

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

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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 firstin-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.

High School Degree





Nursing Pathway Components

Academic Support

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

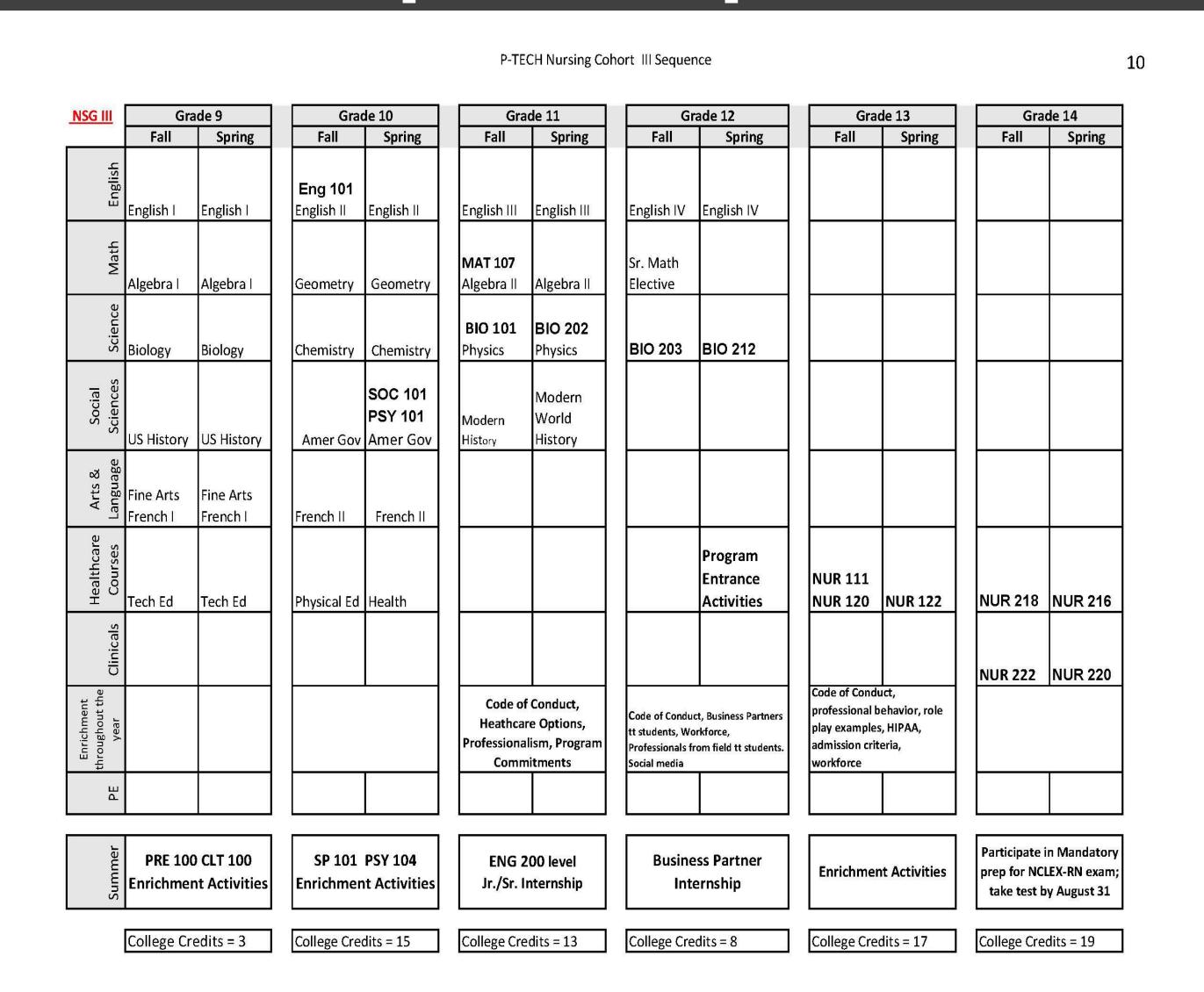
Mentor Program

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

Career Exposure

- Hold parents night event
- Conduct nurse panel event
- Celebrate nurses week

Scope and Sequence



Team Members

Maisha Wise, P-TECH Healthcare Coordinator; Alexia 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.

