



# The PATH Program After Year One

**September 22, 2023: East Peoria, IL**  
**CTAE: Stronger Together**

# SESSION PRESENTERS



**Carrie Skiles**

**Director for Healthcare Programs  
Illinois Community College Board**



**Dr. Jared Deane**

**Dean, Nursing and Health Sciences  
College of DuPage**



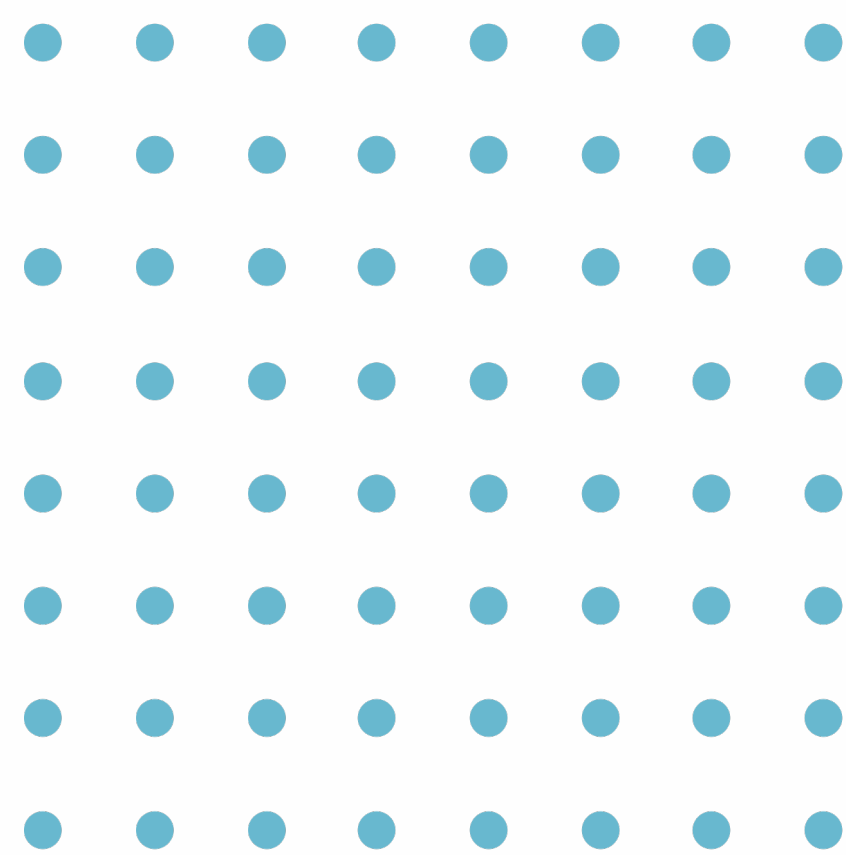
**Melissa Miller**

**Director, Allied Health Programs  
Spoon River College**



# PATH Program

- Pipeline for the Advancement of the Healthcare Workforce
- \$25 million grant available for all 39 community college districts
- Funding allocations are calculated with a base allocation
- An additional amount based upon program completions in eligible healthcare programs, with priority programs weighted higher
- State funding that began in Fiscal Year 2023
- Will continue through FY2027, subject to annual appropriation by the Illinois General Assembly
- Models the Workforce Equity Initiative (WEI)



# PATH Program

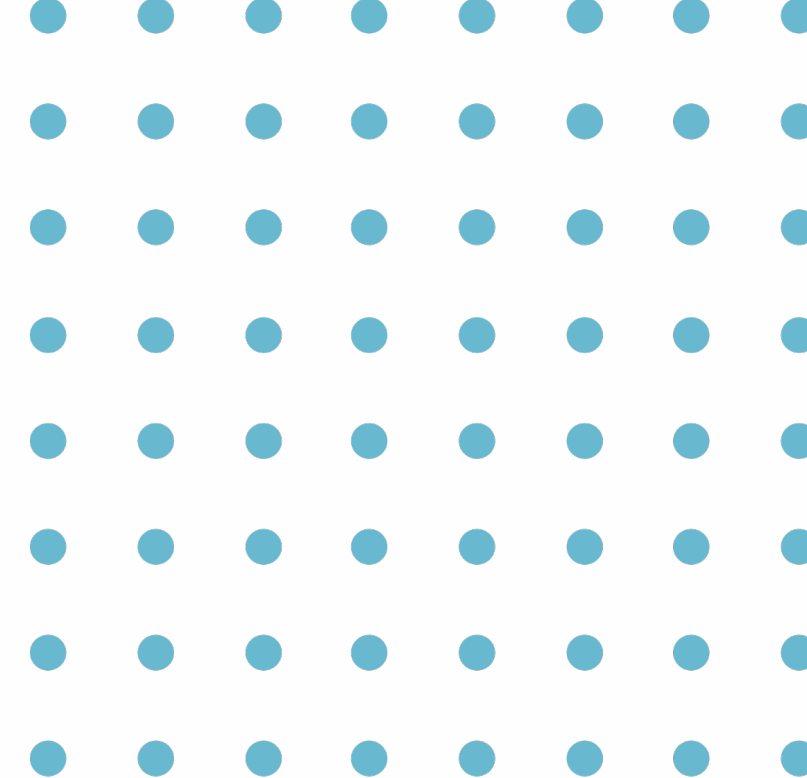
## Purpose:

1) To create, support, and expand the opportunities of individuals in **the nursing pathway and select healthcare pathways** to obtain credentials and degrees that allow them to advance.

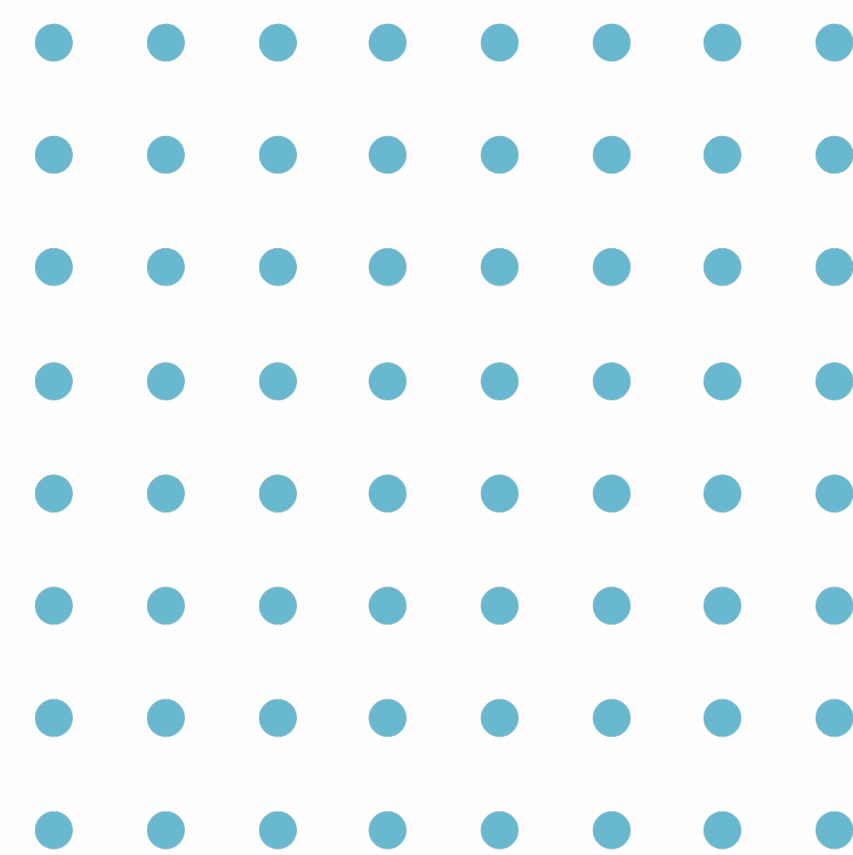
2) To **meet shortages of workers** in the healthcare industry that have been exacerbated by the COVID 19 pandemic.

## Goal:

Increase completion in healthcare programs by 15% (approx. +15,000 completions). Sustained through FY2024-2027.



# PATH Program



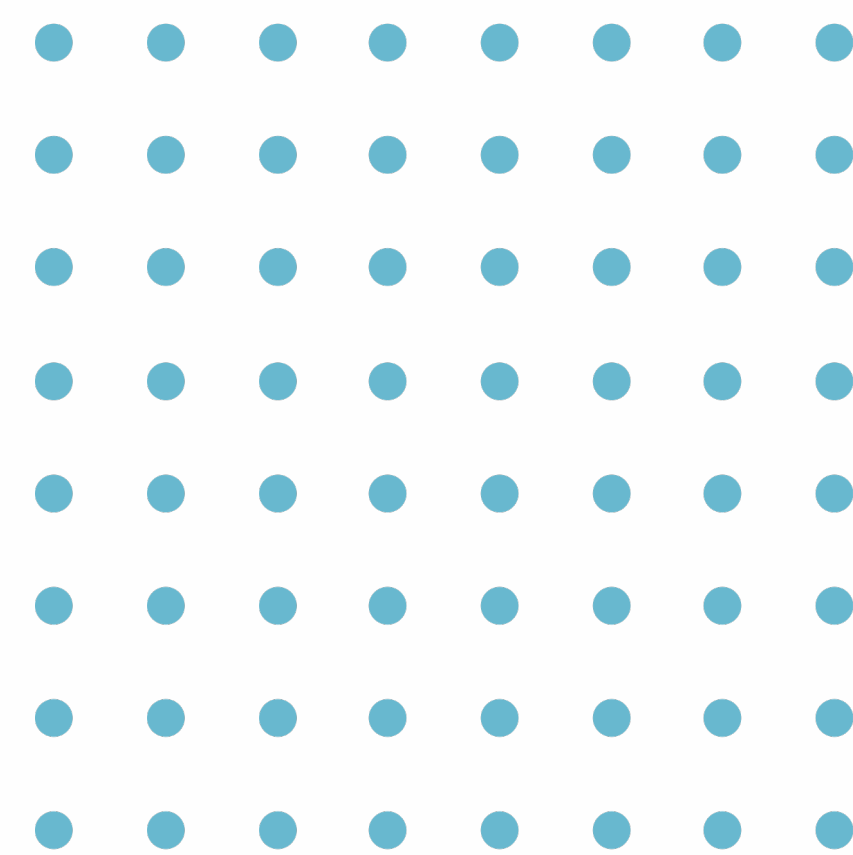
## Target Population

- Incumbent workers.
- New, entering students on a nursing or healthcare pathway with an identified need for support and an intention to continue their employment in Illinois.
- Low-income, first generation, and minority students as a subset of both above categories.

