

WDVA Licensed Practical Nurse Development Programs

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Development of a WDVA LPN Apprenticeship

How it all started...

- In early 2023, The Workforce Training Education and Coordinating Board (WTB) reached out to WDVA to join their efforts in developing an LPN Apprenticeship Program.
- WDVA began attending the larger group with private sector employers who were working to establish an LPN Apprenticeship.
- It was established early on that WDVA would need to develop our own apprenticeship program as WDVA employees are represented. WDVA established an independent workgroup that included members from WABON, LNI and WTB.
- Building an internal program gave WDVA the flexibility to explore partnerships with different colleges for the RSI provider.



Development of a WDVA LPN Apprenticeship

Where we are now...

- Working with OFM to establish a Nurse technician classification, as 70% of OJT hours must be completed under an elevated scope and pay for LPN apprenticeships.
- Working with RSIs and agency leadership to tackle RSI Tuition Waiver barriers as Nursing programs have a higher cost to the college and do not suffer from low enrollment (WAC 131-28-026).
- Establishing program standards that meet the WABON and LNI requirements for 2000 OJT hours in conjunction with geographically available LPN programs.
- WDVA began working with Olympic College to send students through nursing prerequisites as a pilot program in preparation to enter a nursing program. Washington Veterans Home NACs began pre reqs in Fall 2023, *6 students have participated, 3 have completed*
- Working to secure continued funding for tuition/textbooks/technology.



But in the meantime..

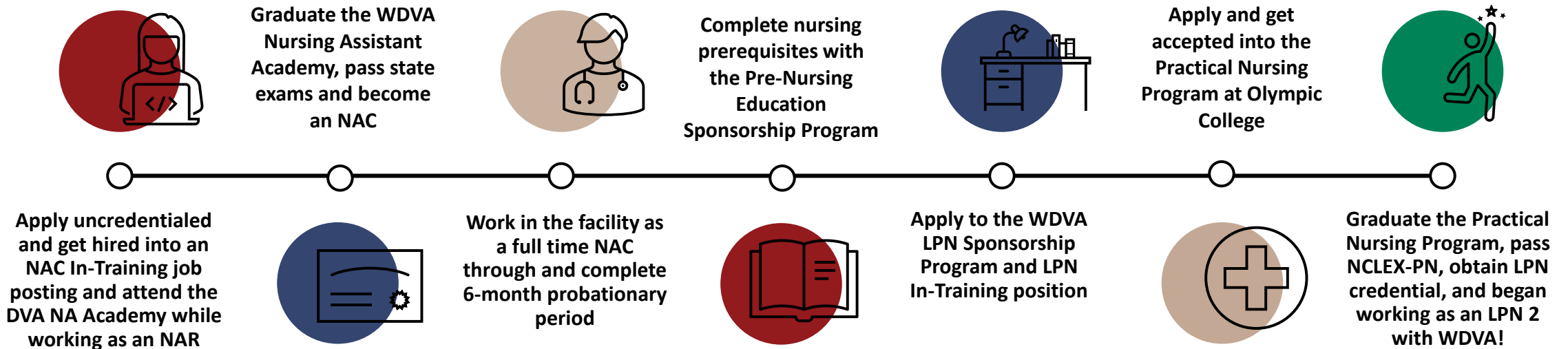


From Uncredentialed to Nurse with WDVA's Nursing Career Pathway!

Become an NAC with **DVA Nursing Assistant Academy**

Complete nursing program prerequisite courses with the **Pre-Nursing Education Sponsorship Program**

Become a WDVA LPN with the **Licensed Practical Nurse Sponsorship Program**



What is the WDVA Nursing Assistant Academy?

DVA operates two internal NA training programs. This allows WDVA to hire candidates without a credential and provide NA training, giving them the knowledge and skills to pass the state exams to become NACs.

