



School Nurse High Road Residency

MAKING HEALTHCARE AN
APPRENTICABLE PROGRAM

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Lessons Learned





Project Background: Sacramento County to Statewide Program



SCUSD 2023 School Nurse Residency

SCUSD received HRTP grant for a school nurse residency program that improve recruitment and retention of school nurses within Sacramento County through the creation of an apprentice program in cooperation with CSU Sacramento.



Results

55 Nurses obtained their School Nurse Credential securing district employment within 10 districts.

3 LVNs obtained their RN degrees



Statewide Expansion

CSNO, a professional organization, received an expansion grant to replicate the model statewide for 150 school nurses in high need/under resourced districts and include the four university training providers – CSU Fresno/Fullerton/Sacramento/San Francisco. 99 employers recruited YTD.

Statewide Expansion



Reasoning:

A single school district was limited in capacity to administer a county-wide program. Program needed to be housed in

COE

Professional organization

Serve highest need areas

Recruit nurses from rural and healthcare shortage areas

Provide statewide support and statewide resources to isolated/high need areas

Standardize training for recruitment and retention of a diverse workforce

Increase retention

Recruit and retain 150 school nurses



Partner Recruitment



Worker-Centered Approach

CSNO acts as a catalyst for School Nurses to engage and recruit their employers and colleagues to the program

Leverage Educational Providers

CSNO acts as a catalyst for School Nurses to engage and recruit their employers and colleagues to the program

Standardize Resources/Information for Employers

Provide up-front Rules and Regulations, MOUs, Employer Agreement, and preceptor agreement on a frequently refreshed program website

Recruit Using Additional State Resources

Department of Rehabilitation
Board of Registered Nursing



Data and Reporting



Applicant Survey

Demographics, household, employer, salary, workplace skills

Participant Entrance/Exit Surveys

Record salary, workplace skills/workflows, employer information

Employer Surveys

Pre-Post Skills and Work Flows

Community Resources

HCAI, edJoin, and ed-Data for accurate informed decision making





Lessons Learned: Healthcare DAS Apprenticeship Application



Language Matters

Education vs training, resident vs apprentice, preceptor vs journey-level worker



Higher Education Providers

Training partner is CSUS, however DAS Apprenticeships are optimized for community and trade schools – RSI not easily compensated for CSU or CCE.



Education Structure of Work-based Programs

RSI and OJT delineations restrictive for work-based program determined by professional boards, with competency and time-based programs integrated