# PATH Program

## PRIORITIZED PROGRAMS

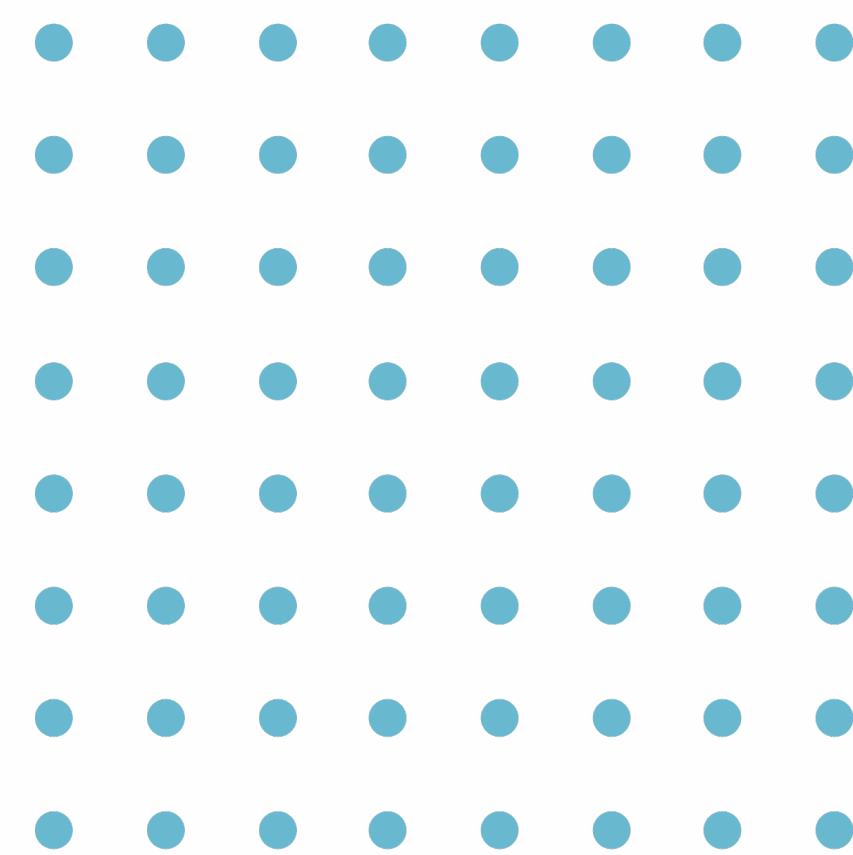
- **Emergency Care Attendant (EMT / Ambulance).**
- **Emergency Medical Technology/Technician (EMT Paramedic).**
- **Respiratory Care Therapy/Therapist.**
- **Registered Nursing/Registered Nurse.**
- **Perioperative/Operating Room and Surgical Nurse/Nursing.**
- **Licensed Practical/Vocational Nurse Training.**
- **Nursing Assistant/ Aide and Patient Care Assistant/ Aide.**





# PATH Program – Eligible Programs

Cardiovascular Technology/Technologist.  
Electrocardiograph Technology/Technician.  
Electroneurodiagnostic/Electroencephalographic Technology/Technologist.  
Emergency Medical Technology/Technician (EMT Paramedic).  
Nuclear Medical Technology/Technologist.  
Medical Radiologic Technology/Science - Radiation Therapist.  
Respiratory Care Therapy/Therapist.  
Surgical Technology/Technologist.  
Diagnostic Medical Sonography/Sonographer and Ultrasound Technician.  
Radiologic Technology/Science - Radiographer.  
Polysomnography.  
Mammography Technology/Technician.  
Magnetic Resonance Imaging (MRI) Technology/Technician.  
Clinical/Medical Laboratory Technician.  
Histologic Technician.  
Phlebotomy Technician/Phlebotomist.  
Sterile Processing Technology/Technician.  
Substance Abuse/Addiction Counseling.  
Psychiatric/Mental Health Services Technician.  
Community Health Services/Liaison/ Counseling.  
Mental Health Counseling/Counselor.  
Mental and Social Health Services and Allied Professions, Other.  
Health Aide.  
Home Health Aide/Home Attendant.  
Registered Nursing/Registered Nurse.  
Perioperative/Operating Room and Surgical Nurse/Nursing.  
Licensed Practical/Vocational Nurse Training.  
Nursing Assistant/ Aide and Patient Care Assistant/ Aide.



# PATH Program – Eligible Programs

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**Health Services/Allied Health/ Health Sciences, General.**

