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## ABSTRACT

Following a survey of 2,361 practical nurses in New York City municipal hospitals in 1968, a specific multiple-track nursing sequence was developed to meet manpower shortages and upgrade licensed practical nurses (LPN's) to registered nurses (RN's) and nurse's aides (NA's) to LPN's. The two models designed were for use in New York City but it is felt that they would be applicable elsewhere. Model A, a sequential plan for use in a community college program, would require 66 college credits for an AAS degree. Two alternating tracks of 20 hours of work would be made possible by relief workers, each relief worker releasing two trainees. Model B, a sequential plan for upgrading nurses aides who do not opt for a community college program involves about 15 months of study prior to the LPN exam. The sequencing of these programs over a three-year period, costs for Model A, and a statement of required policy decisions to be made by the employers, unions, City University, community colleges, and the State are all shown. (MS)

# HEALTH SERVICES MOBILITY STUDY

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## SUPPLEMENT TO RESEARCH REPORT NO. 1: A MULTIPLE-TRACK NURSING SEQUENCE

by

Eleanor Gilpatrick

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Sponsored by: Research Foundation of the City University of New York

SUPPLEMENT<sup>a</sup>  
A MULTIPLE-TRACK NURSING SEQUENCE

Since the preparation of Research Report Number 1, the need for a multiple-track, upgrading sequence in nursing has become more pressing. This supplement is offered as an extension of the design in Research Report Number 1. It is specific and practical, and will assist the user in calculating sequences, costs and strategies.

1. Existing curricula are utilized; therefore no approval is required by professional or governmental agencies for the programs.
2. The design is based on proven experience. It has been demonstrated that nurse aides can be trained to become practical nurses. Practical nurses are proving themselves capable of training to become RN's.
3. The multiplicity of tracks offered provides a route for those who choose not to (or cannot) move up more than one notch, as well as routes for those who aspire to go on.
4. Least-cost sequencing can be chosen, or faster, more expensive training can be done.
5. Remediation is incorporated into some of the tracks.
6. It is assumed that beyond the AAS in nursing, other steps to Baccalaureate and Master's Degree-level training can be designed.
7. The models are designed for New York City, but are applicable in most cities or states. The models are also applicable to any sequence which involves at least three educational steps: aide, technical work and semi-professional or professional.

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<sup>a</sup>To Research Report No. 1, Train Practical Nurses To Become Registered Nurses: the PN Point of View.

FACT SHEET FOR DEVELOPING  
NURSING TRACKS FOR UPGRADING

1. In New York City the Department of Hospitals runs a regular Practical Nursing School (Central School).
2. Six of the City University Community Colleges have ongoing AAS nursing programs.
3. Students enrolled in AAS programs often sit for the License Examination for Practical Nursing when they are half way through the program. Albany decides if the work taken by the student is adequate for LPN work.
4. The State Education Department of New York has developed two College Proficiency Examinations for the Associate Degree level in Nursing. These are in Fundamentals of Nursing, and Maternal and Child Nursing. These examinations test the comparable classroom work offered in an AAS program. The department recommends 5 to 10 credits for Fundamentals, and 4 to 6 credits for Maternal-Child. In addition, there are CPE examinations for many liberal arts college courses.
5. It is up to the community college to decide how many credits to allow a student to be awarded from CPE examinations. At least four community colleges accept 16 or more CPE credits.
6. Entrance to AAS programs in nursing at the community colleges may sometimes be allowed if the candidate has achieved a 225-250 grade in the High School Equivalency Examination (GED). No college requires more than 7 high school credits in specific subjects and a diploma, or its equivalency. The seven credits are: 4 in English; 1 in Social Studies or History; 1 in Mathematics; and 1 in Science.
7. Enrollment in community colleges is free to full-time students. Generally, a program of 12 credits is considered to be the minimum for a full-time program. However, since budgets are allocated to past full-time enrollments, the upgrading sequences to be described here will require funding for new facilities, faculty and student places until these are reflected in subsequent budgets.











8. Various sources for covering costs exist in separate pieces of legislation. Remediation can be funded under adult education, continuing education and related legislation. NA training can be funded as a part of Manpower training funds. PN training can be funded under MDTA funds; RN training is covered by Health Manpower legislation administered by the Department of Health, Education and Welfare. There are some funds at the State and City levels.
9. The costs of relief time can be viewed as relief worker costs or costs of new lines, depending on the budgeting structure of the institutions involved. Models A and B provide sequencing patterns which minimize the labor costs (as opposed to the tuition costs) of the upgrading. This is further expanded in the cost tabulation which follows later.
10. The Figure called, "Progress on 8 Nursing Tracks Over a 3-Year Period," combines remediation and Models A and B on a common time-reference base so that planning can be done. It is assumed that any or all of the 8 tracks can be utilized. The reader should note that employee diagnostics, trainee selection and funding requests require a good deal of lead time.
11. The figure labeled "Major Policy Decisions" outlines the steps needed before the Models can be applied.

