPSS version 25. The descriptive statistics or frequencies and case summary functions were used to calculate percentages for specialty-specific data and other close-ended data. All check box and multiple choice close-ended data were coded as 1 to the maximum number of response options for analysis purposes. For example, “yes” and “no” option questions were coded as 1 for “yes” and 2 for “no.” As was mentioned above, the researcher categorized self-reported specialties into larger groups for analysis purposes. Data from each close-ended question was analyzed in total and by specialty groups.

Methodology for response rate calculation is as follows:

- **% response rate**= the percent of respondents (those who returned the questionnaire via mail) out of the adjusted population* (all who were sent the paper questionnaire and invitation to participate via mail)
- **Response rate using adjusted N**= 12.5%

***Adjusted N**= number of total organizations sent the paper questionnaire and invitation to participate less the number of organizations with questionnaires returned to sender

Qualitative data were analyzed using modified thematic analysis that involves scanning open-ended questions data for common words and phrases.

RESULTS

Organization Specialty Groups (Categorized by Researcher from Self-Reported Data)

Specialty	n= # of participants	% of total participants (n=46)
Acute Care	1	2.2%
Cardiology	1	2.2%
Dialysis	4	8.7%
Family Practice	1	2.2%
Health Center	1	2.2%
Hospital	3	6.5%
Internal Medicine	1	2.2%
Long-Term Care	6	13.0%
Rehab	2	4.3%
Short-Term Care	2	4.3%
Skilled Nursing	17	37.0%
Urgent Care	4	8.7%
No Response	3	6.5%

Table 1. Organization specialty groups categorized by the researcher from self-reported data, response rate using adjusted N= 12.5%

As detailed in **Table 1**, the majority of healthcare organizations represented in the total respondents are skilled nursing (37.0%) and long-term care (13.0%) specialties.

Preferred Employee Credentials Among Organizations- All

Credential	n= # of participants
Registered Nurse (RN)	40
Physical Therapy Assistant (PTA)	19
Physical Therapy (PT)	8
Respiratory Therapy (RT)	8
Medical Assistant (MA)	17
Licensed Practical Nurse (LPN)	35
Occupational Therapy Assistant (OTA)	18
Speech-Language Therapy (ST)	7
Paramedic	6
Other: All hospital- based degrees	1
Other: Certified Nurses Aid (CNA)	10
Other: Speech Language Pathologist	1
Other: Bachelor of Science Nursing (BSN)	1
Other: Speech Therapist	1
Other: CRCA (acronym unknown)	1
Other: State Tested Nurse Aid (STNA)	2
Other: Housekeeping	1
Other: Activity Assistant	1
Other: Receptionist	1
Other: Medical Biller	1
Other: Patient Care Technician	1
Other: Dental Assistant	1
Other: Dental Coder/Biller	1

Table 2. Preferred credentials among employees of all organizations. Some organizations reported more than one credential and total # of participants exceeds total n=46.

Table 2 shows the five most preferred credentials, in this order, among all organizations that responded are RN, LPN, PTA, OTA, and MA. Most organizations reported more than one preferred credential and, therefore, the total responses exceeds the n=46 sample size.

Organizations' Willingness to Host PN Clinicals- All

Willingness	n= # of participants	% of total participants (n=46)
Yes	35	77.8%
No	10	22.2%
No Response	1	2.2%

Table 3. Total organizations willing and unwilling to host clinicals for PN students.

Organizations' Willingness to Host PN Clinicals- By Specialty

Specialty	n= # of participants willing to host PN Clinicals	% "yes" response from within each specialty	% of total participants (n=46)
Acute Care	0	0.0%	0.0%
Cardiology	1	100.0%	2.2%
Dialysis	3	75.0%	6.5%
Family Practice	1	100.0%	2.2%
Health Center	0	0.0%	0.0%
Hospital	0	0.0%	0.0%
Internal Medicine	1	100.0%	2.2%
Long-Term Care	5	83.3%	10.9%
Rehab	2	100.0%	4.3%
Short-Term Care	2	100.0%	4.3%
Skilled Nursing	16	94.1%	34.8%
Urgent Care	3	75.0%	6.5%
Unnamed Specialty*	1	-	2.2%
No Response	1	-	2.2%

*Respondents that did not record a specialty.