**Hospital and Health Care Facilities Administration/ Management.**

**Health Unit Coordinator/Ward Clerk.**

**Medical Office Management/ Administration.**

**Health Information/Medical Records Administration/ Administrator.**

**Health Information/Medical Records Technology/Technician.**

**Medical Transcription/ Transcriptionist.**

**Medical Office Assistant/Specialist.**

**Medical Reception/Receptionist.**

**Medical Insurance Coding Specialist/Coder.**

**Medical Insurance Specialist/Medical Biller.**

**Medical Administrative/Executive Assistant and Medical Secretary.**

**Medical Staff Services Technology/Technician**

**Disease Registry Data Management**

**Long Term Care Administration Management**

**Medical/Clinical Assistant.**

**Clinical/Medical Laboratory Assistant.**

**Occupational Therapist Assistant.**

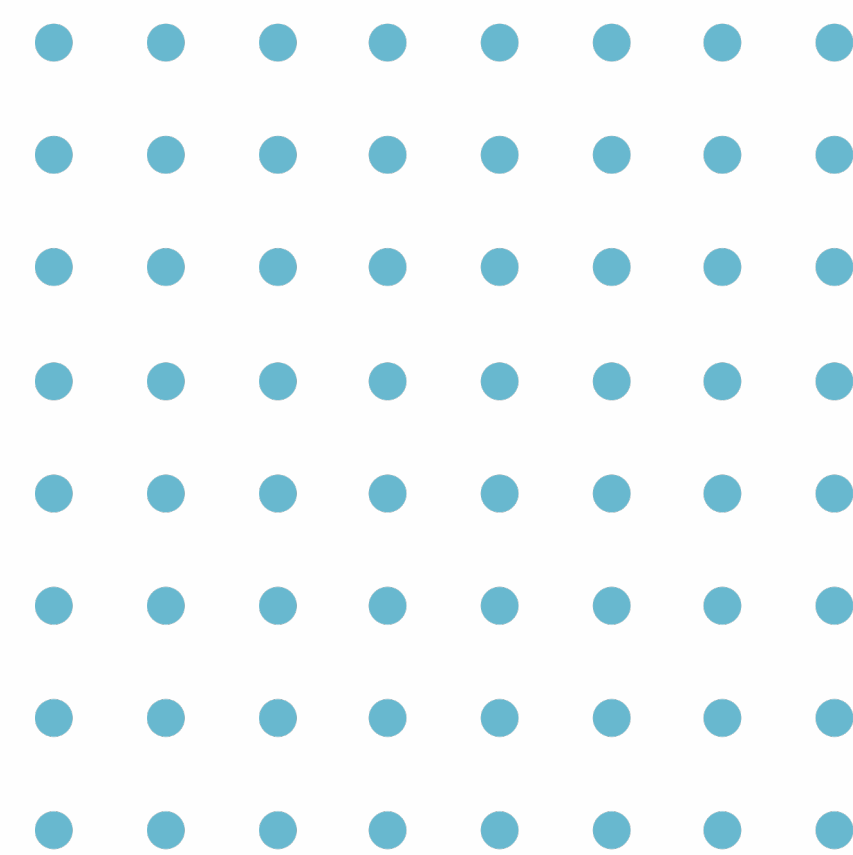
**Pharmacy Technician/Assistant.**

**Physical Therapy Assistant.**

**Anesthesiologist Assistant.**

**Emergency Care Attendant (EMT \Ambulance).**

**Allied Health and Medical Assisting Services, Other.**





# Healthcare Workforce Statistics

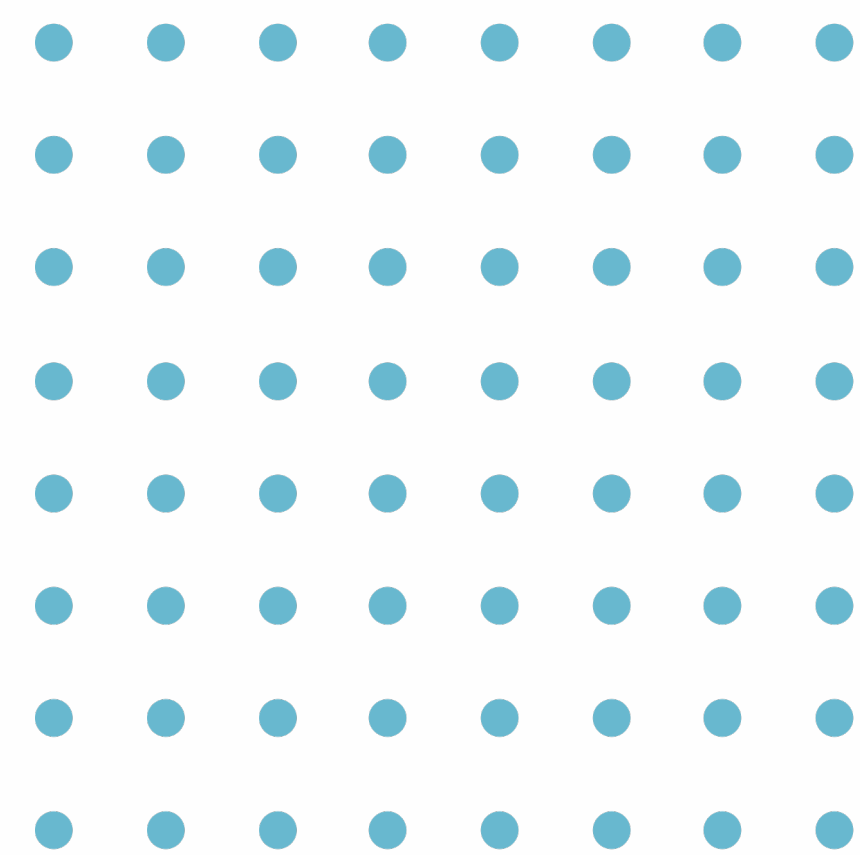
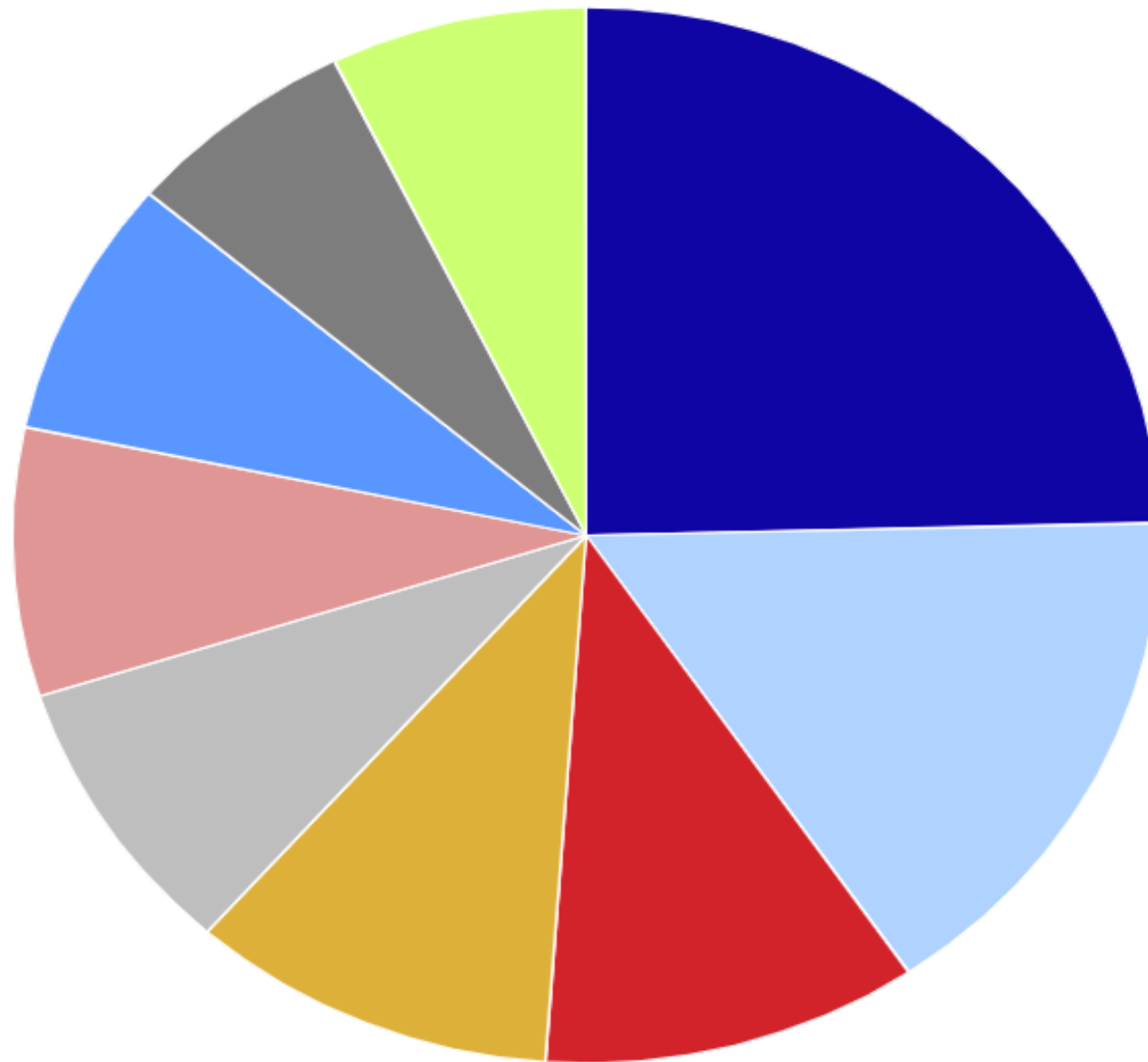
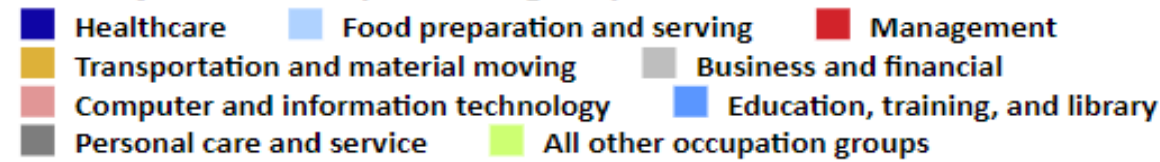
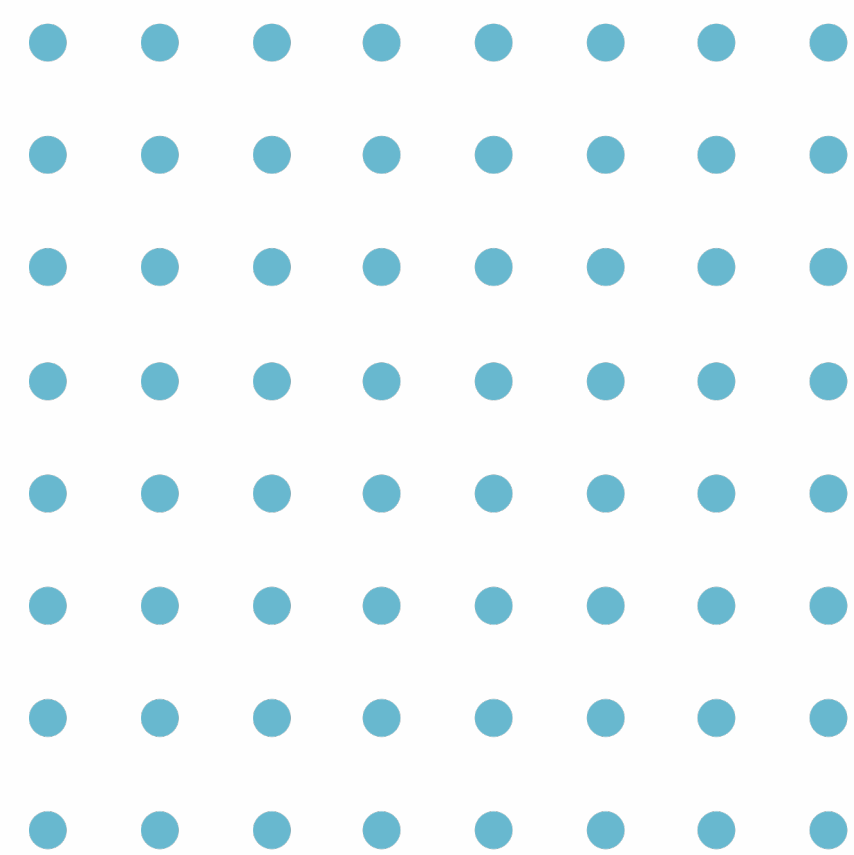


Chart 1. Projected number of new jobs to be added from 2021–31, by OOH occupational group



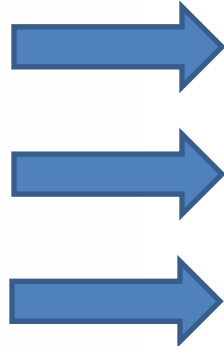
8.3 million jobs projected to be added between 2021 and 2031. Of that, over 2 million will be in healthcare.

# Healthcare Workforce Statistics



**Table 2. Top five fastest growing occupations within healthcare occupations, 2021 and projected 2031**

Occupation		Employment		Change (2021–31)		Median annual wage, 2021 <sup>[1]</sup>	Typical education needed for entry
		2021	2031	Number	Percent		
<b>Total, all occupations</b>	00-0000	158,134.7	166,452.1	8,317.4	5.3	\$45,760	<sup>[2]</sup>
<b>Healthcare</b>	29-0000 and 31-0000	16,254.2	18,303.2	2,049.1	12.6	47,070	<sup>[2]</sup>
<b>Nurse practitioners</b>	29-1171	246.7	359.4	112.7	45.7	120,680	Master's degree
<b>Physician assistants</b>	29-1071	139.1	177.5	38.4	27.6	121,530	Master's degree
<b>Physical therapist assistants</b>	31-2021	96.5	122.1	25.6	26.5	61,180	Associate's degree
<b>Home health and personal care aides</b>	31-1120	3,636.9	4,560.9	924.0	25.4	29,430	High school diploma or equivalent
<b>Occupational therapy assistants</b>	31-2011	43.4	54.5	11.0	25.4	61,730	Associate's degree



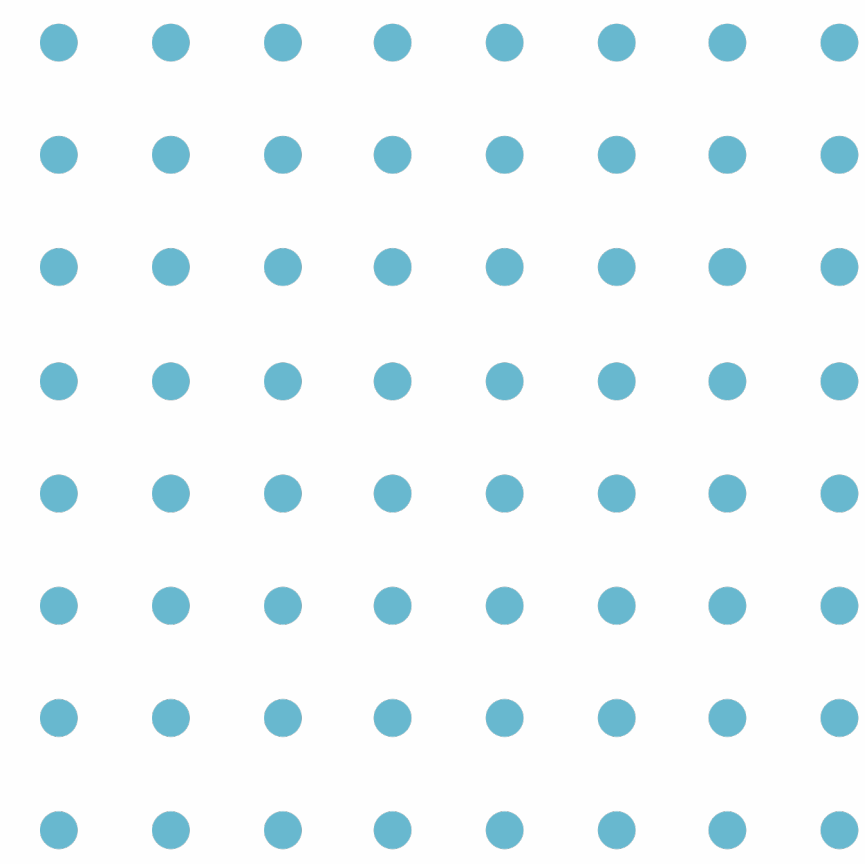
<sup>[1]</sup> Data are from the Occupational Employment and Wage Statistics program, U.S. Bureau of Labor Statistics. Wage data cover nonfarm wage and salary workers and do not cover the self-employed, owners and partners in unincorporated firms, or household workers.