PHASES OF MODEL A

A SEQUENTIAL PLAN FOR UPGRADING  
NURSE AIDES AND PRACTICAL NURSES  
IN A COMMUNITY COLLEGE PROGRAM

Assumptions:

1. Nurse aides and LPN's are ready, or have been given remediation to be ready, to meet entrance requirements of Community College AAS nursing program(s).
2. Approximately 66 college credits are required for the AAS.
3. After approximately 33 credits are accumulated a student can sit for and pass the licensing exam for practical nursing.
4. With 12 credits to qualify as a full-time student, not more than 20 hours of study per week is involved - - allowing 20 hours of work - - in combinations of 40 hours every other week for each; or, 20-20 per week.
5. On a trimester or semester-plus-summer-school basis, on an 11 + 1/2 month schedule per year, 33 credits can be accumulated per calendar year.
6. Each relief worker releases two trainees on a half time study basis. Thus, two tracks are necessary, each to be relieved alternately by the relief workers.

Title	Activity			
	Regular Work	Relieves Trainees	Study	New in Title
Staff Nurse (RN)				
Practical Nurse (LPN)				
Nurse Aide (NA)				

LEGEND: Each Figure represents 125 employees.

Phase	Model A Phases	Time Period	Credits
<p>I Before Model A Begins: 500 RN vacancies 500 RN's 1,000 LPN's 1,000 NA's</p>		<p>June 1 of Year 1</p>	<p>500 LPN's and 500 NA's are ready or made ready to enter AAS Nursing Programs at Community Colleges.</p>
<p>II 125 New NA's Are Hired and Trained.</p>		<p>June 2 to Sept. 1 of year 1 (3 mo.)</p>	<p>Option: Remediation can be given to NA's and LPN's for H.S. equivalency plus appropriate Regents Credits, to reach Phase I readiness.</p>
<p>III (a) 250 NA's Study on 1/2 Time Basis in AAS Nursing Program.</p>		<p>Sept. 1 of year 1 to Aug. 15 of Year 2. (11 1/2 mo.)</p>	<p>33 in AAS. LPN exam for license.</p>



Phase	Model A Phases (continued)	Time Period	Credits
III (b) 250 New NA's are Hired and Trained. 500 LPN's Are Given Training for College Proficiency Exams (CPE).		May 1 of year 2 to July 31 of year 2. LPN's study on their own time.	9-16 Credit thru CPE's Fundamental Nursing and Maternal and Child Care. Exam by LPN's taken.
IV (a) 500 LPN's Study on 1/2 Time Basis in AAS Nursing Program.		Sept. 1 of year 2 to May 31 of year 3 (or up to 22 mos.).	50-57 Credits (added to CE credits) AAS degree, RN exam for license.
IV (b) 250 NA's Study on 1/2 Time Basis in AAS Nursing Program.		Sept. 1 of year 2 to Aug. 15 of year 3 (11 1/2 mo.).	33 in AAS, LPN exam for license.
V When Model A Ends: 1,000 RN's, 1,000 LPN's, 875 NA's		June 30 of year 3. A 3-year Model.	
Next Cycle can begin again.			
			500 new RN's. 500 new LPN's. 500 LPN's with 33 AAS Credits. 375 newly employed NA's.

