

An Initiative of the California Workforce Development Board

A consortium of urban, rural, small, and large districts has come together to increase the number of school nurses in Sacramento County. Rather than compete, these districts will coordinate efforts to attract, retain and create career pathways for school-based health personnel.

School nurses have five years to complete their nurse credential while employed by Local Education Agencies (LEAs). Many fail to achieve this goal and then leave their positions due to the cost associated with the credentialing process. The Sacramento County School Nurse Residency & Pathway Program aims to recruit current non-credentialed nurses, RNs, LVNs, and health workers from the Sacramento City, San Juan, Elk Grove, Folsom Cordova, Galt, Twin Rivers, Sacramento County Office of Education, Arcoe, Center, Natomas, Gateway Community Charters, and Robla School Districts. By utilizing an apprenticeship and residency model, the program will provide its participants with mentorship, financial and social support while completing their one-year nursing credential. Incumbent Licensed Vocational Nurses will be encouraged to enter the Associate Degree in Nursing (ADN) program, receive their Bachelor of Science in Nursing (BSN) degree, and complete their one-year school nurse credential.

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## PROJECT HIGHLIGHTS

- Bring apprenticeship and worker training programs to professions in health care that are unfamiliar with this model.
- Create a model through the School Nurse Residency & Pathway Program that can be replicated by other CSUs and community colleges throughout the state.
- Increase the number of school nurses in Sacramento County by 40%.
- Create 50 credentialed school nurses for the County Office of Ed and ten school districts in Sacramento, that serve 235,000 students where 60% qualify for Medi-Cal.
- Provide a career pathway over three years for 38 nurses employed by districts to gain their school nurse credential so they can maintain their jobs.
- Outreach to community college nursing programs to provide funding for 12 potential LVNs and RNs to enter the BSN / School Nurse Credential program.

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## KEY PARTNERS

- Sacramento City Unified School District (SCUSD)
  - California State University, Sacramento (CSUS) College of Continuing Education
  - Teachers for Healthy Kids
  - Sacramento County Office of Education
  - California School Nurses Organization (CSNO)
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