

Licensed Practical Nursing Program Proposal



Presented to the South Dakota
State Board of Education
November 2015
For Implementation
Fall 2016



Mitchell Technical Institute
1800 E. Spruce St. • Mitchell, SD 57301



Mitchell Technical Institute

Program Proposal:	Licensed Practical Nursing Diploma
Length of Program:	12 months
Number of Students:	24 per cohort
Projected Start Date:	Fall 2016

Executive Summary:

Mitchell Technical Institute is requesting approval to offer a diploma in Licensed Practical Nursing (LPN). This one-year program would not only prepare students to fulfill an immediate need in the workforce, but may also serve as a pathway to other medical careers.

Students who enroll in the program will range from recent high school graduates to older individuals desiring career advancement. Students may come from a variety of cultural, educational, and socio-economic backgrounds.

The projected job growth for LPNs is 25% nationally (Bureau of Labor Statistics) and 11.5% in South Dakota (South Dakota Labor Market Information Center, 2012-2022). Graduates will work in hospitals, clinics, nursing homes, extended care facilities, urgent care facilities and home health care. Mitchell Technical Institute plans to work with nursing programs in South Dakota to provide upward mobility opportunities to our students.

Identification and Description of Program

This proposal is for a 12-month diploma program in Practical Nursing. Two entry points, August and January, would allow two cohorts per year of 24 students each to start, with the intent to grow the program as need and interest dictates. This program will provide students with theory, simulated practice, and clinical experience in direct and indirect patient care, medical records, and working as a member of the healthcare team.

The program will include both classroom instruction and simulated and clinical practice in adult health nursing, maternal and child health nursing, and geriatric health nursing. The Licensed Practical Nursing Diploma will teach students to collect data related to a client's physical and mental functioning, administer prescribed medications, demonstrate effective therapeutic communication, provide thorough reporting and recording, prioritize and care for multiple clients with a variety of disorders, perform technical nursing skills, and understand the importance of maintaining confidentiality.

The program is designed to prepare graduates to successfully complete the National Council of Licensure Exams for Practical Nursing (NCLEX-PN) and establish a career as a LPN. Mitchell Technical Institute will seek and attain approval from the South Dakota Board of Nursing for its Practical Nursing program.

Graduates will be career-ready in a variety of capacities:

- Residential treatment agencies
- General medical and surgical hospitals
- Physician offices
- Home health care services
- Community care facilities for the elderly

In addition, MTI intends to develop articulation arrangements with nursing programs in the state that would allow its LPN graduates to advance in their nursing careers. For example, MTI would pursue a one-plus-one agreement with Southeast Technical Institute's LPN to RN Associate of Applied Science degree. Also, Dakota Wesleyan University is currently developing an LPN to BSN program to be in place Fall 2016. MTI would pursue an agreement with DWU so LPN graduates would have an option to advance their LPN diploma towards a Bachelor of Science degree in Nursing.

Objectives and Purpose of the Program

The program will offer students the experience and overall education to become a successful Licensed Practical Nurse. This program will provide attention to professionalism, communication and technical skills.

As a result of completing this program, the student will be able to:

1. Demonstrate effective therapeutic communication to foster interactions with patients and other members of the healthcare team.
2. Conduct observations of clients while providing physical and psychosocial nursing care.
3. Demonstrate competence of nursing skills while caring for clients.
4. Administer medications safely within the scope of nursing practice.
5. Provide thorough reporting and recording to assist in continuity of care for clients.
6. Measure the effect of one's own nursing actions.
7. Demonstrate the ability to prioritize and care for multiple clients with a variety of disorders under the direct supervision of the registered nurse.

The Licensed Practical Nursing Program will provide students with the knowledge, skills, and values of a LPN for entry-level practice. Students will then be eligible to take the National Council of Licensure Exams for Practical Nursing (NCLEX-PN).

Methods of Attaining the Objectives of the Program

Pending state approval, MTI will seek program approval from the South Dakota Board of Nursing. MTI will also begin to develop marketing materials for the recruitment of students. MTI will hire instructors and, with assistance from an advisory committee, will finalize course syllabi, purchase equipment and supplies, and secure resource materials.