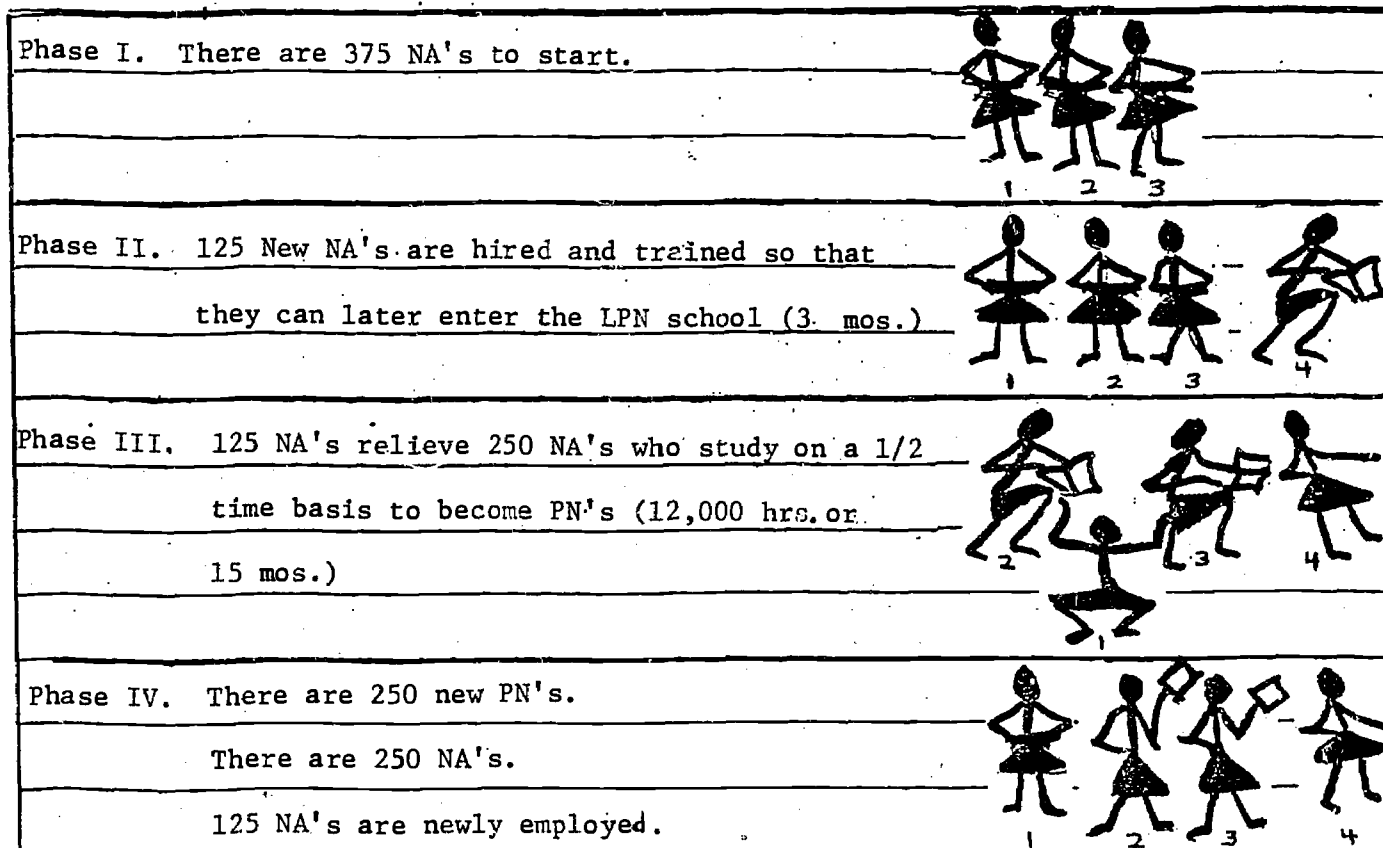
New LPN's No's 17, 18, 19 and 20 now need only 33 credits to become RN's.

PHASES OF MODEL B

A SEQUENTIAL PLAN FOR UPGRADING NURSE AIDES WHO DO NOT OPT TO ENTER A COMMUNITY COLLEGE PROGRAM

Assumptions:

1. Nurse Aides are ready to meet 8th grade performance levels.
2. The New York City Department of Hospital's PN school is expanded and available for employed Nurse Aides on a half-time study basis.
3. Curriculum for new NA's can be made to articulate with the PN program.
4. The PN curricula can be geared to the CPE exams in Fundamentals of Nursing and Maternal and Child Nursing.
5. On a 20 hour per week study basis, the 1200 hours of study needed prior to the LPN exam will take about 15 mos.



Month-Year	June 1-1	Sept. 1-1	Dec. 1-1	Mar. 1-1	Jun. 1-1	Sept. 1-3	Dec. 1-3	Mar. 1-3	Jun. 1-3	Sept. 1-3	Dec. 1-3	Mar. 1-3	Jun. 1-3	Sept. 1-3	Dec. 1-3	Mar. 1-3	Jun. 1-3

PROGRESS ON 8 NURSING TRACKS OVER A 3-YEAR PERIOD

NA and LPN Tracks  
Needs remediation to do LPN (8th grade level) work and/or does not choose NA Track 3.

Remed. to enter LPN School

Regular LPN School on release time basis.

Works as LPN. In order to go on must start on PN Track 1.



NA 1  
At 8th grade level, and does not choose NA Track 3.