<sup>[2]</sup> This entry is not applicable.

Note: Employment numbers are in thousands. Details may not sum to totals because of rounding.

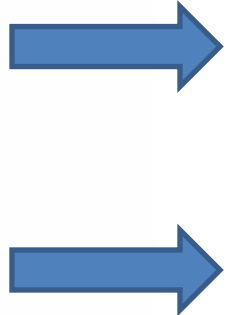
Source: U.S. Bureau of Labor Statistics, Employment Projections program.

# Healthcare Workforce Statistics



**Table 11. Top five fastest growing occupations within community and social service occupations, 2021 and projected 2031**

Occupation		Employment		Change (2021–31)		Median annual wage, 2021 <sup>[1]</sup>	Typical education needed for entry
		2021	2031	Number	Percent		
<b>Total, all occupations</b>	00-0000	158,134.7	166,452.1	8,317.4	5.3	\$45,760	<sup>[2]</sup>
<b>Community and social service</b>	21-0000	2,843.2	3,137.8	294.6	10.4	48,410	<sup>[2]</sup>
<b>Substance abuse, behavioral disorder, and mental health counselors</b>	21-1018	351.0	428.5	77.5	22.1	48,520	Bachelor's degree
<b>Community health workers</b>	21-1094	67.0	77.7	10.6	15.9	46,590	High school diploma or equivalent
<b>Marriage and family therapists</b>	21-1013	65.3	74.3	9.1	13.9	49,880	Master's degree
<b>Social and human service assistants</b>	21-1093	420.6	472.9	52.4	12.5	37,610	High school diploma or equivalent
<b>Healthcare social workers</b>	21-1022	179.5	199.3	19.9	11.1	60,840	Master's degree



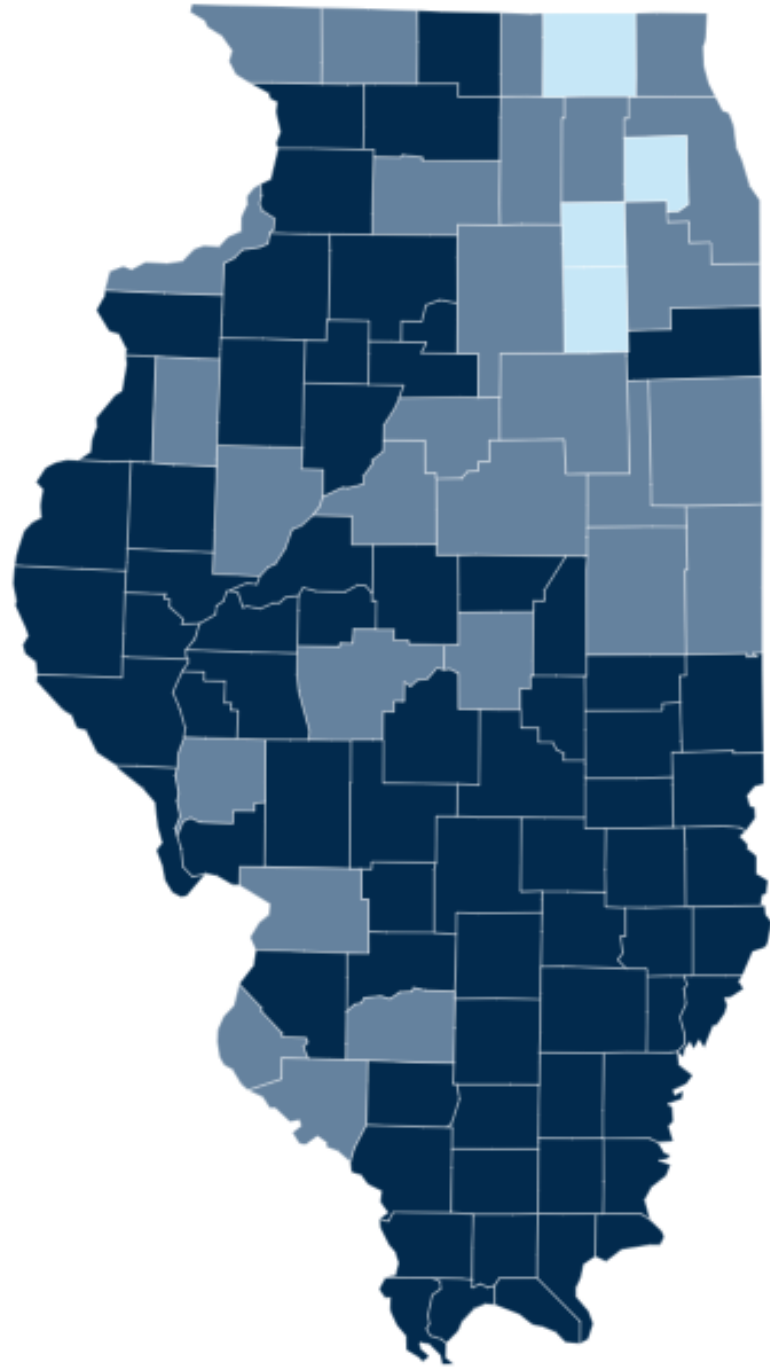
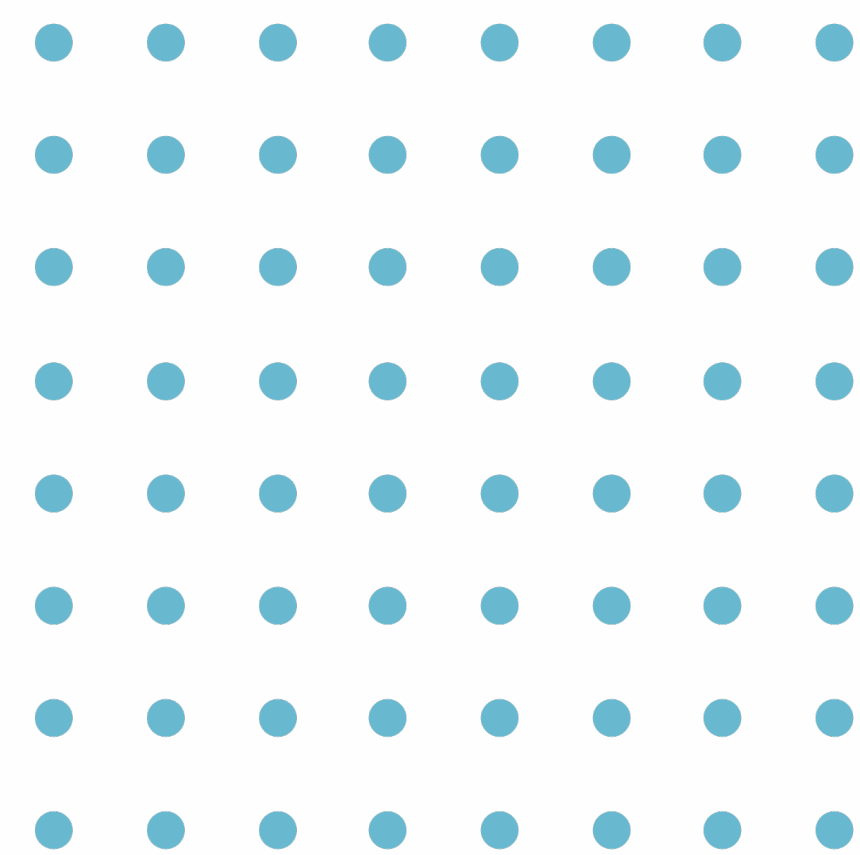
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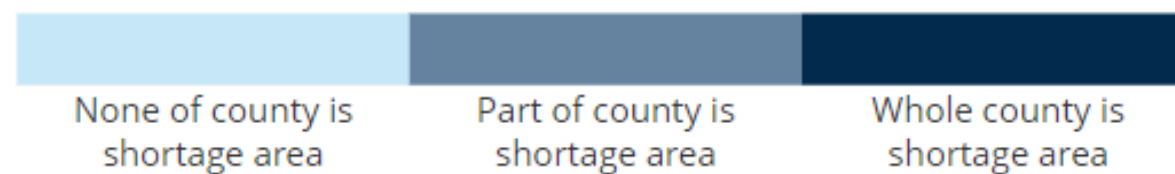
Note: Employment numbers are in thousands.

Source: U.S. Bureau of Labor Statistics, Employment Projections program.

# Healthcare Workforce Statistics



Health Professional Shortage Areas: Primary Care, by County, 2023 - Illinois

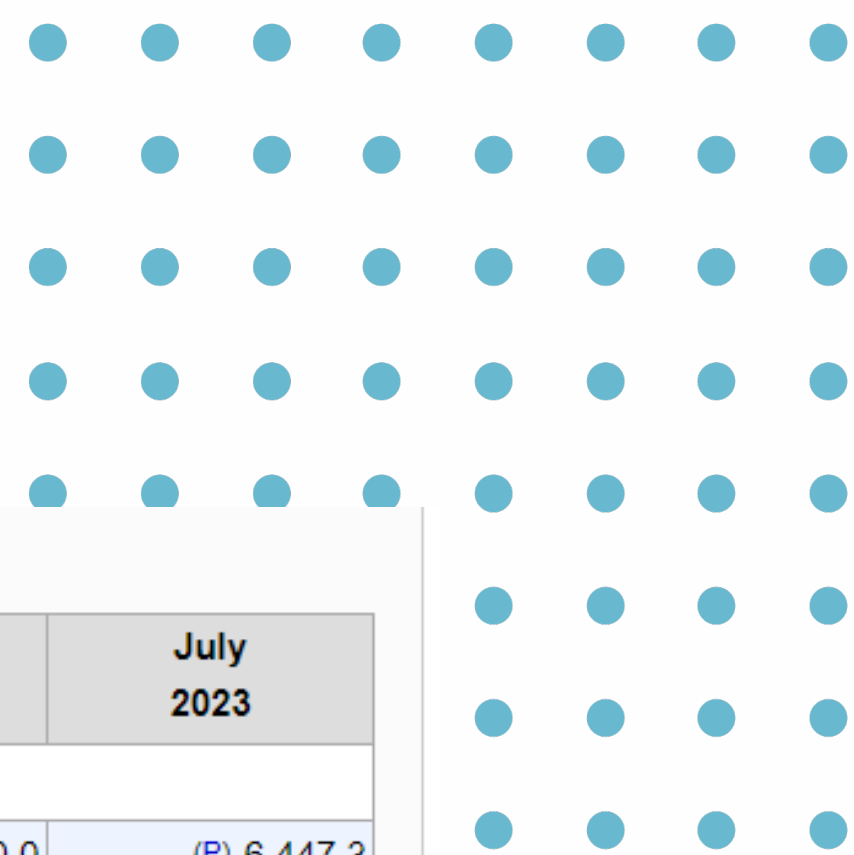


Source: [data.HRSA.gov](https://data.HRSA.gov), May 2023.