Table 4. Organizations willing to host clinicals for PN students, by specialty.

Table 3 shows the majority (77.8%) of all organizations are willing to host clinical experience for PN students. Of the total, the majority specialty of those organizations willing to host PN clinical experience is skilled nursing (34.8%) and long-term care (10.9%) (**Table 4**). Almost all (94/1%) of skilled nursing organizations that responded reported willingness to host PN clinical experience and 83.3% of long-term care organizations that responded reported

willingness (**Table 4**). All of the cardiology, family practice, internal medicine, rehab, and short-term care organizations that responded reported willingness to host PN clinical experience. A list of organizations that reported willingness to host PN clinical experience is provided in **Appendix A**.

LPN Hiring Among Organizations- All

LPN Hiring	n= # of participants	% of total participants (n=46)
Yes	44	95.7%
No	2	4.3%
No Response	0	0.0%

Table 5. Total organizations that reported hire of LPN employees.

LPN Hiring Among Organizations- By Specialty

Specialty	n= # of participants that hire LPN employees	% “yes” response from within each specialty	% of total participants (n=46)
Acute Care	1	100.0%	2.2%
Cardiology	0	0.0%	0.0%
Dialysis	3	75.0%	6.5%
Family Practice	1	100.0%	2.2%
Health Center	0	0.0%	0.0%
Hospital	0	0.0%	0.0%
Internal Medicine	1	100.0%	2.2%
Long-Term Care	5	83.3%	10.9%
Rehab	2	100.0%	4.3%
Short-Term Care	2	100.0%	4.3%
Skilled Nursing	16	94.1%	34.8%
Urgent Care	2	50.0%	4.3%
Unnamed Specilaty*	2	-	4.3%
No Response	11	-	23.9%

*Respondents that did not record a specialty.

Table 6. Organizations that reported hire of LPN employees, by specialty.

Almost all of the organizations that responded (95.7%) hire LPN employees and of those that hire LPNs, the most represented specialties are skilled nursing (34.8%) and long-term care (10.9%) (**Table 5 and Table 6**). Almost all (94.1%) of the skilled nursing organizations that responded reported hiring of LPN employees and 83.3% of the long-term care organizations that responded reported hiring LPN employees (**Table 6**). All of the acute care, family practice, internal medicine, rehab, and short-term care organizations that responded reported hiring LPN employees (**Table 6**). A great number of organizations (n=11) did not respond to this question (**Table 6**).

Overall Average Number of LPN Hires per Year- All

The average number of LPN employee hires per year among all organizations that responded is 7. The average number of LPN employee hires per year by specialty is provided below in **Table 7**.

Average Number of LPN Hires per Year- By Specialty

Specialty	n= average # of LPN hires per year*	n= # of organizations that responded in each specialty
Acute Care	N/A**	0
Cardiology	N/A**	0
Dialysis	1.25	2
Family Practice	2	1
Health Center	N/A**	0
Hospital	N/A**	0
Internal Medicine	N/A**	0
Long-Term Care	4	3
Rehab	2.75	2
Short-Term Care	N/A**	0
Skilled Nursing	10.75	14
Urgent Care	1.5	2

* Individual values for each organization are self-reported and used by the researcher to calculate average number within specialty.

**N/A indicates no response from organizations of this specialty.

Table 7. Average number of LPN employees hired per year, by specialty.

The greatest average number of LPN hires per year is represented by skilled nursing organizations at 10.75 (**Table 7**). This value was calculated out of 14 organizations that reported average number of LPN hires per year.

Overall Average Length of Employment of LPN Employees- All

The average length of employment in years of LPN employees among all organizations that responded is 4 years. The average length of employment of LPN employees in years by specialty is provided below in **Table 8**.

