



Two Innovative Models Address Healthcare Workforce Challenges

The models indicate a strong potential for success to help build the healthcare workforce pipeline; blueprints provide a guide for replication.

Employment in the healthcare field is outpacing all other sectors, with job growth in home care leading the way. To meet this current and future demand, New York must invest in innovative approaches to build the healthcare workforce pipeline.

As part of the Hospital-Home Care Collaborative for COVID-19 and Beyond, the Home Care Association of New York State, the Healthcare Association of New York State and the Iroquois Healthcare Association highlighted two models focused on developing the healthcare workforce across the continuum of care.

These models were featured in a virtual All-Sector Workforce Summit in May 2022; the recording is available online. MS Hall & Associates has also created Blueprints for Collaboration for those interested in replicating these models.



Early College High School Health Sciences Program

Smart Scholars Early College High School is a New York State Education Department-funded early college program that brings together higher education, secondary education and industry partners to create early college pathways for economically and academically at-risk students.

Beginning in 9th grade, program participants are offered opportunities to explore their interest in healthcare through workplace experiences and accelerated college studies — all while staying on track in high school.

Students can earn up to 30 college credits before graduation, creating a community college career pathway for aspiring nurses or other healthcare workers.

By expanding access to college, partners in this program are working to meet the employment needs of the region and improve students' success in education.

Key Partners

- Oswego Health
- Cayuga Community College
- Fulton City School District

Signs of Success

- Enrollment is strong. The 9th-grade cohort has 32 students. The 10th-grade cohort has 33 students.
- Grade point average for 9th- and 10th-grade participating students was higher than for non-participating students.

Learn More

Review the [Blueprint for Collaboration](#) recorded webinar and [narrative explanation](#).

Rhode Island Nurses Institute Middle College Charter High School

Rhode Island Nurses Institute Middle College Charter High School aims to increase the diversity of the nursing workforce in low-income communities. Up to 130 9th grade students are admitted to this tuition-free program annually through a lottery system. Students benefit from nursing college and career preparation; healthcare experience including internships, mentorships, summer jobs and training; and personal development opportunities. The curriculum is designed to support students who may not be performing at grade level upon entry and improve their performance to grade level and earning college credits by 12th grade.

In addition to a high school diploma and college credits, students earn certifications in First Aid, CPR, Certified Nursing Assistant, Emergency Medical Technician and other patient care programs.

A similarly-modeled program, the [Capital Region Nurses Institute Middle College Charter High School](#), will open in Albany in Fall 2023.

Key Partners

- Rhode Island Nurses Institute Middle College Charter School
- Rhode Island Nurses Institute Middle College Network of Schools, a non-profit organization established to spread the successful Rhode Island model across the nation

Signs of Success

- Of the class of 2021, 96% of students earned more than three college credits, 24% earned 6 to 12 college credits and 54% earned more than 12 college credits. 86% of students are college-bound for nursing or healthcare.
- From 2014-2019, RINIMC Charter School graduated 291 students; 90% of students were college and career ready. 180 have become licensed healthcare professionals. Twenty-seven students have gone on to graduate from college.

Learn More

Review the [Blueprint for Collaboration](#) recorded webinar and [narrative explanation](#). Potential partners are also encouraged to contact [Rhode Island Nurses Institute Middle College Network of Schools](#) to learn more.

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