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 sequence 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

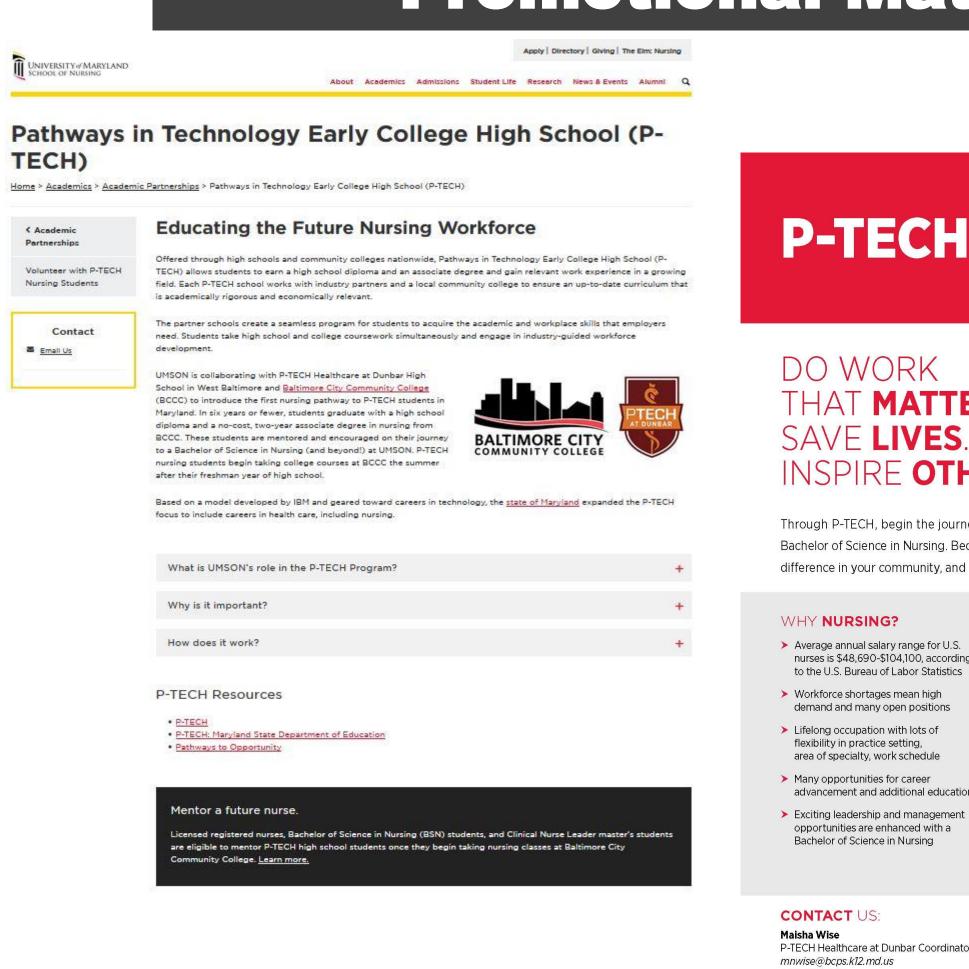
Held Nurses Week Celebration

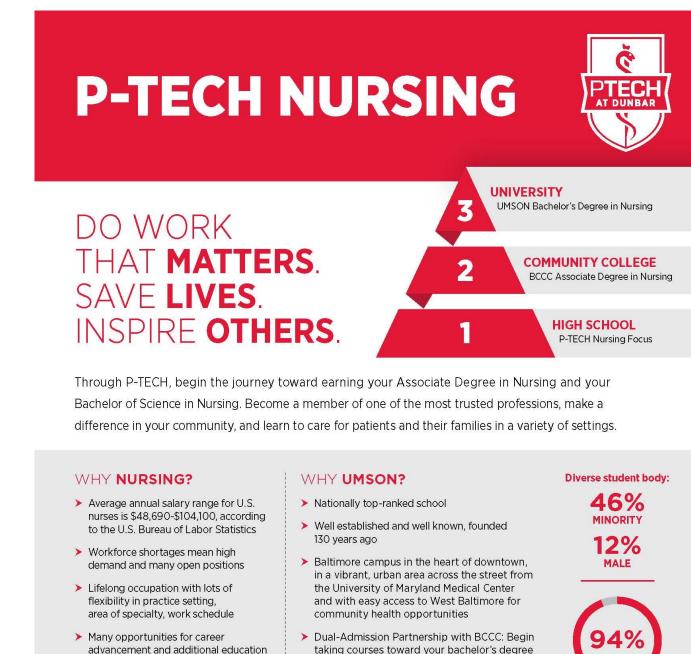
Outcomes

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 pre-requisite courses, 11 with GPAs meeting BCCC admission requirements











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