MTI provides assurance that it possesses the resources and staff necessary to:

- Develop marketing materials and recruit students
- Recruit and supervise qualified staff
- Assess the abilities of students for good program and course placement
- Develop and administer budgets
- Make available textbooks and other instructional resources
- Evaluate programs and staff
- Assist students in finding clinical experiences
- Assist student in finding jobs
- Secure input from industry through advisory committees
- Maintain membership in professional organizations and provide time and fiscal resources for professional development
- Provide financial aid and scholarships
- Provide services to disabled and nontraditional students
- Provide a variety of general education courses
- Provide a typical two-year technical institute climate
- Assist students with housing and provide daytime food service

Description of the Needs Based on Labor Market Demands

According to the U.S. Bureau of Labor Statistics' *Occupational Outlook Handbook*, "Employment of licensed practical nurses is projected to grow nationally 25 percent from 2012 to 2022, faster than the average for all occupations.

"As the baby-boom population ages, the overall need for healthcare services is expected to increase. Licensed practical and vocational nurses will be needed in residential care facilities and in home health environments to care for geriatric patients.

"Growing rates of chronic conditions, such as diabetes and obesity, will lead to increased demand for licensed practical and vocational nurses in skilled nursing and other extended care facilities. In addition, many procedures that once could be done only in hospitals are now being done outside of hospitals, creating demand in other settings, such as outpatient care centers.

"A large number of licensed practical and licensed vocational nurses are expected to retire over the coming decade, creating potential job openings. Job prospects should also be favorable for LPNs and LVNs, who are willing to work in rural and medically underserved areas." (<http://www.bls.gov/ooh/healthcare/licensed-practical-and-licensed-vocational-nurses.htm>)

The employment outlook in South Dakota is also strong:

SOC Code	Occupational Title	2012 Employment	2022 Employment	Numeric Change	Percent Change
29-2061	Licensed Practical and Licensed Vocational Nurses	2,135	2,380	245	11.5%

Source: https://dlr.sd.gov/lmic/occupation_projections_2012_2022.aspx

A SDWORKS! search on the South Dakota Department of Labor and Regulation website found 49 healthcare facilities in South Dakota with current job openings for licensed practical nurses (October 2015). Clearly, there are jobs for certified LPNs.

Finally, licensed practical nursing is one of the Build Dakota priority areas as determined by the Scholarship Administration Board and supported by the SD Department of Labor and Regulation, the Governor's Office of Economic Development, the Governor's Office, and the SD Department of Education.

Population Served

The program is available to any applicant who has successfully completed the admission requirements set by Mitchell Technical Institute. No prior experience in healthcare will be required. MTI does not discriminate in its educational programs on basis of race, color, creed, religion, age, sex, disability, national origin or ancestry. The program will draw its students from South Dakota and surrounding states, and the opportunities for employment will favor that same geographical area. This program will be appealing to traditional-age college students, older adults seeking career changes, and current health care workers who are looking to change or enhance their skills.

Projected Three-Year Budget

If this program proposal is approved, MTI would immediately seek to hire a program director and begin marketing the program and would thus incur salary and marketing costs in the current fiscal year as shown. The full cost would not begin until 2016-2017 when the program would be fully staffed and equipment and supplies would need to be purchased; the projected budget for the first three full years of the program is shown.

	2015-2016	2016-2017	2017-2018	2018-2019
Salaries/Benefits	\$40,000	\$155,000	\$158,000	\$162,000
Equipment	\$0	\$15,000	\$5,000	\$5,000
Supplies	\$0	\$5,000	\$5,000	\$5,000
Travel	\$2,000	\$2,000	\$2,000	\$2,000
Marketing	\$2,500	\$2,500	\$2,500	\$2,500
TOTAL	\$44,500	\$179,500	\$172,500	\$176,500

Program Competencies and Entry and Exit Points

Initial entry point will be the fall of 2016. The exit point will be at the completion of coursework, typically 12 months after enrollment. MTI's intent is to create an additional January entry point after the first full year of the program; cohorts would then enter the program each fall and spring semester and would graduate in August and December, respectively.

Graduates will receive a Diploma in Licensed Practical Nursing. Students must maintain an overall GPA of 2.0 to graduate.

The curriculum is competency-based and will be reviewed and approved by a program advisory committee. Additionally, MTI will adhere to any future guidelines or certifications set by the industry.

Statement of Non-duplication

Mitchell Technical Institute is aware that this is a duplicated program. Practical nursing programs are offered at all three of the other technical institutes, as well as at Mount Marty College, Sinte Gleska University, and Sisseton Wahpeton College, and approximately 200 LPN graduates are produced in the state each year at these institutions. However, many of these graduates immediately go on to further their education (30% of graduates at the technical institutes) and do not enter the workforce as LPNs. Those graduates who do seek employment are consistently finding jobs in the field demonstrating a strong job market in South Dakota for LPNs. The 2014 TI Placement Report showed 97% of employed LPN graduates were working in healthcare.

