

TRAINING PLAN TABLE

Job No.	Job Description (by Contract Type)	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage
				Class / Lab	CBT		
1	SET Frontline – Retrainee	Medical Skills Didactic; Medical Skills Clinical Preceptor; Continuous Improvement; Computer Skills	175	24 - 200	0	\$1,692	\$23.64
				Weighted Avg: 94			

Minimum Wage by County: Statewide SET hourly wage: \$23.64

Health Benefits: Yes No This is employer share of cost for healthcare premiums – medical, dental, vision.

Used to meet the Post-Retention Wage?: Yes No

\$2.50 per hour may be used to meet the Post-Retention Wage.

Wage Range by Occupation	
Occupation Title	Wage Range
Registered Nurse (RN)	
Licensed Vocational Nurse (LVN)	

INTRODUCTION

In this proposal, Quantum Health, Inc. dba Promise Hospital of San Diego (Promise Hospital) seeks funding for retraining as outlined below:

Founded in 1995, Promise Hospital was originally known as Villa View Community Hospital. The name was changed to Promise Hospital in 2006 and recently began a transition from a short term, acute care hospital to a long term acute care hospital. Long-term acute care facilities provide specialized acute care for medically complex patients who are critically ill, have multi-system complications or failures and require lengthy hospitalization. Promise Hospital’s services include on-site intensive care, Cardiac Monitoring, Hemodynamic Monitoring, Ventilator Weaning, Dialysis Services, Respiratory Therapy and Care, IV Antibiotic Therapy, Total Parenteral Nutrition, Wound Care, Vacuum Assisted Closure, Pain Management, Physical Therapy, Behavioral Health Services, Occupational Therapy, Speech Therapy, Nutritional Therapy, Diabetes Management, Pharmacy Services, Radiology, and Laboratory Services. The hospital is accredited by the Joint Commission on Accreditation of Hospital Organizations, located in Illinois, and has 100 licensed beds and 175 full-time nurses.

Special Employment Training

Under Special Employment Training (SET), the employer is not required to demonstrate out-of-state competition. To qualify under SET, trainees must be earning at least the statewide average hourly wage at the end of the retention period (Unemployment Insurance Code Section

10214.5. Title 22, California Code of Regulations, Section 4409(a). This proposal has been identified for SET funds because this industry sector does not face out-of-state competition.

PROJECT DETAILS

Long-Term Acute Care patients typically represent the most critically ill patients coming out of the acute care system. Patients generally have greater medical complexity with multiple diagnoses that requires advanced levels of care and advanced skill sets from patient care providers. The average length of stay is 25 days or more. Many patients are referred directly from short stay hospital intensive care units with respiratory or ventilator-dependant conditions or other complex medical conditions requiring aggressive and continuous acute care services. Approximately 60% of the patient population requires mechanical ventilation and the average age of patients is approximately 60 years old. Because these patients require higher levels of assessment and care due to the complex medical conditions, nurses must receive advanced job skills training and ETP funding is a critical component of the hospital's expanded retraining program.

Additionally, given the general nursing shortage in California, Promise Hospital recruits many relatively inexperienced nurses. Therefore, the hospital is embarking on a formal New Graduate Education Program in an effort to recruit and retain new graduate registered nurses. The hospital has developed an ETP focused strategic training plan to meet staffing requirements and critical training needs of its new graduate nursing staff.

Promise Hospital is committed to keeping the skill levels of its nurses as advanced as possible, requiring substantial amounts of training. The proposed training for RNs and LVNs will address specific skills gaps and provide the education, knowledge, and increased job skills to ensure positive patient outcomes. Promise Hospital requests ETP funds to retrain 145 RNs and 30 LVNs in Medical Skills Training (MST) Didactic, MST Clinical Preceptor, Continuous Improvement, and Computer Skills.

MST Didactic/MST Clinical Preceptor training will be provided to all proposed RNs and LVNs covering a wide range of technical and advanced nursing specialties involving patient assessment and care. The proposed training will address specific skill gaps to ensure that nurses are competent in advanced, long-term medical care. Nurses will be assigned to a specific hospital unit such as the Medical/Surgical Unit, Wound & Pain Management Unit, or Behavioral Health Unit where each nurse will complete Clinical Preceptor Skills training under an assigned "preceptor".

The blended rate of \$22 per hour for MST will be provided to all RNs and LVNs in the MST courses identified in the Menu Curriculum (Exhibit B). The Panel has established this "blended" reimbursement rate for nurse upgrade training under the Medical Skills Training Pilot Program which recognizes the higher cost of delivery for preceptor training. The trainer-to-trainee ratio is typically 1:1 for clinical preceptor training.