Average Length of Employment of LPN Employees- By Specialty

Specialty	*n= average # of years of LPN employment	n= # of organizations that responded in each specialty
Acute Care	2	1
Cardiology	N/A**	0
Dialysis	3.5	1
Family Practice	N/A**	0
Health Center	N/A**	0
Hospital	N/A**	0
Internal Medicine	N/A**	0
Long-Term Care	3	2
Rehab	1.5	2
Short-Term Care	3	1
Skilled Nursing	4	14
Urgent Care	1	1

* Individual values for each organization are self-reported and used by the researcher to calculate average number within specialty.

**N/A indicates no response from organizations of this specialty.

Table 8. Average length of employment in years of LPN employees, by specialty.

The longest average employment of LPN employees is represented by skilled nursing organizations at 4 years (**Table 8**). This value was calculated out of 14 organizations that reported average length of employment in years of LPN employees.

Anticipation of Increased LPN Employee Hiring- All

Increased LPN Hiring	n= # of participants	% of total participants (n=46)
Yes	20	55.6%
No	14	38.9%
No Response	2	5.6%

Table 9. Total organizations that reported anticipating hiring more LPN employees overtime.

Anticipation of Increased LPN Employee Hiring - By Specialty

Specialty	n= # of participants that anticipate hiring more LPNs overtime	% “yes” response from within each specialty	% of total participants (n=46)
Acute Care	N/A*	-	-
Cardiology	N/A*	-	-
Dialysis	0	0.0%	0.0%
Family Practice	1	100.0%	2.2%
Health Center	N/A*	-	-
Hospital	N/A*	-	-
Internal Medicine	1	100.0%	2.2%
Long-Term Care	2	33.3%	4.3%
Rehab	1	50.0%	2.2%
Short-Term Care	1	50.0%	2.2%
Skilled Nursing	12	70.6%	26.1%
Urgent Care	1	25.0%	2.2%
Unnamed Specialty*	1	-	2.2%
No Response	2	-	4.3%

*Respondents that did not record a specialty.

**N/A indicates no response from organizations of this specialty.

Table 10. Organizations that reported anticipating hiring more LPN employees overtime, by specialty.

In total, 55.6% of organizations that responded reported they anticipate hiring more LPN employees in the future where the greatest representation is by skilled nursing organizations (26.1%) (**Table 10**). Among all skilled nursing organizations that responded, 70.6% reported they anticipate hiring more LPN employees in the future. All family practice and internal medicine organizations that responded reported they anticipate hiring more LPN employees in the future (**Table 10**).

Most Desired Skills in LPN Employees Reported by All Organizations

The most desired skills in LPN employees reported by all organizations were grouped into the common themes shown below. A comprehensive list of comments reported by all organizations is presented in **Appendix B**.

Desired LPN Employee Skills Themes:

1. Critical Thinking
2. Communication Skills
3. Willingness to Learn
4. Organization
5. Time Management
6. Reliability and Dependability (Work Ethic)

Overall Average Percent of LPN Employees that Continue Education to RN- All

The overall average percent of LPN employees that continue their education to earn an RN degree reported by those organizations that responded is 40.0%. The average percent of LPN employees that earn an RN degree among organizations that responded, by specialty, is reported in **Table 11** below.

Average Percent of LPN Employees that Continue Education to RN- By Specialty

Specialty	*n= average % of LPN employees that continue to RN	n= # of organizations that responded in each specialty
Acute Care	N/A**	0
Cardiology	N/A**	0
Dialysis	100.0%***	1
Family Practice	N/A**	0
Health Center	N/A**	0
Hospital	N/A**	0
Internal Medicine	N/A**	0
Long-Term Care	27.0%	3
Rehab	57.0%	2
Short-Term Care	90.0%	1
Skilled Nursing	29.0%	13
Urgent Care	50.0%	1

* Individual values for each organization are self-reported and used by the researcher to calculate average percent within specialty.

** N/A indicates no response from organizations of this specialty.

***This value is an outlier because only one organization responded. The total number of LPN employees at this organization and all others is unknown.

