**A logo of a university

Description automatically generatedWayne State University Center for Healthcare Workforce**

**$1,279,100**

**$1,828,380**

**Enhance Retention and Reduce Turnover**

Joint development of new nurse residency programs (demonstrated to reduce 18-month turnover in hospital-based settings). 3 Pilot programs run as academic-practice partnerships with cohorts of 30 new graduates per year.

* **$237,680**
  + Cost for 8-month program development phase
  + .5 FTE WSU Project Director $37,680
* **$6,030,000**
  + Average cost per nurse resident is $67,000 / 90 students in 3 pilot programs.
* $**135,000**
  + Stipend for 90 residency preceptors @ $1,500
* $**489,840**
  + Salary & Benefits for 3 Residency Program Director at 1.0 FTE

**$6,892,520**

**Budget**

**Research Activities**

Support research designed to develop and evaluate alternative models of clinical education in the health professions that reduce bottlenecks in the education pipeline and promote a more robust Michigan healthcare workforce (including longitudinal clinical placements; multiple student placements and other innovative models). Outcome variables to be studied include development of measurable clinical competencies to demonstrate practice readiness at graduation, cost to the clinical setting, impact on clinical productivity, impact on retention (reduction in turnover); subcontract to Michigan Area Health Education Center (AHEC)

**Enhance the Workforce Pipeline**

1. Address the nursing faculty shortage through clinician “salary top up” for qualified clinicians who wish to serve as clinical educators one day/week.

* **$ 204,100**
  + 50 clinicians, 2 semesters per year.

1. Address the nursing faculty shortage by providing tuition support for baccalaureate prepared nurses who wish to pursue a graduate certificate in nursing education. (5 cohorts of 10 students each)

* **$475,000** 
  + 50 students @ $9,500 (cost of Grad Cert)

1. Address competition for clinical placements and address the cost to health care systems by providing a contribution of $1,000/clinical placement to an agency providing a full semester placement for a graduate student in a physician assistant or nurse practitioner program.

* **$600,000** 
  + 50 PA students, per semester x 2 semesters per year = $200,000
  + 100 NP students, per semester x 2 semesters per year = $400,000

**Deliverables**