It is worth noting also that there are no LPN programs in central South Dakota which is the region that Mitchell Technical Institute serves. Furthermore, Dakota Wesleyan University has discontinued its Associate Degree nursing program, which means there are no nursing programs other than four-year programs readily available to residents in this region of the state. The growing need for LPNs is well-documented, and therefore Mitchell Technical Institute has asked for and received approval from the presidents of the other technical institutes in the state to offer the Licensed Practical Nurse program.

Proposed Curriculum Design

MTI will design the curriculum to meet the following requirements of the South Dakota Board of Nursing Procedure Manual for the Approval of New Licensed Practical Nursing Education Programs.

Practical nurse education curriculum. The curriculum for programs preparing for practical nurse licensure shall include:

- (1) Concepts in biological and physical sciences:
 - (a) Anatomy and physiology;
 - (b) Microbiology;
 - (c) Nutrition and diet therapy; and
 - (d) Pharmacology;
- (2) Concepts in behavioral science:
 - (a) Interpersonal relations;
 - (b) Communication; and
 - (c) Cultural diversity;
- (3) Nursing theory and clinical instruction of basic nursing concepts to enable the student to develop competence at the entry level as a practical nurse in each of the following areas:
 - (a) Adult health nursing;
 - (b) Maternal child health nursing;
 - (c) Geriatric nursing;
 - (d) Basic concepts of clinical judgment (the nursing process);
 - (e) Scope of practice for LPNs;
 - (f) Legal and ethical basis of nursing practice;
 - (g) Nursing history; and
 - (h) Trends in nursing and healthcare delivery;
- (4) Knowledge of technology used in nursing practice and special health care problems.

The program's curriculum will incorporate a blend of didactic and clinical instruction and will be structured so as to provide for progression in the students' knowledge, skills, and attitudes. MTI's medical simulation lab will be an integral part of the curriculum; it will provide practical experience in a safe, monitored environment prior to clinical practice in a hospital or other medical setting. The lab, which features high-fidelity maternal, adult, and child mannequins in a simulated examination room environment, will allow students tangible, hands-on practice in nursing care. Students will complete three clinical rotations of a minimum of 120 hours each where students will practice and demonstrate competence in entry level nursing skills.

Program Curriculum

FIRST SEMESTER (Fall)

SOC	110	Industrial Relations	3 credits
MA	103	Anatomy and Physiology	4 credits
MA	162	Medical Law & Ethics	2 credits
LPN	101	Introduction to Nursing	4 credits
SSS	100	Student Success	1 credit
MATH		Math Elective	3 credits
CPR	100	Basic First Aid & CPR	0.5 credits

Total Semester Credits: 17.5

SECOND SEMESTER (Spring)

LPN	103	Pharmacology	3 credits
LPN	105	Adult Health Nursing	3 credits
LPN	106	Adult Health Nursing Clinical	3 credits
LPN	107	Maternal & Child Nursing	3 credits
LPN	108	Maternal & Child Nursing Clinical	3 credits
CIS	105	Complete Computer Concepts	3 credits

Total Semester Credits: 18.0

THIRD SEMESTER (Summer)

LPN	110	Trends in Nursing	3 credits
LPN	111	Geriatric Nursing	3 credits
LPN	112	Geriatric Nursing Clinical	3 credits
		English Elective	3 credits

Total Semester Credits: 12.0

National Wage Factor

In May 2012, the median annual wage for licensed practical nurses was \$41,540. The median wage is the wage at which half the workers in an occupation earned more than that amount and half earned less.

Most licensed practical nurses are employed fulltime, although about 1 in 5 worked part-time in 2012. Many work nights, weekends, and holidays because medical care takes place at all hours. Many will be required to work shifts longer than 8 hours.

Source: U.S. Bureau of Labor Statistics, Occupational Outlook Handbook
<http://www.bls.gov/ooh/healthcare/licensed-practical-and-licensed-vocational-nurses.htm#tab-5>

South Dakota Wage Factor

The average hourly wage for Licensed Practical Nurses in South Dakota is \$17.28, according to the South Dakota Labor Market Information Center's June 2015 estimates. The wage at the 25th percentile is \$15.12, which would be an estimate of the starting salary graduates could expect. (The average starting wage reported on the TI Placement Report for LPN graduates was \$15.21.) Experienced LPNs in South Dakota make over \$22.00 per hour.