Continuous Improvement training is projected to provide RNs and LVNs with the necessary skills to increase the quality of patient care and enhance the overall experience for patients and their families. Training will include skills needed to work as a team, critical thinking and planning skills, documentation skills and how to work more effectively. Some RNs will learn how to be a Preceptor coach that focuses the nurse on how to mentor, how to set goals, and how to provide effective feedback and evaluation to the trainee.

Computer Skills will be provided to all nurses in MediTech Software, which is the Information Technology product that the hospital uses for advanced clinical applications, laboratory services, clinical departments, pharmacy, and patient discharge. All nurses who provide direct patient care must receive training on use of MediTech in order to provide competent services and care to patients.

Commitment to Training

Promise Hospital represents that ETP funds will not displace its existing financial commitment to training. Currently, Promise Hospital provides new-hire orientation, nurse orientation, training on new equipment and some skills training upgrades, however, the hospital has no formal training budget. Hospital representatives report that, although hospital revenues increased from 2007 to 2008, Promise Hospital is not yet in an annual break-even position.

ETP funding will help the hospital to continue to expand its training efforts while the facility works to secure a positive financial position. The funding will make possible continued extensive job training in advanced nursing skills, which is crucial for staff who need the training to fill gaps in skills and experience as the hospital continues to see more and more patients with complex medical conditions. In addition, hospital representatives report that ETP funding will prove invaluable for the continuation of its new graduate program.

The hospital projects that ETP funding will help it to develop a core team of skilled nurses for each shift and area of the hospital to mentor, train, and support the other employees. This will allow the hospital to expand into new areas and services, while continuing the increase in patient admissions and revenues. As facility training needs change with the requirements of its patients, Promise Hospital projects there will continue to be opportunities to train in the future as advances in techniques, medicines, and equipment will likely occur.

RECOMMENDATION

For the reasons set forth above, staff recommends approval of this proposal.

DEVELOPMENT SERVICES

Western Medical retained National Training Systems, Inc. (NTS) in Laguna Niguel to assist with development of this proposal for a flat fee of \$17,939.

ADMINISTRATIVE SERVICES

To Be Determined

TRAINING VENDORS

To Be Determined

Exhibit B: Menu Curriculum**Class/Lab Hours**

24 – 200

CONTINUOUS IMPROVEMENT

- Charge Nurse Training/Frontline Leadership Skills
- Communication Skills
- Conflict Resolution
- Core Measures
- Crisis Prevention Intervention (CPI)
- Critical Thinking
- Culturally Appropriate Care
- Customer Service/Patient Satisfaction Training
- Organization & Time Management
- Preceptor Skills
- Performance & Quality Improvement

COMPUTER SKILLS

- MediTech Order Entry

MST DIDACTIC

- Acute Psychiatric Care
- Advanced Cardiac Life Support (ACLS)
- Basic Cardiac Life Support Training (BCLS)
- Behavioral Health Nursing Skills
- Body Mechanics
- Care of Central Lines
- Care Planning
- Case Management Chronic Obstructive Pulmonary Disease
- Congestive Heart Failure
- Diabetes Care & Management
- Dysrhythmia Recognition & Interpretation
- EKG & Cardiac Monitoring
- End of Life/Bereavement
- Geriatric Care
- Infection Control
- Interdisciplinary Coordination of Care, Treatment, & Services
- Medical/Surgical Nursing Skills
- Medication Administration
- Moderate Sedation
- New Graduate & Foreign Born Nurse Training
- Pain Management
- Patient Controlled Analgesia
- Patient Assessment & Care

- Patient Fall Prevention
- Patient Transport & Movement
- Pharmacology
- Post Operative Care
- Psychotropic Medications
- Rapid Response Team Training
- Renal Assessment & Care
- Restraints
- Skin & Wound Management
- Ventilator & Tracheotomy Care

MST CLINICAL with PRECEPTOR

- **Medical/Surgical Unit**
 - Patient Assessment & Care
 - Medical/Surgical Nursing Skills
 - Pre & Post Operative Care
 - EKG & Cardiac Monitoring
 - Renal Assessment & Management
 - Ventilator & Tracheotomy Care
- **Wound & Pain Management Unit**
 - Patient Assessment & Care
 - Pain Management
 - Skin & Wound Management
- **Behavioral Health Unit**
 - Patient Assessment & Care
 - Acute Psychiatric Care
 - Behavioral Health Nursing Skills

Note: Hours per-trainee cannot exceed a total of 200, regardless of the method of delivery.