# Healthcare Workforce Statistics



## Illinois Economy at a Glance:

Data Series	Back Data	Feb 2023	Mar 2023	Apr 2023	May 2023	June 2023	July 2023
<b>Labor Force Data</b>							
Civilian Labor Force <sup>(1)</sup>		6,474.4	6,477.1	6,482.4	6,475.7	6,460.0	(P) 6,447.3
Employment <sup>(1)</sup>		6,184.5	6,193.3	6,207.4	6,210.5	6,202.0	(P) 6,192.2
Unemployment <sup>(1)</sup>		289.9	283.8	275.0	265.2	258.0	(P) 255.1
Unemployment Rate <sup>(2)</sup>		4.5	4.4	4.2	4.1	4.0	(P) 4.0
<b>Education &amp; Health Services<sup>(3)</sup></b>							
12-month % change		4.2	4.1	4.2	4.2	4.3	(P) 4.6

### Footnotes

(1) Number of persons, in thousands, seasonally adjusted.

(2) In percent, seasonally adjusted.

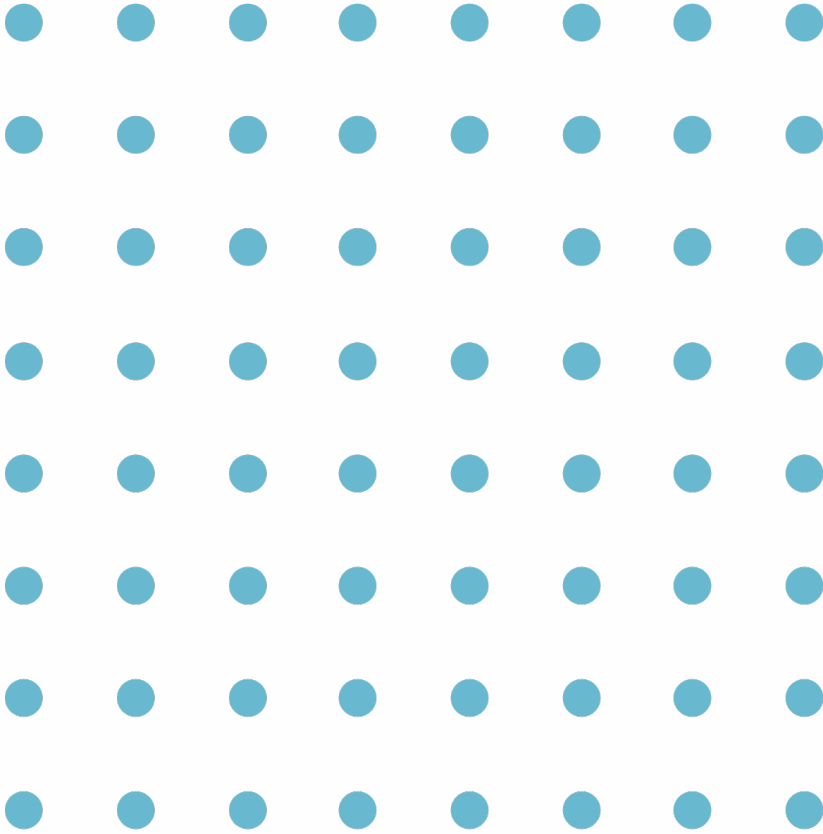
(3) Number of jobs, in thousands, seasonally adjusted.

(P) Preliminary

US Bureau of Labor Statistics



# FY2023 PATH Statistics



**Number of New Healthcare Programs: 27**

**Number of Expanded Healthcare Programs: 71**

**Number of Employers Engaged: 1014**

\*\*The numbers presented here are preliminary numbers that have not undergone a full vetting process.\*\*





# FY2023 PATH Statistics

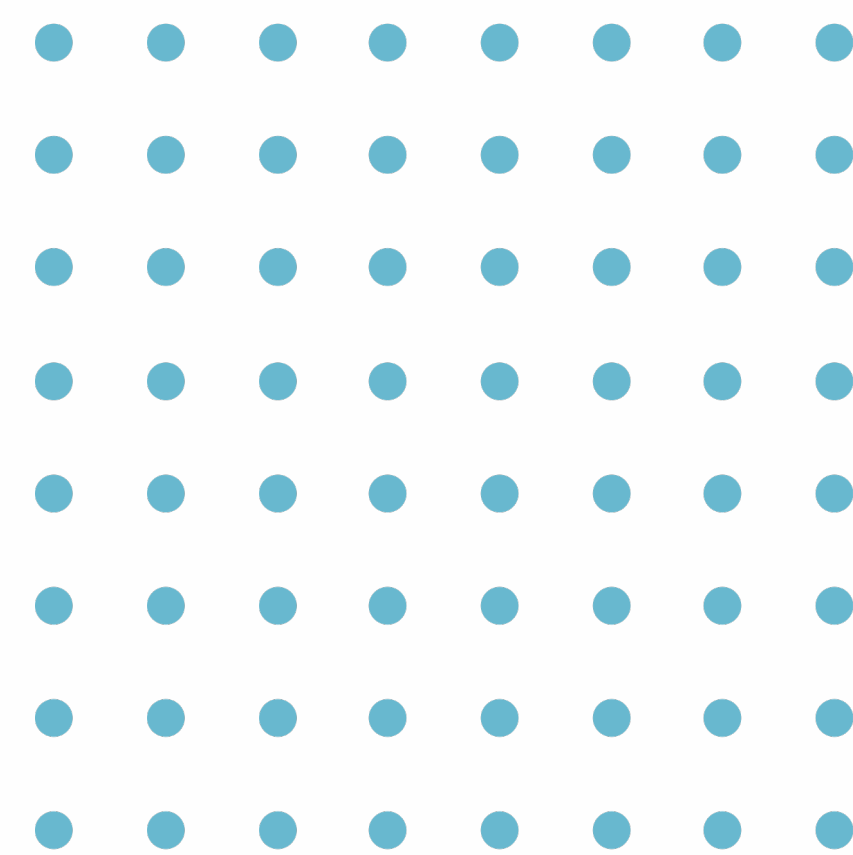
**Total Number of Enrollees: 27,490**

**Total Number of Incumbent Students: 5,807**

**Total Number of Completers: 15,499**

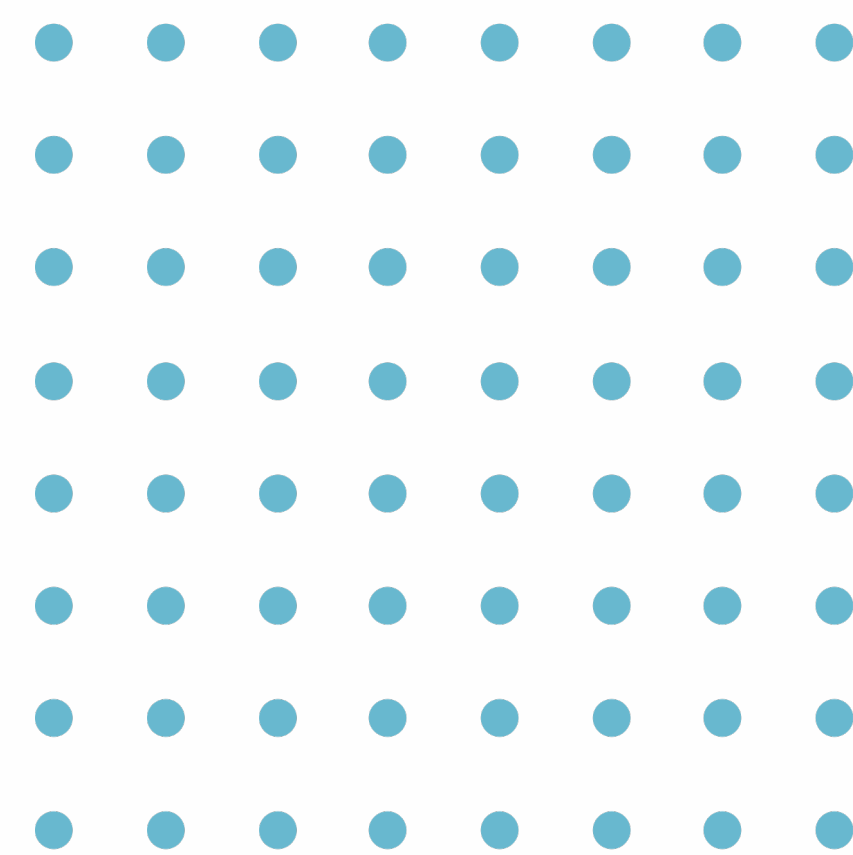
**Total Number of Students Receiving Direct PATH Funds: 11,090**

\*\*The numbers presented here are preliminary numbers that have not undergone a full vetting process.\*\*



