

# ADN to BSN Concurrent Enrollment Pathway in L.A. Region

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In partnership with:



# About the Regional Nursing Curriculum Consortium (RNCC)

- **Founded in 2018**
- **17\* Community College Associate Degree Nursing** (ADN) programs in LA Region coordinated by Regional Director, Employer Engagement, Health, LA Region - Shari Herzfeld
- **Collaborating to develop an equitable pathway to Registered Nursing:**
  - a common nursing curriculum for the Los Angeles region
  - integrated ADN to Bachelor of Science in Nursing (BSN) concurrent enrollment pathway (CEP)
- **Empowering nursing education leaders** through collaboration, strategies, and resources
- **Supported by UNITE-LA** on engaging regional stakeholders – including employers, policymakers, education & workforce systems leaders



Health Workforce Initiative



# Background

- **Demand for Registered Nurses expected to grow in the L.A. Basin**
  - Annual openings: 6,308 (*EMSI data, analysis: Centers of Excellence [COE]*)
  - 16,480 openings over 5 years (5,560 new + 10,840 replacement) (*BLS data, analysis: Center for Competitive Workforce [CCW]*)
- **Registered Nursing is traditionally a middle-skill, middle-class occupation**
  - Average Base Pay \$81,386/year (Glassdoor)
  - Median Hourly Wage \$48.13/hour (CCW)

Living Wage: \$15.04/hour for single adult household  
(Analysis: COE)



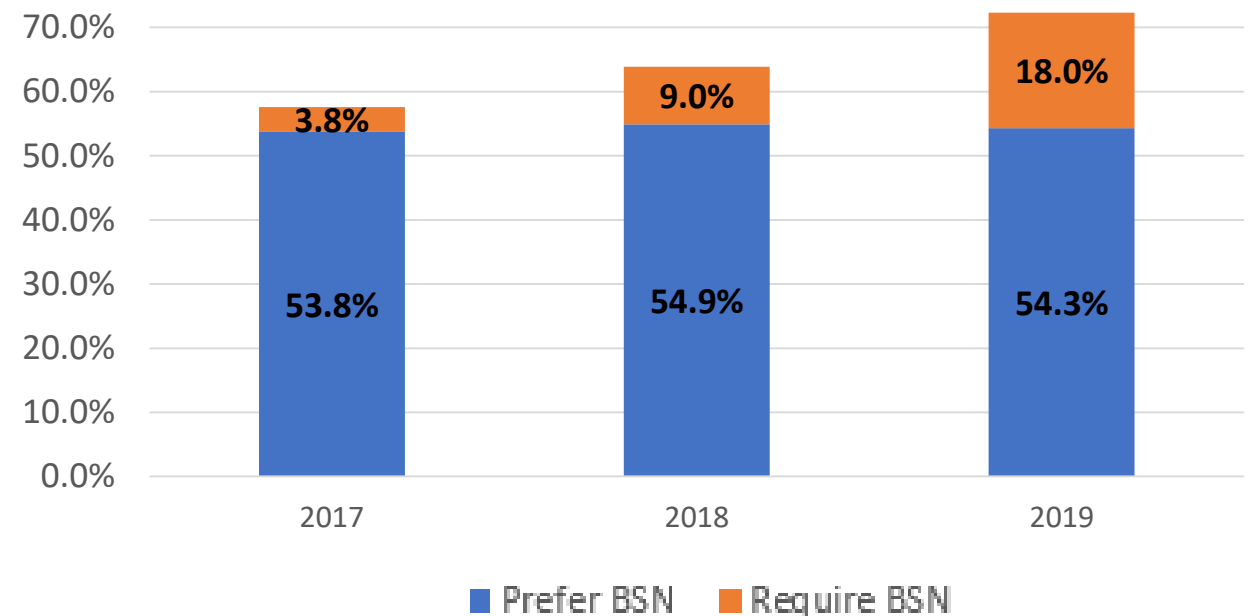
Photo: Rio Hondo College Nursing Students

# Background (continued)

- **Employers moving towards hiring RNs with Baccalaureate degree for entry-level RN positions**
  - 88% require or express strong preference for nurses with a Baccalaureate degree in recent American Association of Colleges of Nursing Survey (national)
- **Percentage of hospitals in CA requiring a minimum of BSN degree upon hire has roughly doubled each year over the last 3 years**

Source: Bates T., Chu L., Spetz, J. (2020). Survey of Nursing Employers in California fall 2018-2019.