Table 11. Average percent of LPN employees that continue their education to earn an RN degree, by specialty.

Overall LPN and RN Employee Hiring Preference- All

Employee Type	n= # of participants that prefer to hire each employee type	% of total participants (n=46)
LPN	4	8.7%
RN	15	32.6%
Both, equally	22	47.8%
Neither	3	6.5%
No Response	2	4.3%

Table 12. Number of all organizations that prefer to hire LPN employees, RN employees, both (equally), or neither.

LPN and RN Employee Hiring Preference- By Specialty

Specialty	n= # of participants that prefer to hire RN	n= # of participants that prefer to hire LPN	n= # of participants that prefer to hire both, equally	n= # of participants that prefer to hire neither
Acute Care	0	1	0	0
Cardiology	0	0	0	1
Dialysis	0	4	0	0
Family Practice	1	0	0	0
Health Center	0	1	0	0
Hospital	0	2	0	0
Internal Medicine	N/A**	N/A**	N/A**	N/A*
Long-Term Care	0	0	6	0
Rehab	1	0	1	0
Short-Term Care	0	1	1	0
Skilled Nursing	1	3	13	0
Urgent Care	1	0	1	2
Unnamed Specialty*	0	3	0	0

*Respondents that did not record a specialty.

** N/A indicates no response from organizations of this specialty.

Table 13. Number of organizations that prefer to hire LPN employees, RN employees, both (equally), or neither, by specialty.

Overall, 47.8% of all organizations prefer to hire LPN and RN employees equally. However, 32.6% of all organizations prefer to hire RN employees over LPN employees (**Table 12**). Skilled nursing and long-term care organizations most prefer to hire both LPN and RN employees equally and some skilled nursing organizations (n=3) prefer to hire LPN employees over RN employees (**Table 13**). Dialysis, health center and hospital organizations prefer to hire RN employees over LPN employees (**Table 13**).

Overall Self-Reported Impact of no PN Program at MCCC- All

Impacted by no PN Program at MCCC	n= # of participants	% of total participants (n=46)
Yes	12	26.1%
No	27	58.7%
No Response	7	15.2%

Table 14. Overall self-reported impact of no PN program at MCCC for all organizations.

Self-Reported Impact of no PN Program at MCCC- By Specialty

Specialty	n= # of participants that self-report impact of no MCCC program	% “yes” response from within each specialty	% of total participants (n=46)
Acute Care	0	0.0%	0.0%
Cardiology	0	0.0%	0.0%
Dialysis	0	0.0%	0.0%
Family Practice	1	100.0%	2.2%
Health Center	0	0.0%	0.0%
Hospital	0	0.0%	0.0%
Internal Medicine	N/A**	-	-
Long-Term Care	1	16.7%	2.2%
Rehab	1	50.0%	2.2%
Short-Term Care	1	50.0%	2.2%
Skilled Nursing	7	41.2%	15.2%
Urgent Care	0	0.0%	0.0%
Unnamed Specialty*	1	-	2.2%
No Response	7	-	15.2%

*Respondents that did not record a specialty.

** N/A indicates no response from organizations of this specialty.

Table 15. Self-reported impact of no PN program at MCCC, by specialty.

Overall, 26.1% of organizations reported they would be impacted if MCCC no longer offered a PN program (**Table 14**) with greatest percent impact represented by skilled nursing organizations (**Table 15**). However, only 41.2% of skilled nursing organizations reported they would be impacted where 100% of family practice and 50% of both rehab and short-term care organizations reported impact of no MCCC PN program (**Table 15**). Specific comments

regarding why organizations reported they would not be impacted by MCCC no longer offering a PN program are described in **Appendix C**.

Overall RN Hiring- All

RN Hiring	n= # of participants	% of total participants (n=46)
Yes	38	82.6%
No	5	10.9%
No Response	3	6.5%

Table 16. Overall organizations that hire RN employees.

