Foreign Trained RN and Medical Doctor to RN Programs
Training & Employment Funds’ Track Record

- TEF training nurses since 1969
- TEF graduated 1,200 nurses in last 3 years
- 5 years experience and results re-training foreign nurses and medical doctors
Two Program Models

Registered Nurse

Medical Doctor to RN
Why train foreign nurses & doctors to become registered nurses?

- Improve socio-economic conditions of foreign trained RNs and MDs interested in becoming RNs
- Reduce employers’ recruiting costs
- Meet the demands of NYC’s immigrant and Spanish-speaking residents
- Improve patient satisfaction scores by increasing number of bi-lingual RNs with cultural awareness and competency
Why is diversity important in New York City’s health care sector?

- Over 3 million New York City residents are foreign born-- over 1/3 of the City’s total population

- 27% of NYC is Latino yet only 4.8% nurses are Latino
RN and MD to RN Programs

169 STUDENTS ~ 36 COUNTRIES
Foreign Trained RN & MD to RN PROGRAM MODEL

PRE-NURSING BRIDGE
1. CONTEXTUALIZED LANG SKILLS
2. MATH

NURSING PROGRAM
1. LANG SKILLS/ MATH / NURSING
2. NURSING/LANG SKILLS
3. CLINICAL ROTATION
“Bridge” as Key to Program Model

- Starting point for college-level work
- Importance of cohort-based model
- Peer support
- Opportunity to further assess readiness to pursue course of study
- Skilled, knowledgeable faculty
FUNDING

TANF Health Worker Training Initiative
NYS DOL & DOH
$3.5m over 5 years

- Assessment
- Tuition & instruction
- Lost staff time
- Wage subsidies
- Administration
- OTPS
Funding

Health Worker Retraining Initiative
NYS DOL
$ 1.6m over 3 years

- Assessment
- Tuition & instruction
- Lost staff time
- Administration
- OTPS
FOREIGN TRAINED RN & MD to RN PROGRAMs

ASSESSMENT
- TABE
- WRITING
- NURSING TEST

CREDENTIALS REVIEW
- ESL ASSESSMENT
- CREDENTIALS REVIEW
- INTERVIEW

CREDENTIALS VERIFICATION - CGFNS
ROUND I

Funding: TANF – CB
Assessment:
- TABE
- CUNY / ACT
- WRITING SAMPLE
- ESL
- QUESTIONNAIRE:

Citizen - Language - Employ-
Minor Child - Income - Spec
Assist

ROUND II

Funding: TANF – HCRA
Assessment:
- TABE
- CUNY / ACT
- WRITING SAMPLE
- ESL
- QUESTIONNAIRE
- NURSING / MD SKILLS
- INTERVIEW +
Yrs Educ < Nursing / Medical
School – Curriculum - Title -
Experience – Last Practice
ROUND 1: Foreign Trained RN Program

HOW?

ESL TESTING

LANGUAGE SKILLS

Nursing Review - Computer Skills - Hospital Rotation
ROUND 2: Foreign Trained RN Program

9 MONTHS FULL-TIME

- LANGUAGE SKILLS SUPPORT
- NURSING / CLINICAL SKILLS
- NCLEX PREPARATION
- RELEASE TIME WITH WAGE SUPPORT
ROUND 2: Foreign Trained MD to RN Program

2 YEARS. 1/2 TIME to FULL-TIME

- LANGUAGE SUPPORT
- ACCLIMATE TO ROLE CHANGE
- SECOND DEGREE - BSN CREDENTIAL
- CLINICAL SKILLS
- NCLEX PREPARATION
- RELEASE TIME WITH WAGE SUPPORT
Our Training Partner: Lehman College

CUNY on the Concourse

- An attempt to create a higher education environment at one of the main population hubs in the Bronx
- CUNY sharing space with 1199 to address need for healthcare training
- An extension of the community
- Functions as a higher education CBO
- Consortia: unions, colleges, CBOs, government agencies
1199SEIU~CUNY: One-Stop Philosophy

RECRUITMENT

COUNSELING & ASSESSMENT

ESL/COLLEGE/TEST PREP

EDUCATION/TRAINING

DEGREE/CERTIFICATE

JOB PLACEMENT
Program Workshops

- Nursing Practice in United States
- Cultural Diversity & Cultural Competency
- Colloquial Expressions & Medical Terminology
- Pharmacology
- Legal Issues in Nursing
- Clinical Nursing Documentation Review
- Resume Preparation and Interview Skills
Program Outcomes

• 168 enrolled, 157 completed program
• 93 passed NCLEX exam to date
• 94 placements*
  – 66% hospital
  – 15% nursing home
  – 9% homecare
  – 4% school setting
  – 2% health care centers
  – 4% student / graduate nurse*
Doing MORE with Less
LESSONS LEARNED

- Pre-training Behavior = Program Behavior
- English proficiency not predictor of program success
- Comprehensive Pre - Training Assessment
- Predictors of Program Success
  - Nursing / Medical Experience
  - Last Practice
  - Motivation
Angela Lopez

• Foreign-trained MD to RN Program
• 1199SEIU member
• Worked as phlebotomist
• Worked full-time while attending school
• Married with two children
• Inducted into National Society of Nursing
• Received honors in Nursing
1199SEIU Training and Employment Funds
Foreign Trained RN &
MD to RN Programs