



Earn To Learn Scholars Program

Germanna Community College

Mary Washington Healthcare



Earn While You Learn Initiative

- Initiative between Germanna Community College (GCC) and Mary Washington Healthcare (MWHC)
 - GCC Former Dean Patti Lisk
 - MWHC Former DON Eileen Dohman
- Born out of a need for more clinical faculty, CNAs, and Nurses during pandemic
- Began in Fall 2021 with 15 - 3rd semester ADN students
- Ran 2 cohorts



Earn While You Learn Initiative

Phase I

- GCC Nursing students applied for MWHC Nursing Assistant Position in 3rd semester.
- Application process
- \$15/hr paid by MWHC
- No more than 20 hour per week
- Monthly meetings

Phase II

- Nursing Assistants progressed to 4th and final semester of nursing program
- Paired with a mentor
- GCC Clinical Faculty assigned as clinical instructor
- Students paid \$15/hr stipend
- Offered a Golden Ticket during a ceremony



Earn While You Learn Initiative

Success

- Students received one-on-one mentor
- Unit preference
- Students were granted jobs post-graduation.
- Student confidence and perceived readiness for practice increased - Casey-Fink Readiness for Practice Survey.

Challenges

- Not enough mentors
- Funding
- Nurse assistants used as sitters when needed



EWL Program Evolution

Limited Mentors and limited funding lead to enhanced scheduling processes

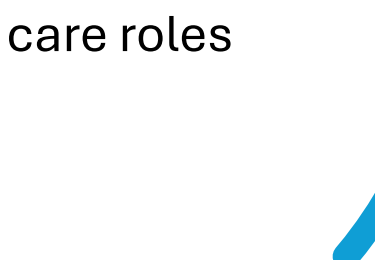
Dedicated Education Unit Model Born

- MWHC Staff Nurses trained on nursing student objectives/competencies
- GCC Clinical Faculty trained on the DEU initiatives, patient population, unit culture

Nurse Assistant Position Continued



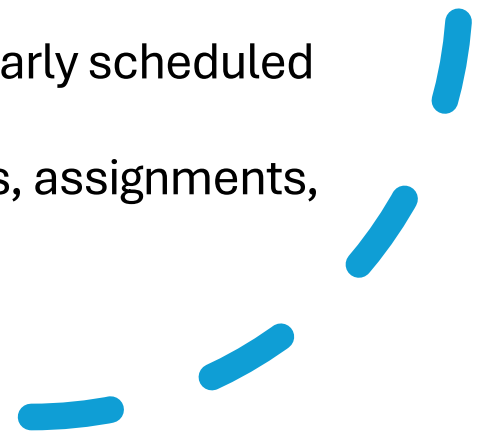
Earn to Learn Grant Scholars Program

- Virginia Department of Health Grant Funding
 - Dedicated Observation Unit Established for ETL Program
 - All staff nurses trained as Preceptors (per VABON guidelines)
 - ETL scholars obtain half their last semester of clinicals with Preceptors
 - Phase I Enhanced
 - Monthly meetings required
 - Summer/Winter Immersion (nursing assistants only), Specialty Rotations
 - Eligibility changes
 - Current MWHC associates with patient care roles included
 - Scholarship included
 - More selective requirements
- 



ETL Scholars Eligibility


To qualify for the Earn to Learn Program, students must meet the following requirements:

- Active nurse assistants, CNAs, or engaging in direct patient contact and currently working at MWHC.
 - In good standing at Germanna Community College and within the Nursing program.
 - Have a current GPA of at least 2.5.
 - Enrolled in NSG 270 for the first time.
 - Maintain a minimum of a 77% exam average on the first two exams to remain eligible to participate in the program. Students who do not maintain the baseline average will be removed from the ETL program and placed in open clinical spaces (as space permits).
 - Mandatory attendance is expected at regularly scheduled ETL monthly meetings (dates/times TBD).
 - Complete required ETL surveys, reflections, assignments, etc., by designated due dates.
- 



Phase II Earn While You Learn Stats

- Fall 2022 Graduates
 - 13 students enrolled
 - Completed 60 hours (5 Med-Surg clinical shifts) on select units based on candidate preference (2-North, 2-South, 3-North, 4-South, 5-North, and ICU)
- Spring 2022 Graduates
 - 15 students enrolled
 - Completed 60 hours (5 Med-Surg clinical shifts) on select units based on candidate preference (2-North, 2-South, 3-North, 4-South, 5-North, and ICU)



Phase II Earn To Learn Scholars Program Stats

- Fall 2025 Graduates
 - 13 scholarships awarded; 10 students participating in ETL program
 - Students are completing 60 hours (5 Medical-Surgical clinical days) on the Observation Unit of MWHC.