RN Hiring- By Specialty

Specialty	n= # of participants that do hire RN employees	% “yes” response from within each specialty	% of total participants (n=46)
Acute Care	1	100.0%	2.2%
Cardiology	0	0.0%	0.0%
Dialysis	4	100.0%	8.7%
Family Practice	1	100.0%	2.2%
Health Center	1	100.0%	2.2%
Hospital	2	66.7%	4.3%
Internal Medicine	N/A**	-	-
Long-Term Care	5	83.3%	10.9%
Rehab	1	50.0%	2.2%
Short-Term Care	2	100.0%	4.3%
Skilled Nursing	17	100.0%	37.0%
Urgent Care	1	25.0%	2.2%
Unnamed Specialty*	3	-	6.5%
No Response	3	-	6.5%

*Respondents that did not record a specialty.

** N/A indicates no response from organizations of this specialty.

Table 17. Organizations that hire RN employees, by specialty.

The majority of all organizations hire RN employees (82.6%) where the greatest representation is by skilled nursing and long-term care organizations (**Table 16 and 17**). All acute care, dialysis, family practice, health center, short-term care, and skilled nursing organizations hire RN employees (**Table 17**). Comments from respondents regarding why they do not hire RN employees are provided by specialty in **Appendix D**.

Overall BSN Requirement- All

BSN Requirement	n= # of participants	% of total participants (n=46)
Yes	3	6.5%
No	35	76.1%
No Response	8	17.4%

Table 18. Overall organizations that require a BSN for nursing employees.

BSN Requirement- By Specialty

Specialty	n= # of participants that do hire RN employees	% “yes” response from within each specialty	% of total participants (n=46)
Acute Care	0	0.0%	0.0%
Cardiology	0	0.0%	0.0%
Dialysis	0	0.0%	0.0%
Family Practice	0	0.0%	0.0%
Health Center	0	0.0%	0.0%
Hospital	1	33.3%	2.2%
Internal Medicine	N/A**	-	-
Long-Term Care	0	0.0%	0.0%
Rehab	0	0.0%	0.0%
Short-Term Care	1	50.0%	2.2%
Skilled Nursing	0	0.0%	0.0%
Urgent Care	0	0.0%	0.0%
Unnamed Specialty*	1	-	2.2%
No Response	8	-	17.4%

*Respondents that did not record a specialty.

** N/A indicates no response from organizations of this specialty.

Table 19. Organizations that require a BSN for nursing employees, by specialty.

Very few (6.5%) organizations require a BSN for nursing employees where only one hospital, one short-term care organization and one unnamed specialty organization reported a requirement (**Table 18 and 19**).

Overall Tuition Remission/Reimbursement for BSN Education- All

BSN Requirement	n= # of participants	% of total participants (n=46)
Yes	14	30.4%
No	5	10.9%
No Response	27	58.7%

Table 20. Overall number of organization that offer tuition remission/reimbursement for BSN education.

Tuition Remission/Reimbursement for BSN Education-By Specialty

Specialty	n= # of participants that offer RN tuition remission/reimbursement	% “yes” response from within each specialty	% of total participants (n=46)
Acute Care	1	100.0%	
Cardiology	N/A**	-	-
Dialysis	1	25.0%	
Family Practice	0	0.0%	
Health Center	N/A**	-	-
Hospital	1	33.3%	
Internal Medicine	N/A**	-	-
Long-Term Care	N/A**	-	-
Rehab	1	50.0%	2.2%
Short-Term Care	1	50.0%	2.2%
Skilled Nursing	7	41.2%	15.2%
Urgent Care	0	0.0%	0.0%
Unnamed Specialty*	2	-	4.3%
No Response	27	-	58.7%

*Respondents that did not record a specialty.

** N/A indicates no response from organizations of this specialty.

Table 21. Number of organizations that offer tuition remission/reimbursement for BSN education, by specialty.