Regular LPN School on release time basis.

Works as LPN. In order to go on must start on PN Track 1.



NA 2  
Has less than 11th grade education and chooses long-term remed. for RN goal.

H.S. Equivalency Remed. Regents emphasis in English, Math. and Bio.

First Half of Community College AAS Nursing Program (release time)

Works as LPN. In order to go on waits turn for PN Track 3, but has 33 AAS credits.



NA 3  
Has 11th grade education or more, or low scores on HS equiv. exam; chooses RN goal.

Brush up for H.S. Equiv. Regents in Bio.

First Half of Community College AAS Nursing Program (release time)

Works as LPN. In order to go on waits turn for PN Track 3, but has 33 AAS credits.



NA 4  
Qualified to enter a Community College AAS Nursing Program.

First Half of Community College AAS Nursing Program (release time)

Works as LPN. To go on, waits turn for PN Track 3, but has 33 AAS credits.



PN 1  
Has less than 11th grade education and chooses long-term remed. for RN goal.

H.S. Equivalency Remed. Regents emphasis in English, Math. and Bio.

Prep. to take coll. prof. Exams in Fundmtls. & Maternal-child

Remainder of credits needed in AAS Nursing Program (release time).



PN 2  
Has 11th grade education or more, or low scores on HS equiv. exam; chooses RN goal.

Brush up for H.S. Equiv. Regents in Bio.

Prep. to take coll. prof. Exams in Fundmtls. & Maternal-child

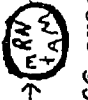
Remainder of credits needed in AAS Nursing Program (release time).



PN 3  
Qualified to enter a Community College AAS Nursing Program.

Prep. for coll. prof. Exams: Fundmtls. & Mtrnl.-child

Remainder of credits needed in AAS Nursing Program (release time).



66 credits towards BS in Nursing.



66 credits towards BS in Nursing.

MAJOR POLICY DECISIONS

Institution	Action Required	
Employers and Unions	<p>1. Agreement to: (a) accept the tracks, (b) present funding proposals, and (c) test or otherwise slot employees into their appropriate tracks after they have been counseled and informed of their options.</p>	<p>2. Willingness to schedule workers for maximally effective sequences using relief workers in a 1-to-2 ratio. For example, split weeks or alternating weeks of work-study, rather than split days, are preferable. Where a single worker trainee or an odd number of trainees are found at an institution, steps can be taken to exchange persons for others on the payroll of a different institution during the training period.</p>
City University and its Community Colleges	<p>1. AAS Program directors must agree to provide their AAS courses in the sequence that best qualifies a student to pass the LPN exam at the half-way mark (33 credits). This does not require Albany approval, since no new curricula are involved.</p> <p>2. AAS Programs must be given in time periods to fit release time work, at 12 credits per semester, on an 11-1/2 month school-year basis. The Directors' agreement is needed.</p>	<p>3. City University should apply for educational funds for facilities and faculty in the name of all the AAS nursing programs, allocating student places later, to serve the needs of the students and employers.</p>
Albany	<p>The State should waive the fees for CPE exams and licensing exams when currently employed health workers are involved.</p>	

COSTS OF MODEL A

Phase	Job Category	Employment		Education Costs		Number	Time	Cost Changes Over Phase I
		Total at Max. Salary	Total at Min. Salary	Purpose				
I	Staff N. LPN NA	500	(500 vacancies)	500 vacancies	-	-	-	-
		1,000						
		1,000						
II	Staff N. LPN NA	500	(500 vacancies)	Entry Level NA Training.	125	125	3 mos.	Salary for 125 new NA's.
		1,000						
		1,000						
III (a) & (b)	Staff N. LPN	500	(500 vacancies)	Preparation to pass C.Prof. exams in Fundamentals and Maternal and Child Nursing.	-	500	3 mos.	-
		1,000						
		1,000						
IV (a) & (b)	NA	1,375	375	Entry Level NA Training.	250	250	3 mos.	Salary for 375 new NA's.
		1,000		Half-time study in Community College AAS program.	250	250	11-1/2 mos.	
		1,000						
V	Staff N. LPN NA	500	(500 vacancies)	Half-time study in Community College AAS program.	250	500	22 mos.	Salary for 250 new LPN's;
		1,250	250					
		1,125	375					
V	Staff N. LPN NA	1,000	500					Salary for 500 new RN's;
		1,000	500					less: wage reductions from max. to min. for 500 LPN lines;
		875	375					less: absolute decline of 125 NA's at max. salary; less: wage reductions from max. to min. for 375 NA lines.