Building Capacity to Increase RN Workforce in Maryland: P-TECH Nursing Pathway

Nina M. Trocky, DNP, RN, CNE & Linda Aveni Murray, DNP, CRNP-Ped
University of Maryland School of Nursing

**P-TECH at Dunbar**

A school within a school, P-TECH schools are innovative grade 9 to 14 public schools that create clear pathways from high school to college and careers for young people from all academic backgrounds. In six years or less, students graduate with a high school diploma and a no-cost, two-year associate degree. Each P-TECH school works with industry partners and a local community college to ensure an up-to-date curriculum that is academically rigorous and economically relevant. P-TECH at Dunbar has 3 health related tracks: nursing, physical and respiratory therapy.

Program elements include one-on-one mentoring, workplace visits and skills instruction, paid summer internships and first-in-line consideration for job openings with a school's partnering companies. Current partners include Johns Hopkins University, University of Maryland Baltimore (UMB), Kaiser Permanente, Baltimore City Schools, Baltimore City Community College (BCCC), Maryland State Department of Education.

**P-TECH Nursing Model**

University of Maryland School of Nursing (UMSON) is collaborating with P-TECH Healthcare at Dunbar High School in West Baltimore and Baltimore City Community College (BCCC) to introduce the first nursing pathway to P-TECH students in Maryland. Funding is supported through a NSP-II grant initiative.

The P-TECH Dunbar Framework designates each year of high school with a specific purpose to foster success in the pathway:
- **Freshman Year:** Year of Discovery
- **Sophomore Year:** Building Student Capacity
- **Junior Year:** Preparing for Workforce/College

The NSP-II grant extends the pathway to mentor students in the nursing pathway to matriculate into the UMSON RN to BSN Option after completing their Associate Degree in Nursing at BCCC. P-TECH nursing students begin taking college courses at BCCC the summer after their freshman year of high school.

**Team Members**

Mashia Wise, P-TECH Healthcare Coordinator; Alexa Smith, P-TECH Corporate Education Liaison; Dorothy Holley, Associate Dean, School of Nursing and Health Professions; Nursing and Dental Hygiene Programs, BCCC; David Walker, Academic Advisor, BCCC; Nina Trocky, Project Director, UMSON; Linda Murray, Coordinator, UMSON; Jeffrey Ash, Project Advisor, UMSON; Giordana Segneri, Director of Public Relations and Marketing, UMSON; Alfred Guante, Assistant Director, Student Success Center, UMSON.

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**Nursing Pathway Components**

**Academic Support**
- Hire adviser and Math, English, and TEAS tutors
- Develop appropriate resources and services
- Track student resource utilization and progression

**Mentor Program**
- Develop hand-off from P-TECH mentors
- Create nursing specific mentoring program
- Recruit mentors to whom students can relate

**Career Services**
- Hold parents night event
- Conduct nurse panel event
- Celebrate nurses week

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**Year 1 Progress**

**Academic Support**

- Hired BCCC advisor
- Provided writing assistance and training
- Offered support to juniors completing internship applications
- Held quarterly advisory meetings with all grant partners
- Developed scope and sequenced document

**Mentor Program**

- Created mentoring manual and process to select mentors
- Coordinated handoff between P-TECH mentor and nursing mentor
- Developed mentor-mentee tracking system

**Career Services**

- Held 4 educational events
- Developed P-TECH nursing pathway flyer and website
- Produced press release
- Published article in Nursing For/UM
- Developed Nurses Week posters for Dunbar High School
- Held Nurses Week Celebration

**Outcomes**

- 50 freshman admitted Fall 2016, 3 to start BCCC nursing classes spring 2020 and 3 in fall 2020
- 50 freshman admitted Fall 2017, 20 declared nursing, started prerequisite courses, 11 with GPAs meeting BCCC admission requirements

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**Promotional Materials**

**Pathway to Technology Early College High School (P-TECH)**

**Building the Future Nursing Workforce**

- DO WHAT MATTERS. SHINE. INSPIRE OTHERS

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