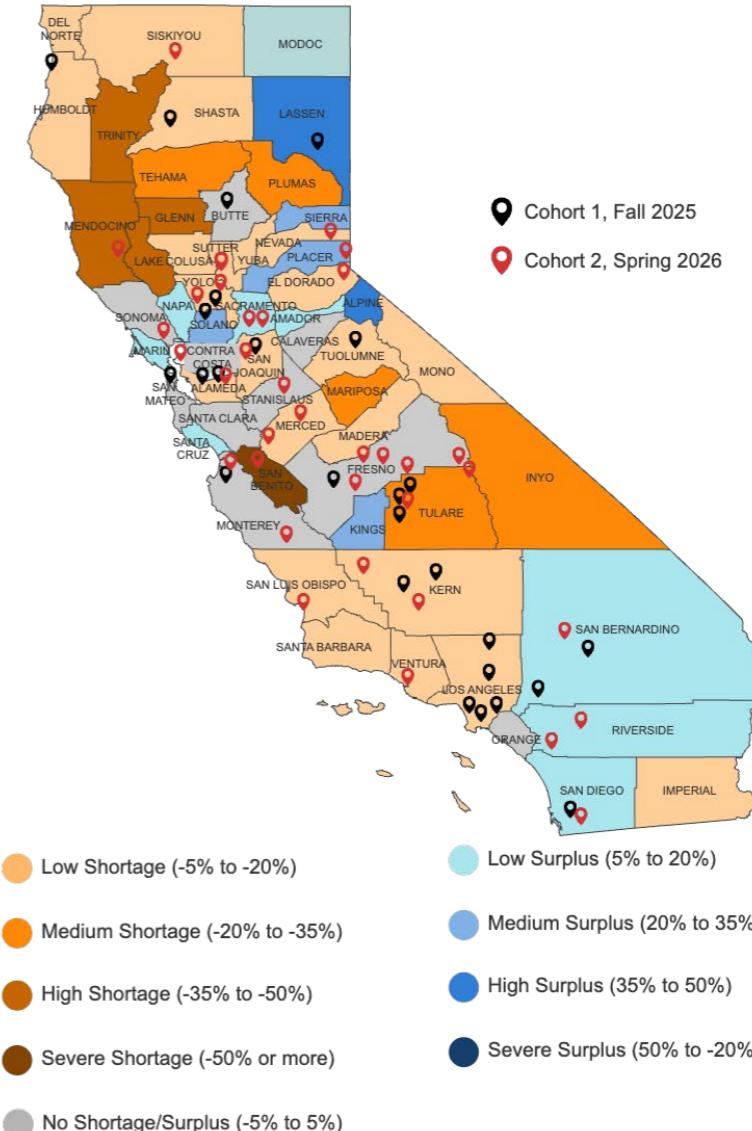
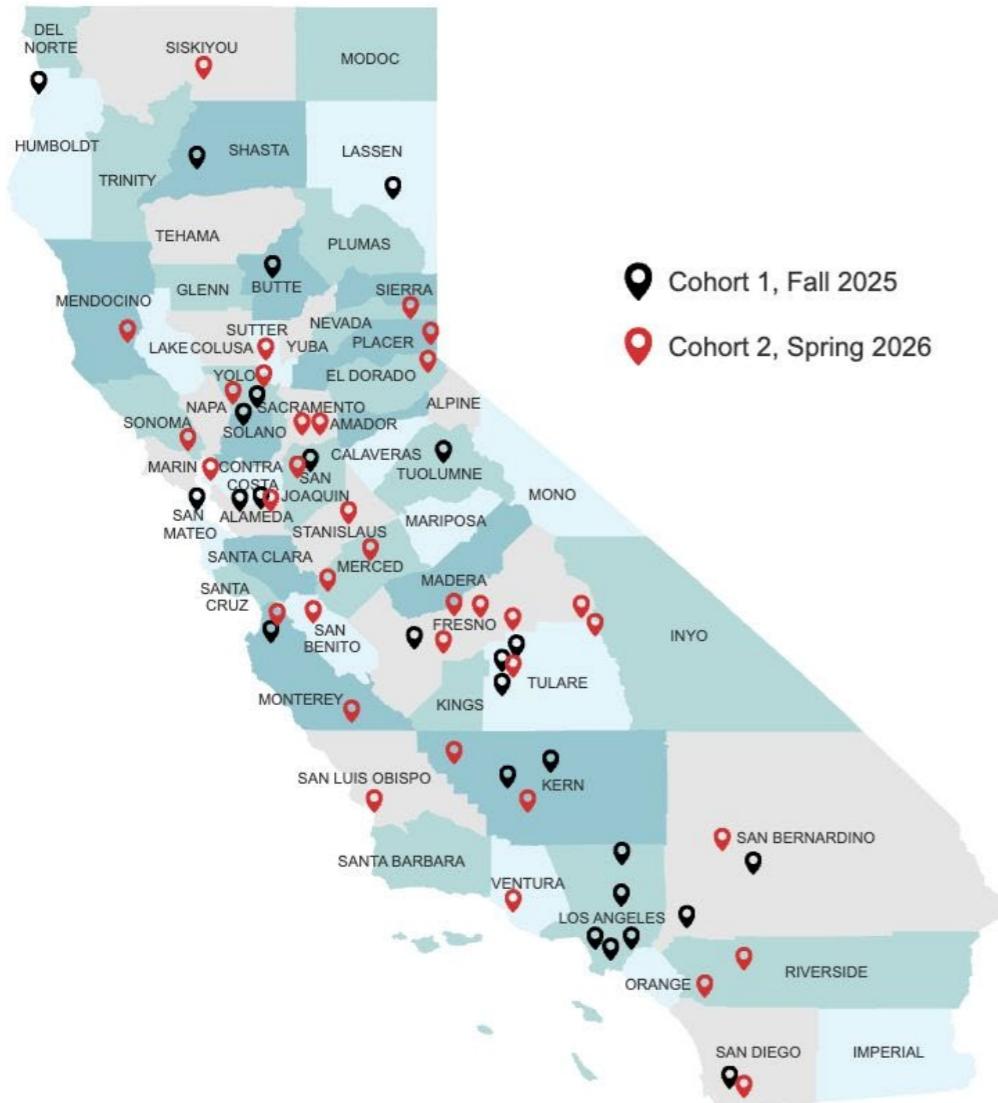


School-based Professions vs Trades

School-based professions follow the academic calendar, and employees only work for average of 183 days, drastically reducing the OJT hours (1464 instead of 2000)



California Nurse Shortage Areas*



<https://hcai.ca.gov/visualizations/supply-and-demand-modeling-for-californias-nursing-workforce/>

*Data represents 2022, source:





High Road School Nurse Residency

A High Road Training Partnership Grant For
Recruitment & Retention of School Nurses

July 2025 - June 2027

COMPETITIVE APPLICANTS

Work for a LEA with:

- 50% > Free & Reduced-Price Meal Rate
- Nurse Shortage Area
- Language Diversity
- Immigrant Population

TERMS

- All Work Completed July 2025-June 2027
- Enrolled in a CSU Credential Program
- Attend Quarterly Meetings
- Complete Surveys
- Remain With Employer for 2 Years

BENEFITS:

- **Tuition Payment:** School Nurse Credential Program
- **\$500** Resident Stipend
- **\$875*** Preceptor Stipend
- Free Year of **CSNO Membership**
- Free CSNO School **Nurse Academy**
- Free **CSNO Conference** Registration**



*CSU Fresno Preceptor Stipend is
\$437.50/Semester

**Additional Costs Not Included

TIMELINE

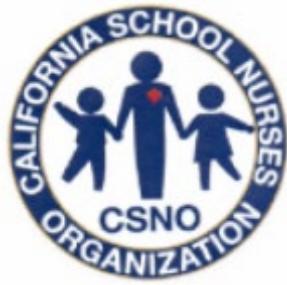


CONTACT US

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FUNDED BY:





Additional Resources

CSNO Website

<https://csno.memberclicks.net/high-road-training-project>

HCAI Website

<https://hcai.ca.gov/>

<https://hcai.ca.gov/visualizations/supply-and-demand-modeling-for-californias-nursing-workforce/>

Ed-Data Website

<https://www.ed-data.org/>

BRN Mailer

<https://drive.google.com/file/d/1WXIXaRqqUEZj4fWBfkSpNHc-XLsdV3rB/view?usp=sharing>

DOR Services

<https://www.dor.ca.gov/Home/EmploymentServices>

Thank You

QUESTIONS?

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