Challenges Faced

- Marketing- Students are still stating they are not aware
- Response time of students
- Consistency in available preceptors

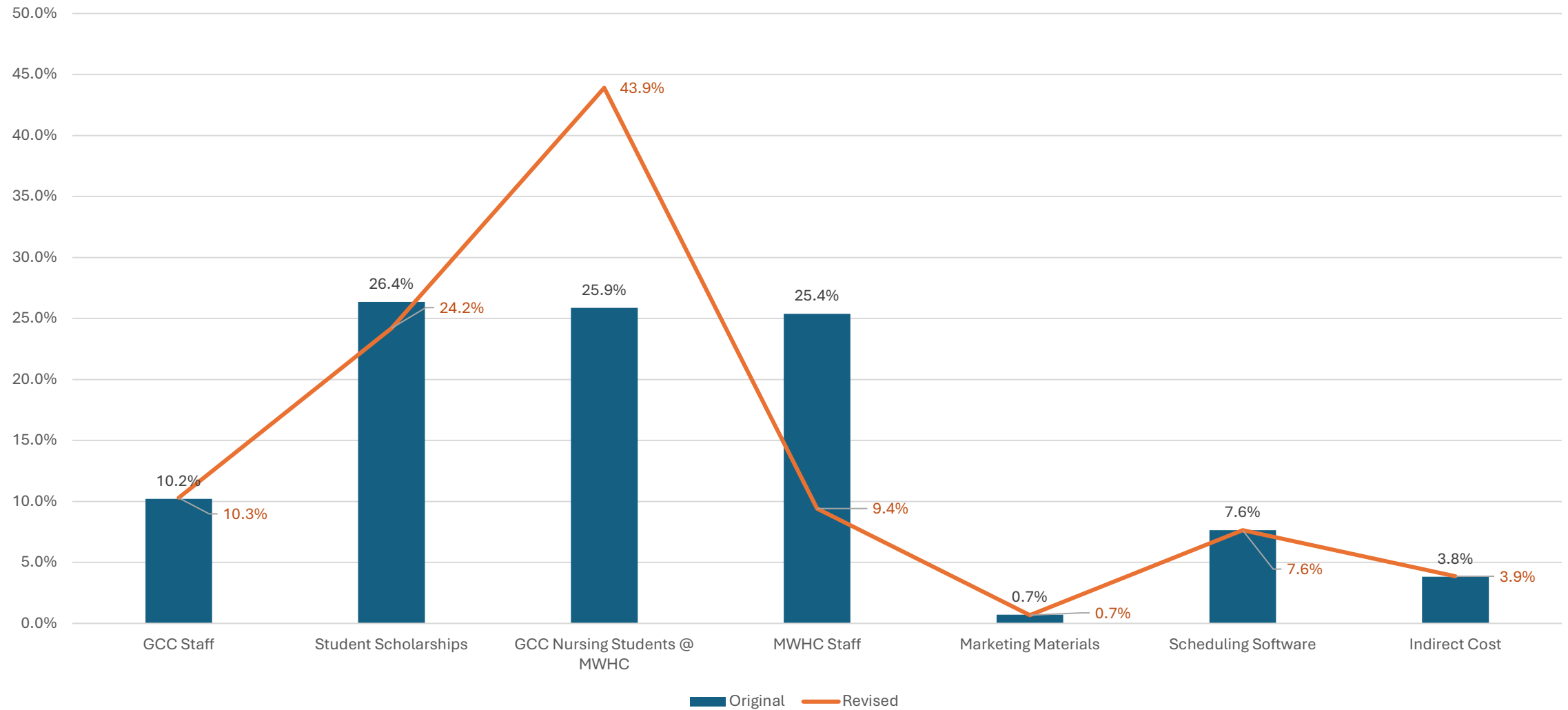
Successes

- Increase in students that have accepted jobs at MWHC
 - 6 students - participated in both phases
- Positive feedback on student performance from Preceptors:
 - "The student was so helpful today. He never shy-ed away to lend a hand. He was very receptive to education. He even recognized V-Tach on a patient tele and notified the nurse. He was a pleasure to have today."
 - "The student did very well today and was very helpful in-patient care. She took great initiative in providing care and checking on patients."



Finances

Germanna MWHC VDH Budget - Original & Revised





Next Steps

- Reapply for next VDH Grant – funding has made the difference
- Establish reasonable program student caps and budget
- Looking for revenue streams to continue the program
 - Foundation Boards – Scholarships
 - Other grants
- Program Growth
 - Anticipate 18 students for apprenticeship in Spring (started with 4 students)
 - Anticipate 9 students for winter immersion