### California Hospitals Preferences on Minimum Training for RNs



# Issues for ADN Students, Graduates & Programs

- **Equity issues related to ADN students**
  - From local, diverse, underserved communities around Los Angeles
    - 84% students considered disadvantaged (*2016-2017 LaunchBoard*)
  - Loss of quality training sites to BSN programs
  - Do not qualify for financial aid to take courses at the Bachelor's Degree level
  - Take many more units (~90) than other Associate Degree students (~60)
    - Cuts into public financial aid cap if they choose to pursue a Bachelor's Degree
    - Not all ADN units are transferable to BSN programs, requiring ADN graduates to repeat coursework, draining time & financial resources of ADN grads who wish to upskill
  - At a disadvantage in the labor market due to employer preferences



*Photo: Rio Hondo College Nursing Students*

# Proposed Solution: Regional ADN to BSN Concurrent Pathway

## Regional agreement for concurrent ADN to BSN completion:

- Universal curriculum across the 17+1 ADN programs in Los Angeles
  - Reduce units in both prerequisites and major courses, focusing on pre-licensure RN requirements
- Concurrent ADN and BSN enrollment
  - Students will take BSN completion courses each semester
  - At completion of ADN student will be able to complete BSN in 6 months
  - ADN students will be able to use financial aid to complete both the ADN and BSN



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# Proposed Solution (continued)

## Status Quo:

90 units completed towards ADN  
0 units for passing RN exam  
50-60 units at CSU

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140-150 units total for BSN

Financial Aid only available for 1  
program (ADN or BSN)

## Proposed Regional ADN to BSN Pathway:

70 units completed towards ADN  
20 units for passing RN exam  
30 units at CSU

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120 units total for BSN

MOU to allow Financial Aid for both  
programs

# Exemplary Practices

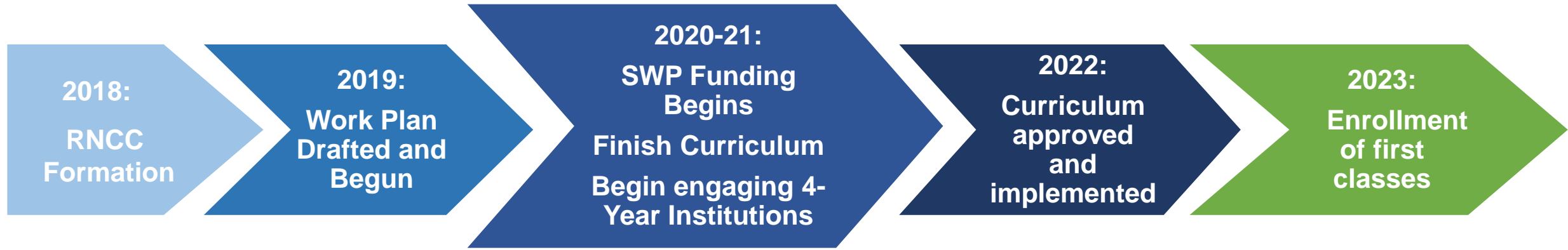
- **National trend:**
  - Hundreds of individual agreements between community colleges and four-year schools
  - Statewide articulation agreements exist in 10 states (Florida, Connecticut, Arkansas, Texas, Iowa, Maryland, South Carolina, Idaho, Alabama, and Nevada)
- **Building on existing model** - Riverside Community College with CSUs San Bernardino & Fullerton
  - Our project would regionalize this local pilot
- **Meets CCC Vision for Success and Strong Workforce** metrics:
  - Streamlined CTE Pathway
  - Increase completion
  - Employment in field of study
  - Increased earnings
  - Decrease units
  - Increase transfers to CSUs
  - Living wage employment
  - Access to students from underrepresented backgrounds



# Benefits of Regional ADN to BSN Concurrent Pathway

- **For employers:** more diverse BSN prepared RN workforce at a faster rate due to streamlined training and financial aid eligibility
- **For students:** supports education mobility and advances equity
  - Facilitates seamless transfer of academic credit between ADN and BSN programs
  - Low-cost – students would be eligible for financial aid through BSN completion
  - More competitive for employment in field of study, earn a living wage upon graduation
- **For LA ADN programs:** Maintain success of ADN programs
  - More efficient use of resources
  - All programs will become nationally accredited through this process
- **BSN programs:** Maintain success while using resources more efficiently
  - Focus on upper division courses
  - Increases number of students they can accommodate

# Timeline



# Next Steps

- **Collaboration across ADN programs in L.A. region**
  - RNCC working on accreditation and curricular alignment
- **Engaging BSN programs**
  - Starting with CSUs, target in L.A. region
    - CSUs Dominguez Hills, Long Beach, Los Angeles, and Northridge
    - and CSU Fullerton in Orange County
- **Regional Stakeholder Support**
  - Fall convening to share project with employers, private 4-year institutions with BSN programs, elected officials and agencies, philanthropy, community-based organizations, etc.



*Photo: Rio Hondo College Nursing Students*

# Q & A / Discussion



Photos: Rio Hondo College Nursing Students



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