In addition, graduates who continue their education in nursing can increase their earning potential significantly. Registered nurses in South Dakota earn an average hourly wage of \$26.48 (\$35.71 for the 90th percentile).

Source: SD Labor Market Information Center (<http://apps.sd.gov/ld54lmicinfo/WAGES/OWLSTPUBA.ASP>); 2014 South Dakota TI Placement Report

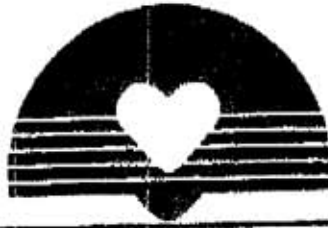
CIP Code

51.3901 Licensed Practical Nurse

Duties of LPNs vary depending on their work setting and the state in which they work. For example, they may reinforce teaching done by registered nurses regarding how family members should care for a relative; help to deliver, care for, and feed infants; collect samples for testing and do routine laboratory tests; or feed patients who need help eating.

LPNs may be limited to doing certain tasks, depending on their state. For example, in some states, LPNs with proper training can give medication or start intravenous (IV) drips, while in other states LPNs cannot perform these tasks. State regulations also govern the extent to which LPNs and LVNs must be directly supervised. For example, an LPN may provide certain forms of care only with instructions from a registered nurse.

APPENDIX



FIVE COUNTIES NURSING HOME
...where lives are touched

Mark Wilson, President
Mitchell Technical Institute
1800 East Spruce Street
Mitchell, SD 57301

Dear Mr. Wilson,

I am writing on behalf of Five Counties Nursing Home in Lemmon, SD to express my support for the proposed Licensed Practical Nursing diploma program at Mitchell Technical Institute.

As the population ages and the healthcare industry continues to grow, we are concerned about the availability of well-trained employees with the necessary knowledge base and skill set to meet this growth. Thus, we support MTI's efforts to start an LPN program as it will help fill our need for qualified nurses to provide competent and compassionate care in our facility.

We strongly urge the approval of this program and look forward to working with MTI in support of the LPN program.

Thank you.

Sincerely,

Chad Abel FCNH

Matt Ditmanson
2100 Highland Way Ste. K
Mitchell, SD 57301

August 25, 2015

Mr. Mark Wilson, President
Mitchell Technical Institute
Mitchell, SD 57301

Mr. Wilson;

I am writing to offer support for Mitchell Technical Institute's proposed new LPN program. Our evolving health care delivery model (Patient Centered Medical Home) is a team concept and includes a LPN working as primary nurse support for physicians.

I have hired three LPN's in the past year and know my colleagues at Sanford Health agree that having locally trained LPN staffing is a great benefit. Specifically in Mitchell, we can help support MTI's program with mentoring, class presentations and internships (locally or throughout Sanford Clinics).

Again, we fully support your program development and hope the South Dakota Department of Education, Board of Nursing and others see the wonderful opportunities this program will provide.

Best regards,

Matt Ditmanson

Matt Ditmanson
Director of Clinic Operations



Yankton Rural
Area Health Education Center

1000 West Fourth Street, Suite 5
Yankton, SD 57078
605-655-1400
www.yrahec.org

Mr. Mark Wilson
Mitchell Technical Institute
1800 E. Spruce St.
Mitchell, SD 57301

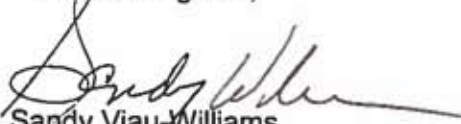
Dear Mr. Wilson:

On behalf of Yankton Rural Area Health Education Center (AHEC) I am pleased to provide Mitchell Technical Institute a letter in support of establishing a Licensed Practical Nursing program at your academic institution. The need for LPNs continues to grow in the south central region of South Dakota. LPNs, working primarily in clinic and long term care settings, are a critical component to the ability of our state to provide a high level of quality care in rural and frontier communities.

Many individuals with whom we interact express an interest in health care but are unable to commit to a four year degree program, often away from home. An LPN program at Mitchell Technical Institute will allow these individuals to pursue a career in healthcare and remain in their home community.

Yankton Rural AHEC looks forward to working with you and your team to develop clinical training locations across our 27 county service area.

Sincere Regards,



Sandy Viau-Williams
Executive Director

Connecting Students to Careers, Professionals to Communities,

Communities to Better Health.