In total, 30.4% of organizations offer tuition remission/reimbursement for nursing employees that continue their education to earn BSN where the greatest representation is by skilled nursing organizations (**Table 20 and 21**). All acute care organizations and half of the rehab and short-term care organizations offer tuition remission/reimbursement for BSN continuing education (**Table 21**).

Overall Average Amount of BSN Tuition Remission/Reimbursement- All

Overall, the average amount of tuition remission/reimbursement for BSN continuing education is \$3,254 per year. The maximum amount reported is \$5,330 per year and the minimum amount is \$1,000 per year. The average BSN tuition remission/reimbursement amounts by specialty are reported below in **Table 22**.

Average Amount of BSN Tuition Remission/Reimbursement- By Specialty

Specialty	*n= average amount of BSN tuition remission/reimbursement	n= # of organizations that responded in each specialty
Acute Care	N/A**	0
Cardiology	N/A**	0
Dialysis	\$3,000	2
Family Practice	N/A**	0
Health Center	N/A**	0
Hospital	\$4,025	2
Internal Medicine	N/A**	0
Long-Term Care	N/A**	0
Rehab	\$1,000	1
Short-Term Care	\$5,000	1
Skilled Nursing	\$2,800	5
Urgent Care	N/A**	0

* Individual values for each organization are self-reported and used by the researcher to calculate average percent within specialty.

** N/A indicates no response from organizations of this specialty.

Table 22. Average amount of BSN tuition remission/reimbursement offered to nursing employees, by specialty.

Short-term care organizations offer the greatest amount (\$5,000) of tuition remission/reimbursement for BSN continuing education, albeit this value was reported by only one organization and is not a true average (**Table 22**). The only true average value are from dialysis (\$3,000), hospital (\$4,025) and skilled nursing (\$2,800) organizations (**Table 22**).

APPENDIX A: Clinical Hosting Organizations

Comprehensive List of Organizations that Self-Report Willingness to Host PN Clinicals:

- Advanced Heart and Vascular Care
- Advantage Living Center Rehabilitation and Skilled Nursing Southgate
- Arun Gupta, MD PC
- Belle Fountain Nursing and Rehabilitation Center
- Camelot Hall
- Concord Care Center of Toledo
- Davita Dialysis (Riverview Dialysis of Davita)
- Davita Kindey Care (Ypsilanti Dialysis of Davita per mail merge)
- EHM Senior Solutions (Evangelical Home- Saline per mail merge)
- Fresenius Medical Center- Taylor
- Genesis Health Care- Point Place (Point Place care and Rehab Center per mail merge)
- Glacier Hills (Care and Rehab at Glacier Hills per mail merge)
- Great Lakes Urgent Care
- Heartland of Oregon
- Heatherdows Rehabilitation and Residential Center
- Henry Ford Village
- IHM Senior Living Community
- Jonathan E. Pasko, MD PC (Dr. L. Katz per mail merge)
- Kingston Care Center of Sylvania
- Lenawee Medical Care Facility
- Little Sisters of the Poor
- Meadowbrook Urgent Care
- Medilodge of Monroe
- Mercy Health St. Charles Hospital
- Northwest Ohio Urgent Care LLC aka The Primary Care Network
- Otterbein Senior Life Monclava, OH (Otterbein Monclava per mail merge)
- Perrysburg Center
- Regency at Bluffs Park
- Sava Senior Care/ Superior Woods (Superior Woods Healthcare Center per mail merge)
- Straith Hospital (Straight Hospital per mail merge)
- Sunset Retirement Communities (Sunset Village)
- The Rivers of Grosse Pointe
- Trilogy Healthcare Genoa Campus (Genoa Retirement per mail merge)