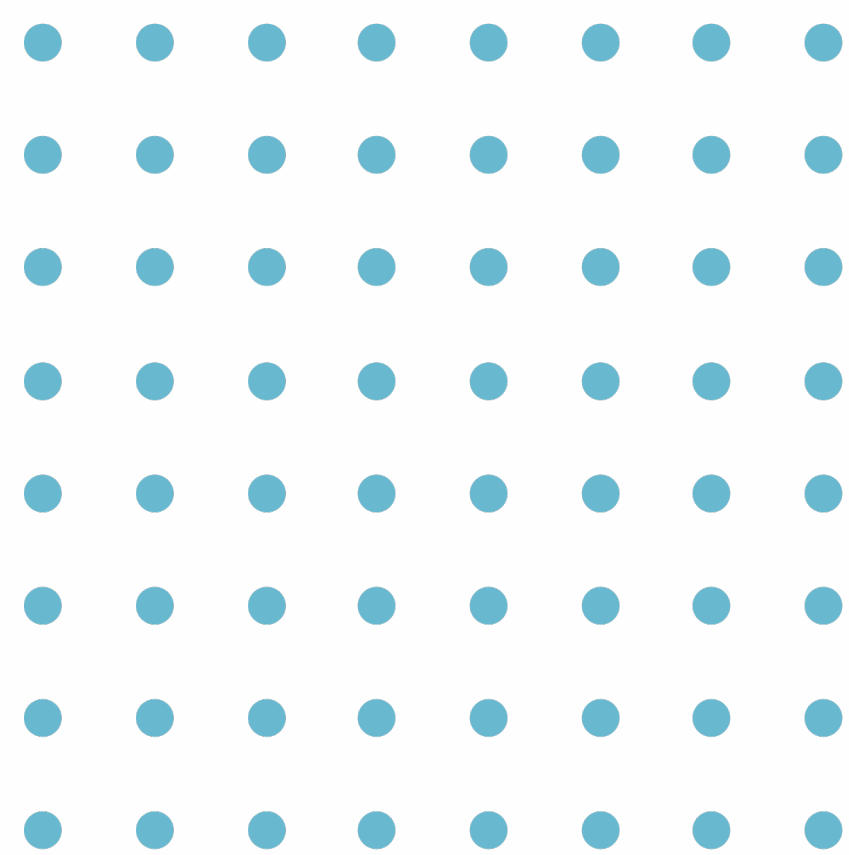
# FY2023 PATH Lessons Learned

- **Wraparound student support, student success coaches and tutoring services leads to retention and student success.**
- **Keep ongoing documentation of successes and challenges for easier quarterly reporting.**
- **It takes time for internal processes to be implemented.**
- **Keep a wish list of items/ideas that you would like to purchase/implement with extra money in case plans change.**
- **Consistent communication with students, other departments and area employers and partners is key to success.**
- **Factor in internal order procurement processes and supply chain issues when purchasing supplies and equipment.**
- **Dedicated staff are necessary to delivery grant expectations and for the program to be successful.**
- **Up-to-date, innovative learning environments attract students and help community colleges compete with universities.**



# FY2023 PATH Lessons Learned

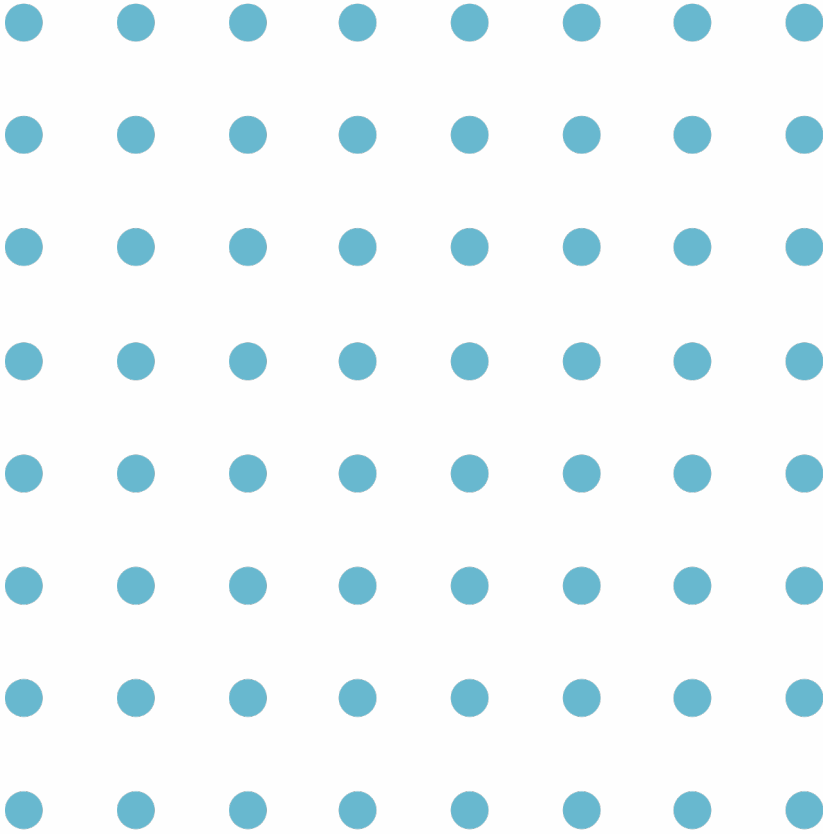
- **Clear and concise marketing and outreach are key to the program being successful.**
- **Listening to and surveying industry partners and community leaders to learn about their needs is beneficial.**
- **Developing trusting, open relationships with students increases retention rates because students feel cared for.**
- **Develop pathways and braid multiple sources of support to ensure every student has access.**
- **Creativity and innovation are important when thinking outside the box for wraparound services.**
- **Having students feel a sense of community is a good retention and completion strategy.**
- **Funding has allowed strengthening and growing programs.**
- **Students are very grateful for any assistance, no matter how small!**



# FY2023 PATH Student Success Stories

## Lawrence – Carl Sandburg College

- LPN Program
- Lawrence is grateful for his instructors and the foundation. He states that his teachers were always there when he needed them and went beyond the call of duty. The foundation helped him find funding when he was struggling financially to pay for school.