Employees are hired into full-time NAC In-Training positions and receive training on site. They also gain hands-on experience while working as an NAR alongside tenured NACs to develop their skills.

The program covers to cost of training, testing, NAR license, and initial NAC license. All Textbooks, workbooks, and scrubs are provided as well.

Cohorts run for 6 weeks to integrate classroom learning and OJT improving both testing and retention outcomes.

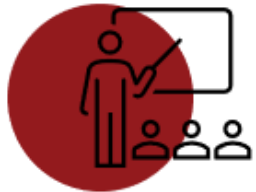
**WDVA Nursing Assistant
Academy - West
(Orting, WA)**

Opened summer 2023
Located in O'Connor Hall at
Washington Soldiers Home
8 graduates since opening!

**WDVA Nursing Assistant
Academy - North
(Port Orchard, WA)**

Opened January 2024
Located in the Lower Chapel
at Washington Veterans
Home
16 graduates since opening!

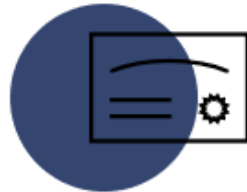
WDVA Nursing Assistant Academy



DVA NA Academy

Candidates apply to an NAC In-Training job posting.

Participate in WDVA's 6-week NAC Training program that combines classroom lab/lecture time with facility clinicals/on-the-job training.



Graduation & Testing

Employees graduate from the Academy and sit for both the written and skills testing for WA DOH NAC Credential.

Once they have an active credential, the employee completes their in-training plan and moves from Step B to Step F of their pay range.



Probationary Period

NACs conclude their 6-month state probationary period and gain permanent state status.



Eligible to Apply

After the NAC is outside of their probationary period, they are eligible to apply for WDVA's Pre-Nursing Education Sponsorship Program



What is the Pre-Nursing Education Sponsorship Program?

Before applying to a nursing program, there is a list of prerequisite coursework that must be completed first. The Pre-Nursing Education Sponsorship Program was created to assist students as they complete that coursework and prepare to apply for a nursing program. This pilot program has been developed in partnership with Washington's Workforce Training and Education Coordinating Board and Olympic College, it launched in Fall of 2023 with 4 NACs.

This program covers:

- Tuition costs for nursing prerequisite courses
- School supplies, textbooks, and optional laptop
- Support with enrolling in the college and registering for classes
- Assisting with work schedule accommodations to manage course loads

Requirements:

- Must be a fulltime permanent NAC in good attendance/disciplinary standing
- Must be able to complete prerequisites within 6 quarters
- Maintain >2.9 GPA
- Maintain regular check-ins

WDVA has enrolled 6 employees into the pre-requisite program during its pilot at WVH and 3 staff have completed and are ready to begin nursing school!

WDVA has expanded the pilot to all four homes and has opened 17 pre-requisites seat across the state!

Nursing Prerequisites Sponsorship Program



Apply to Program

Employees apply to the Pre-Nursing Education Sponsorship Program. Participants will have up to 6 quarters to complete the necessary prerequisites for the practical nursing program.



Register for Classes

Students work with College Advising and WDVA's program Navigator to register for classes and obtain any needed textbooks or supplies.



Complete Coursework

As students' complete courses they must maintain a 2.9 minimum GPA and work with Navigators and College Advising to ensure timely completion.



Apply to WDVA LPN Sponsorship Program

Applications for the Sponsorship Program are due July each year. Employees will apply for an LPN In-Training position and will sit for a panel interview in alignment with the agency's competitive hiring process.



What is the Licensed Practical Nurse Sponsorship Program?

WDVA has developed a Licensed Practical Nurse Sponsorship Program in partnership with the Workforce Training and Education Coordinating Board (WTB) and Olympic College (OC), that allows WDVA employees to progress from a Nursing Assistant Certified into a career as a Licensed Practical Nurse (LPN). The program allows employees to navigate through the Practical Nursing Program at OC while maintaining gainful, supported employment.

