



nha

Healthcare Highway

CTE Pathways / Career Clusters

- CTE graduates are ready to directly go into the workforce
- Some use CTE to get a head start on further education
- ~900K health science students represent a strong talent pipeline
- 43% of students are working toward certification / credentialing exam
- CTE Health Science Pathways include: CNA, Medical Assisting, Patient Care Technician, Pharmacy Technician, Sports Medicine



HOSPITAL



DR OFFICE



Early Career Exploration

Students who participate in career exploration are more likely to complete high school (72%) than those that don't participate (52%)

Destination:
3.2M healthcare workers needed by 2026

Enrollment in nursing programs are not keeping up with demand

- Shortage of faculty, high burnout, and aging workforce are contributing to shortages
- CTE and post-secondary Allied Health programs can be a pipeline for qualified candidates

Of over 680K applicants to BSN+ nursing programs, less than 100K accepted/enrolled (2021-22). 78K qualified turned down.

Post-Secondary Allied Health Programs

- MA
- Med Admin & Assist.
- Pharm. Tech
- Patient Care Tech
- EKG Tech
- Billing & Coding
- Elec. Health Records
- Phlebotomy

Graduates in programs that NHA supports are certified and ready to enter the workforce



82% of employers believe a career laddering program would increase retention rates, however only 45% currently offer a program.



Employer-based Training Programs

- >70% of employers have/planning new hire/reskilling training programs
- Top ways employers solving hiring challenges: training existing staff, upskilling, and recruitment agencies.

85% of employers report Allied Health Staff Shortages



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Creating Alternate Pathways to Build a Healthcare Talent Pipeline

To maximize the potential of our health care industry, we should tap into the pool of qualified nursing applicants who are not accepted into nursing programs. By offering them opportunities to pursue careers in Allied Health, we can create a talent pipeline of passionate individuals ready to fill high-demand health care jobs. Educational institutions can play a crucial role in this by maintaining enrollment and transitioning these candidates into Allied Health programs.

Additionally, we should leverage Career and Technical Education (CTE) programs and Post-Secondary Allied Health programs. These programs can serve as both direct entry into the workforce and a strong talent pipeline into nursing and medical schools.

Steps to create alternative talent pathways

- Assess nursing and direct care workforce needs and collaborate with nursing programs to build a frontline healthcare workforce pipeline.
- Evaluate existing and future allied health programs in your institution to identify transition opportunities. Determine the necessary components to integrate an allied health pathway program.
- Design and utilize allied health pathway programs to prepare individuals for their next level of employment, certification, or educational goals, while also creating talent pipelines.
- Establish criteria or benchmarks for transitioning students and regularly assess program alignment and success metrics.
- Track and communicate the impact of these programs on educational and workforce metrics.



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