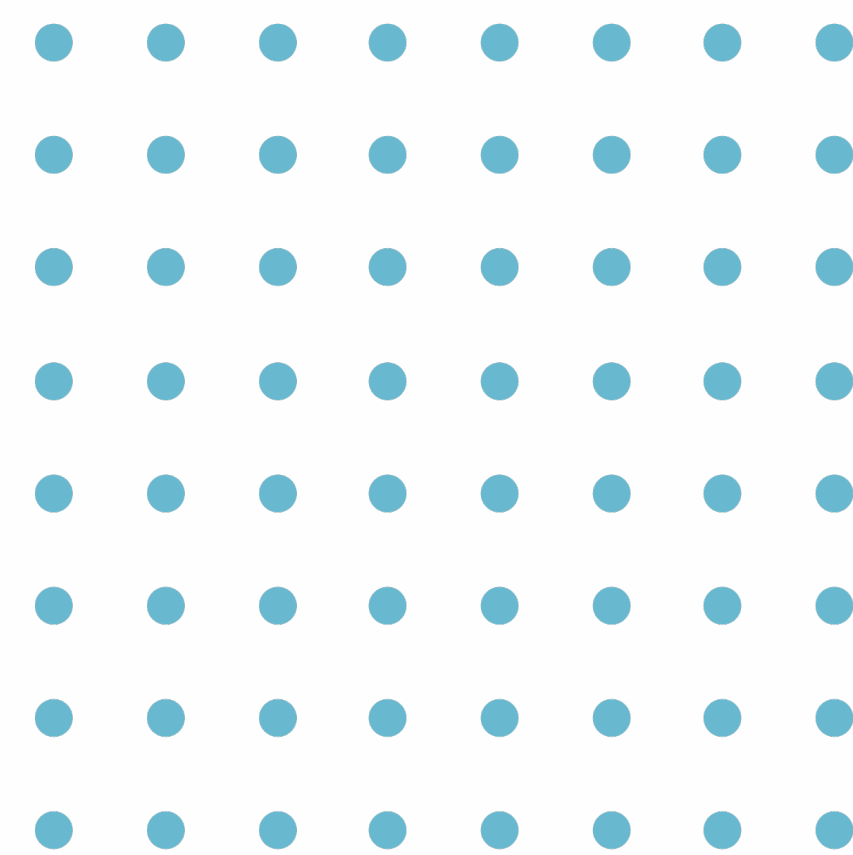




# FY2023 PATH Student Success Stories

## Darlene – John A. Logan

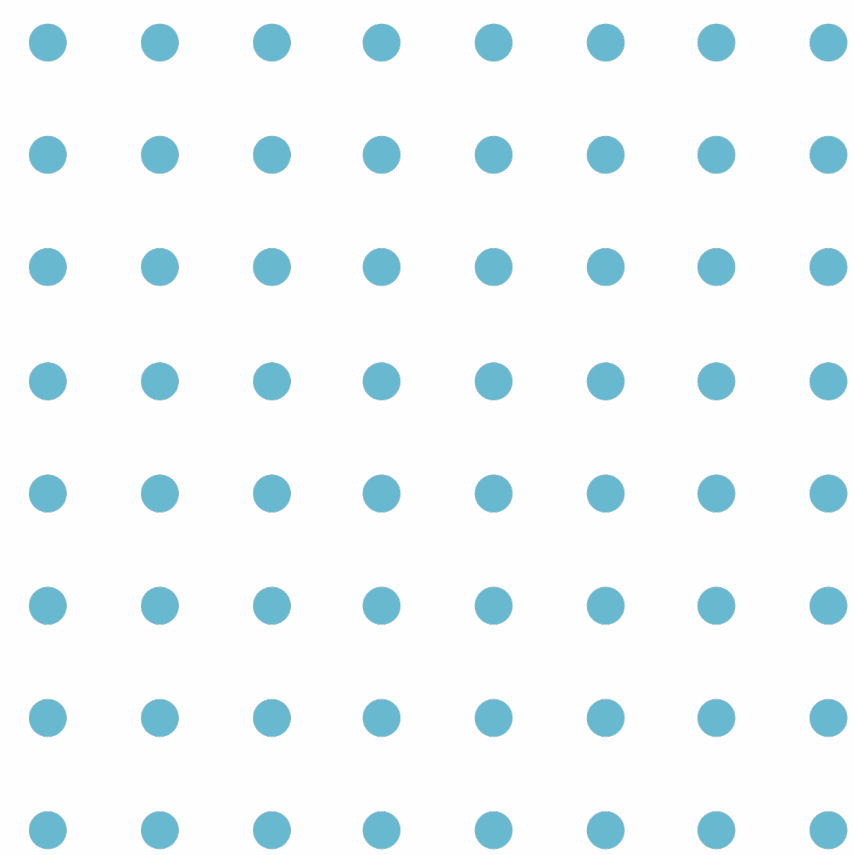
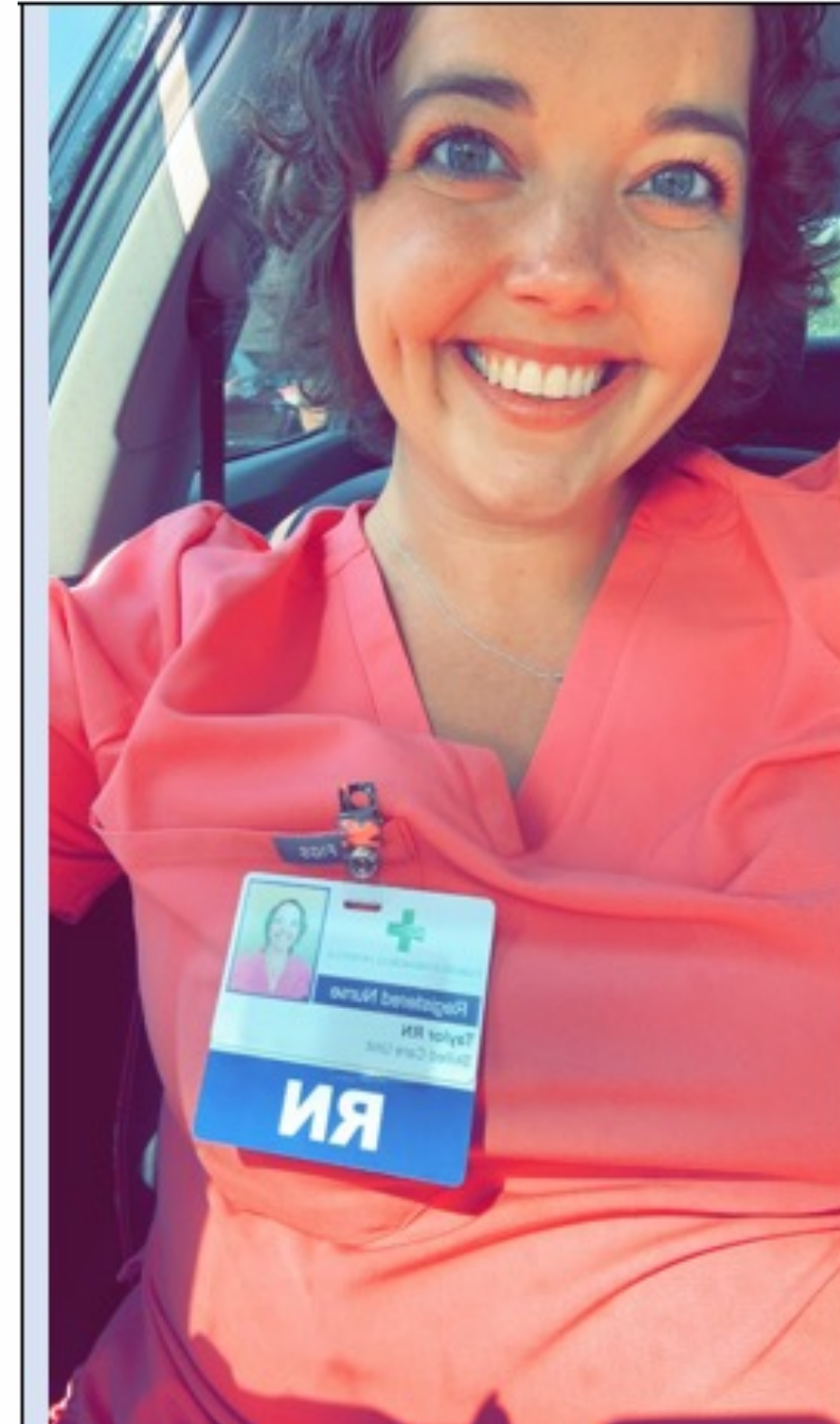
- Nursing
- “I am most grateful that Sonya believed in me when I gave up on myself. She encouraged me. She messaged me via email to let me know times that she was doing tutoring sessions if I wanted to attend. She had an open-door policy. Sonya reached out over and over again to us all to let us know that she were there for us if we need anything and reminded us every day that she was there if we needed her. If it wasn't for her and this program I would not have graduated the LPN program and that's the truth.”



# FY2023 PATH Student Success Stories

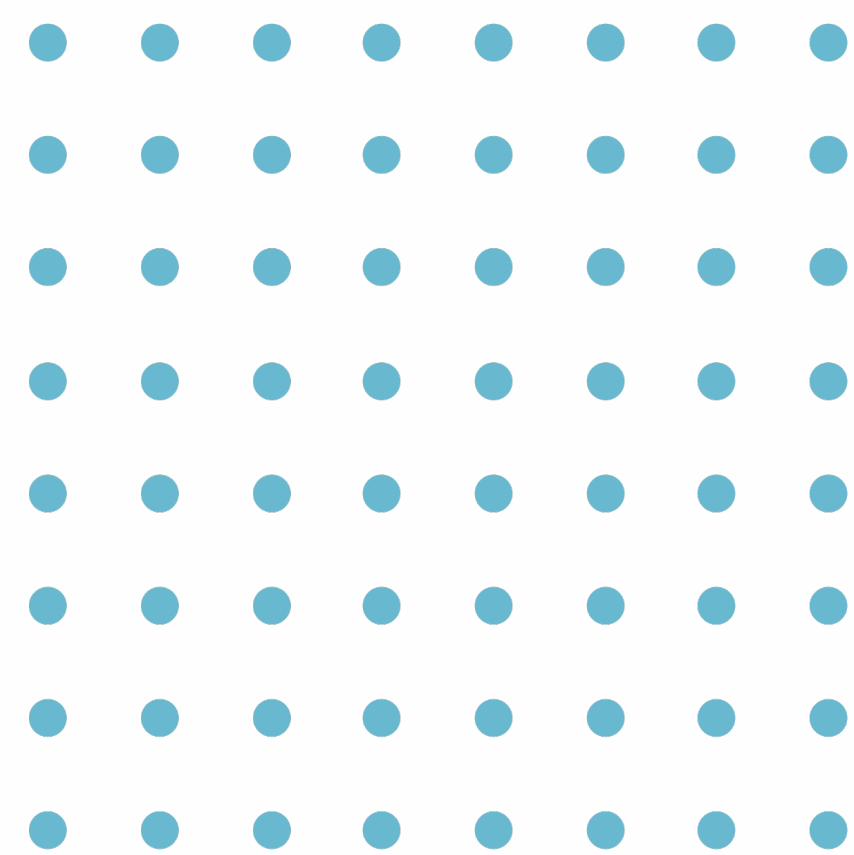
## Taylor – Illinois Eastern Community College

- Nursing
- The PATH Program provided Taylor with encouragement and practical academic skills to support her during a difficult time in her life.
- “The program assisted me by always offering support and encouragement, even when it felt like I was going to fail. The Success Coach is the first person I shared that I passed the NCLEX exam with!”





# SESSION PRESENTERS



**Dr. Jared Deane**

**Dean, Nursing and Health Sciences  
College of DuPage**



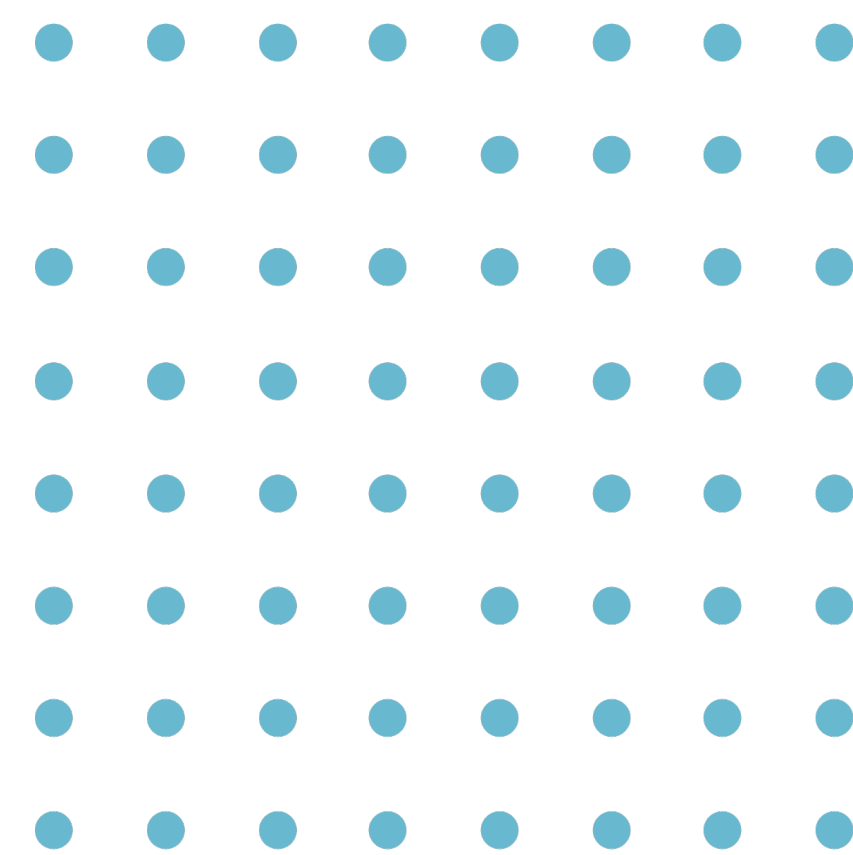
# Program Overview

- **Only supported Prioritized Programs in Year 1**
- **Hired PATH staff (Project Coordinator, FT and PT Student Success Coach)**
  - **Offered individual and group sessions on resources available**
    - **Time management**
    - **Test taking strategies**
    - **HESI A2 review workshops**
- **Funding paid for:**
  - **PATH staff**
  - **Equipment for Respiratory Therapy and Nursing**
  - **Supplies for all Programs**
  - **Professional Exam reviews**
  - **Stipends to students**