The LPN Sponsorship Program includes:

- Tuition costs for the Practical Nursing Program at OC
- School supplies, textbooks, and optional laptop
- Work schedule accommodations to manage course loads
- Maintained benefits
- **A career in nursing!** At the completion of this program, employees will hold a full-time, permanent LPN position with WDVA!

The Practical Nursing Program:

- Runs 4 consecutive quarters, January through December
- Has the following credits per quarter: Winter 15.5-18.5, Spring 12, Summer 10, and Fall 14

WDVA opened enrollment in the program in summer 2024 and has accepted 3 staff into the program for the January 2025 cohort.

Students will sit for the NCLEX-PN exam after graduation in December 2025.

The sponsorship program does require 2 years of full-time employment as an LPN2 to avoid repayment penalties.

Licensed Practical Nurse Sponsorship Program



Apply to the College's Practical Nursing Program

Applications are due the end of August, and Sponsorship students work with the Navigation team to ensure their applications are complete and work with them through essay and resume drafts

Acceptance!

Upon acceptance into the program, students will register for classes and work with the scheduler at the facility to set their new work schedule for the upcoming quarter.

Complete Coursework

The program runs 4 consecutive quarters, January through December. Students pass all required classes and then sit for the NCLEX-PN, before applying for their LPN Credential through DOH.

WDVA LPN!

After the LPN credential is active, the employees In-Training plan will be complete, and they are elevated in position and pay to an LPN 2 with WDVA!



Program Eligibility



To be eligible to apply for WDVA's LPN Sponsorship Program, the employee must:

- Be a current full-time permanent WDVA NAC, outside of their probationary period
- Be in good attendance and disciplinary standing
- Have satisfactorily completed the Accuplacer Assessment with Olympic College
- Have satisfactorily completed the following required prerequisite courses
- Attend a WDVA LPN Sponsorship Program Information Session
- Attend Olympic College's Practical Nursing Information Session
- Apply online for the "LPN In-Training" internal open recruitment and program application, to include a self-attestation to the eligibility requirements and a transcript upload
- Acknowledge and sign Program Participant Attestation acknowledging program rules and requirements



LPN 2 In-Training position



Expectations while “In-Training”:

- Maintain a minimum of 16 hours of work per week as an NAC at Washington Veterans Home while attending classes
- Maintain regular shift and full-time hours during breaks from school
- Complete all the required coursework and clinicals rotations required of the Practical Nursing Program with satisfactory completion
- Maintain regular check-ins with college advising
- Maintain regular check-ins with WDVA program facilitator
- Submit grades quarterly, maintaining >2.9 GPA
- Sitting for NCLEX within 30 days of graduation from the Practical Nursing Program



Spreading the Word

This flyer debuted on social media platforms and shared within the community in early October. WDVA has already received dozens of calls and emails from interested candidates.

There is significant interest in our next NAC In-Training cohort and WDVA anticipates having a full class in it's January Academy North cohort.

WDVA has also received a flood of interest from established NACs wanting to know more about employment opportunities with WDVA and even NACs currently in pre-requisites who are struggling to find supported employment so they can complete their full nursing programs.



Career Pathway to Nursing

With Washington Veterans Home, in Port Orchard, WA.

Hired! NAC In-Training

Be hired in a full-time, in-Training position with full state benefits! Work while you train to be a Nursing Assistant at the DVA Nursing Assistant Academy.

Nursing Pre-requisites

While working as an NAC, Complete all Nursing school pre-requisite courses through WDVA's sponsorship program which includes fully paid tuition, books, a laptop and schedule accommodations.

Licensed Practical Nursing School

Complete Olympic College's LPN program through WDVA's sponsorship program which includes fully paid tuition, books, a laptop and schedule accommodations.

Promotion to a Nursing Position!

Upon graduation and obtaining the LPN licensure, you are moved into an full time, LPN position with WDVA!