Rural Hospital & High School Nursing Assistant Partnership (RH & HS NAP)

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Background: Rural Hospital & High School Nursing Assistant Partnership (RH & HS NAP)

- July 2023: Engrossed Second Substitute Senate Bill (ESSB) 5582 Section 11
- Appointed WABON to collaborate with multiple entities to establish two pilot projects
  - Purpose: Healthcare worker shortage - Partner Rural Hospitals with Nursing Assistant programs
- Dec 2023: Initial statewide meeting
  - Project plan created
- January 31, 2024: Public meeting (Refining Project plan)
- September 25, 2024: Present

RH & HS NAP CHALLENGES

- Funding: Lack of resources to support small NA-C programs in the rural area (Competitive funding situations)
- Teaching NAC's not an appealing job for RN's: NO NA-C INSTRUCTORS!
- English Language Learners
- FTE challenge for small schools
- Lack of capacity in daily schedule
- Critical Access and Rural Hospital capacity limited
- Several programs/projects targeting the same population (high schoolers)
- Job Instability/Security: Decreased enrollment because of increased NAC training programs causing competition
- No certainty that NA trained high school students will get a job in Rural Hospitals after completing the program

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RH & HS NAP CHALLENGES

- Contract (Affiliation agreement) with hospital requires extensive legal work
- Some Rural Hospitals still not hiring minors
- Lack of knowledge on, or lack of interest in exploring, or challenge on adhering to L&I guidelines
  - Reason: Immaturity of the minor
  - Mal-Practice/Liability Insurance
- Long waiting lists to get into RN programs
- High school learning may not include college credits
- Virtual options: CTE funded High Schools programs get no funding for online courses
- Consistency to move programs along statewide

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RH & HS NAP RECOMMENDATIONS

- Increase funding for rural area high school NA-C programs with small numbers
- Creatively utilize available instructors (on-line, co-share, partner)
- Increase RN instructor pay to attract NA-C instructors to rural areas
- Dismantle barriers for English Language Learners
- Advocate for online CTE-High School NA-C course funding

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RH & HS NAP RECOMMENDATIONS

Cont…

- Perform outreach for employers to increase knowledge of L&I guidelines for minor workers
- Explore potential solutions pertaining to the challenges of hiring a minor
- Partner with L&I to assess current L&I guidelines to ensure appropriateness for current environment
- Explore potential solutions pertaining to the challenges of hiring a minor
- Consider NA-C during high school to translate into college credits

First NEW Project East of the Cascades

FIRST APPROVED PARTNERSHIP (09/11/24)

Providence Mt. Carmel Hospital
&
Colville High School, Colville, WA

(1/27/25 – 5/31/25)

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First NEW Project West of the Cascades

FIRST APPROVED PARTNERSHIP (01/21/25)

Elma High School
&
Summit Pacific Medical Center, ELMA, WA

(1/27/25 – 6/6/25)

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MOVING FORWARD…

Next Public Meeting
May 14, 2025 3:00 P.M to 4:30 P.M

For further guidance, contact us below:

Eunice.Muriu@doh.wa.gov
Reuben.Argel@doh.wa.gov

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Questions or Comments