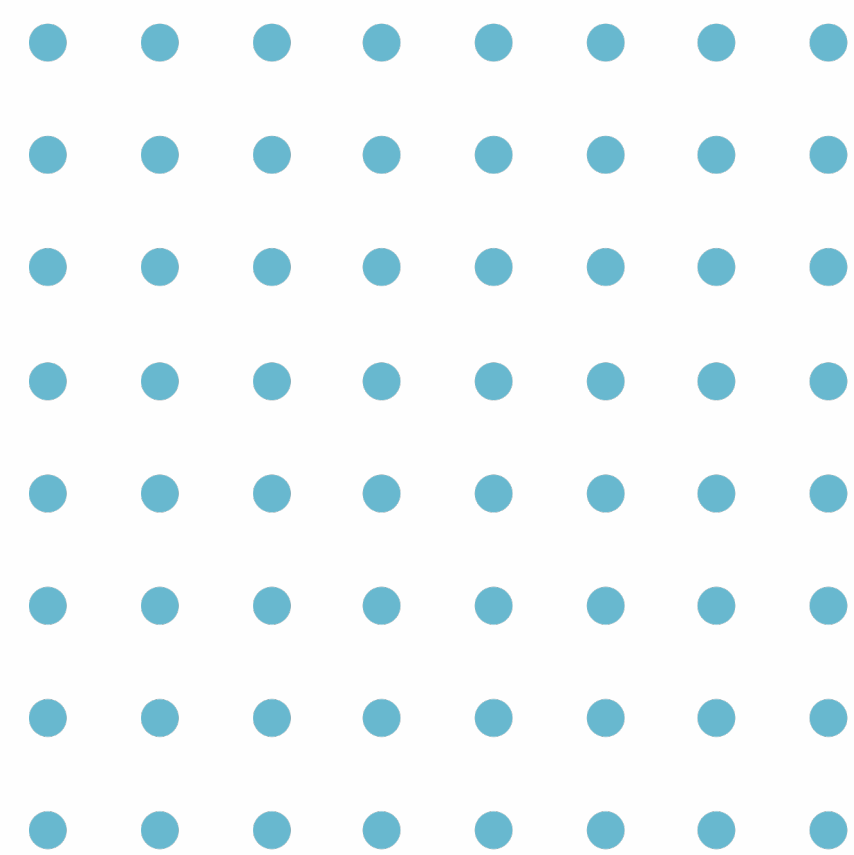


# Program Outcomes

- **Students served**
  - **Total students enrolled: 1109**
  - **Incumbent workers: 104**
  - **Students receiving PATH funds: 463**
  - **Completers: 621**
- **Repository of resources for future students**
- **Improved retention and completion**
- **Improved infrastructure through capital purchases**



# SESSION PRESENTERS



**Melissa Miller**

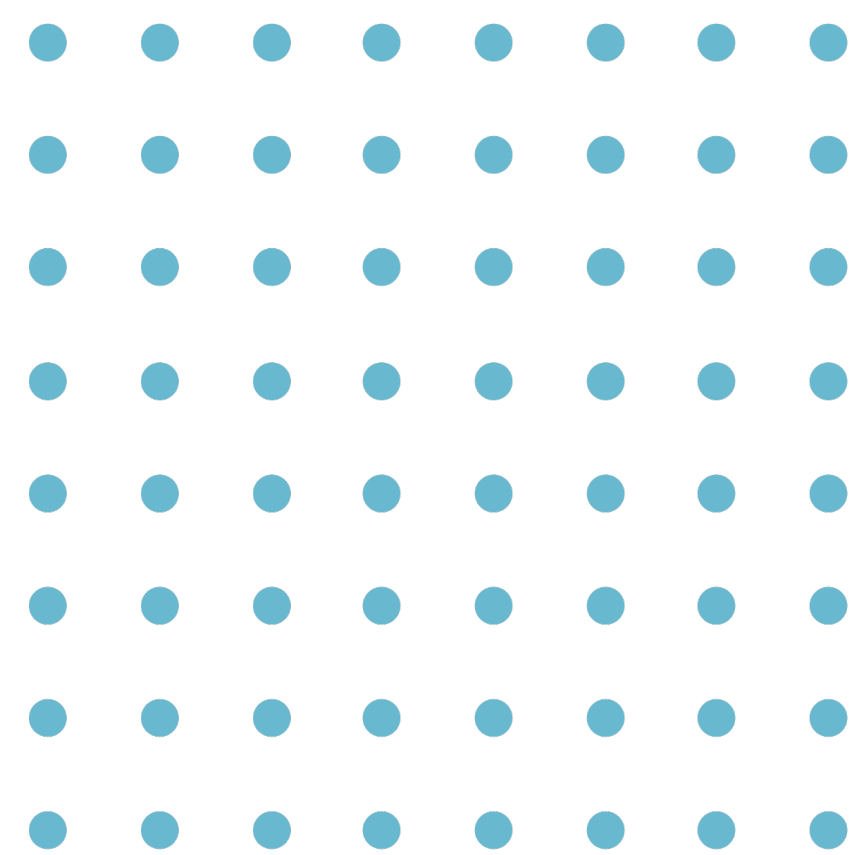
**Director, Allied Health Programs  
Spoon River College**



# ADN program changes with PATH grant funds

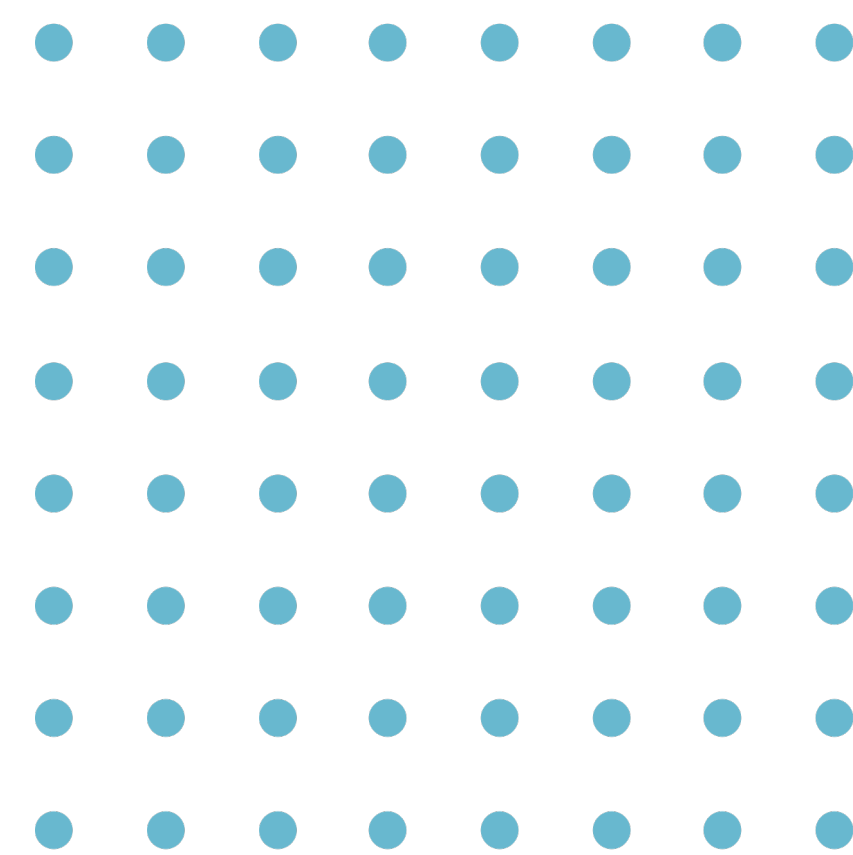
## Nursing Pre-Orientation Course

- 4 week online course, offered during the month of July
  - Started, summer of 2022
- Goals of the program
- Course Content
- Course facilitated by Student Success Coaches
  - Setting up a one-on-one meeting with a Student Success Coach was required during the four-week program
- Outcome



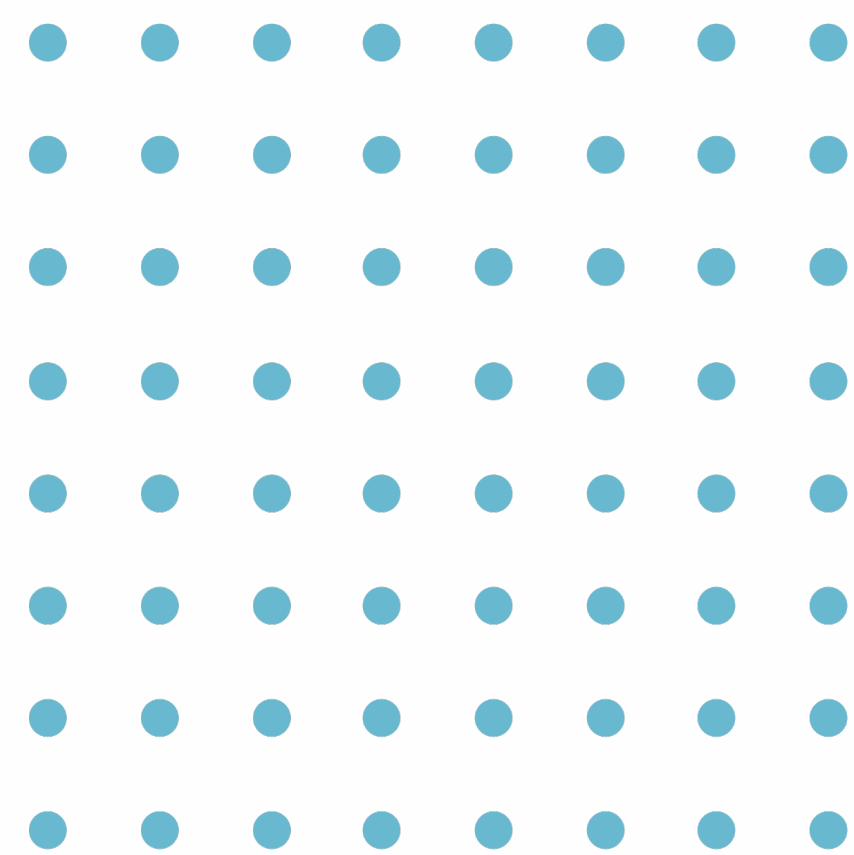
# Nursing Program In-Person Orientation

- *Previous* in-person Orientation set-up
  - Two 9 ½ hour days with all nursing students together (the week before fall semester began)
- *New* in-person Orientation
  - 1<sup>st</sup> year and 2<sup>nd</sup> year students separated to focus on specific course details (started 2 weeks prior to the fall semester
    - multiple days, shorter time
    - ONE day all together, shorter time, focused on bonding
    - added a FUN theme
    - *New* All faculty were given a stipend to cover the hours that they were on campus for all of the Orientations





# Questions?



# Thank you for attending!

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