- Windsor Lane Health Care
- Woodhaven Retirement Community Livonia, MI

APPENDIX B: Most Desired LPN Employee Skills

Comprehensive List of Most Desired Skills in LPN Employees- All Organizations

- Analytical
- Assessments
- At minimum some nursing assistance experience
- Attitude
- Autonomy
- Clear background
- Clinical skills
- Clinical
- Clinical knowledge R/T disease process and diagnosis
- Confidence
- Confidence in their skills
- Critical thinking
- Delegation
- Dependability
- Desire to work in behavioral health long term
- Experience in long-term care nursing home/facility, longevity of time worked places
- Good communication skills
- Good oral and written communication skills
- Knowledge area
- Organization
- Phlebotomy
- Prioritization skills
- Punctual
- Responsibility/reliability
- Skills
- Skills/certification
- Taking and recording vitals
- Teamwork
- Think on their feet
- Time management
- Willing to learn
- Ability to pass medication using standards of practice (eye drops, insulin, inhalers, tub feeding)

- Assessment skills
- Attendance
- Clinical skills
- Communication style and abilities
- Competency
- Confidence in self
- Consistent growth
- Critical thinking
- Critical thinking skills
- Customer Service/ Follow-Through
- Experience with supervising others, for example CNAs
- Flexibility
- Follows through
- Friendly
- Hard working
- High degree of competence
- IV
- Knowledge (clinical and theoretical knowledge)
- Leadership
- Managerial
- Medication knowledge
- Mgmt skills
- Pass drug screen
- Prior aide/CNA experience
- Proficient in nursing skills, IV insertion, catheter placement
- Recording patient medical history accurately in EHR
- Taking physician orders
- Team player
- Willingness to learn
- Willingness to learn our culture
- Application of knowledge
- Attention to detail
- Attitude
- Attn. to detail
- Availability
- Basic triage skills

- Caring
- Clinical skills
- Collect specimens, communicate with patient his/her treatment plan and goals
- Communication skills
- Compassion for helping others and the desire to work with elders
- Computer skills and IV, meds, wound care skills
- Custom service focus and work ethic
- Customer service
- Data gathering
- Has reliable transportation
- Leadership
- Multi tasking
- Organization R/T task completion
- Organized
- Patient advocacy
- Positive attitude/adaptability
- Prioritization
- professional skills (come to work, basic expectations)
- Reliability
- Responsibility
- Skill set
- Skill technique
- Team player
- Time management
- time mgmt/attendance

APPENDIX C: Impact of No PN Program at MCCC

Comprehensive Comments Regarding How Organizations Would Be Impacted with No PN Program at MCCC:

- Geography
- Hiring within the community is better for patient care. We have very few educated medical assistants and LPNs in the area.
- lower number of hires
- Many STNAs and RAs (residential aides) are always looking to go to school. They need to have close options for schooling.
- N/A
- NA
- Nursing shortage in Ohio/Mi
- Our facility has a LPN program that uses Camelot for clinical rotation. We hire LPN as far as Ohio. We have not rec'd resumes from candidates seeking employment from Monroe County Community College.
- The nursing shortage is a reality throughout the state of Michigan. Monroe CCC is in a relatively proximity to Southgate and to have those nurses come to work for us
- This would decrease the number of available LPNs in Monroe County which is typically the nurses we hire, RNs usually go to the hospital, LPNs in SNFs
- This would decrease the number of qualified LPN in the work place, increasing our needs.
- unsure
- We have worked close with MCCC on many occasions. We love to host clinicals here and many of your graduates choose us as an employer.
- We haven't had a hire from MCCC recently
- We hire more LPN's than RN's for our longterm and assisted living areas.
- We would have to hire LPNs from a different state (Ohio).
- Your campus is very far, it is not likely you would have many students living in area

APPENDIX D: Organizations that Do Not Hire RN Employees

Comprehensive Comments Regarding Why Organizations Do Not Hire RN Employees,

By Specialty:

Long-Term Care:

- All nurses LPN/RN are only employable within the company with valid state of Michigan nursing licensure and verification

Urgent Care:

- Nurse practitioners can do what the RNs do. Nurse practitioners help where the MAs are not allowed.
- Not needed
- Skill set is above what we offer and wage is over budgeted amount for payroll

Rehab:

- Thus far we have not, the reason is that our RN position is charge and the medical experience would be missing

Hospital:

- We would prefer BSN graduates. Magnet journey will change our hiring practices.