



Nursing Pipelines & Pathways Funded by Johnson & Johnson

Announcement Issuance Date: April 3, 2024

Application Deadline: April 24, 2024

Announcement Type: Notice of Grant Opportunity

Funding Objective: Expand on a health center's established workforce programs to create or advance existing pipelines and pathways specifically for nurses of color to advance in their careers (e.g., frontline staff to LPN, LPN to RN, RN to BSN, APRN or NP clinical tracks).

Award Amount: The award is \$40,000. Up to 8 awards are anticipated.

Eligible Organizations:

- a) Applicants must be a § 330 funded or look-alike health center organization.
- b) Applicants must have an active NACHC Organization Health Center Membership in good standing (dues paid through 3/31/24).
- c) Applicants must complete the application in its entirety, detailed below. An incomplete application may not be considered for an award.

NACHC Point of Contact: Please direct any questions regarding this opportunity to Wanda Montalvo, Director of Evidence Based & Integration Strategy at partnership@nachc.com.



Grant Funders

Funds for this grant award are provided by Johnson & Johnson who aspire to help eradicate racial and social injustice as a public health threat by eliminating health inequities for people of color. The National Association of Community Health Centers (NACHC) is the administrator of the grant program.

Award Amount

The award amount is \$40,000. Up to 8 awards are anticipated and *NACHC will aim for regional distribution.*

Program Description

Community health centers turn to nurses at all levels in their delivery of care to the communities they serve. Like much of the health care workforce, creating pathways for nurses to advance in their careers (e.g., frontline staff to LPN, LPN to RN, RN to BSN, APRN or NP clinical tracks) will be essential in the years going forward—particularly for nurses of color, who are more often leaving the workforce and/or are left behind in their advancement due to other factors (i.e., unable to commit time to advancing their education, secure tuition assistance, or overlooked for promotion). NACHC will award up to eight (8) health centers \$40,000 each to explore ways to advance the roles of nurses at their health centers. NACHC will further serve as a bridge and connector to potential programs and partnerships for the awarded health centers.

Applicants considered ineligible or non-finalist for the “Nursing Pipelines & Pathways” are eligible to identify nurses for the NACHC-Sigma Nurse Empowerment Program, an online learning community for emerging nurse leaders.

For the purposes of this grant, people of color are defined as race categorization of Asian, Native Hawaiian/Other Pacific Islander, Black/African American, American Indian/Alaska Native, more than one race and/or ethnicity categorization of Hispanic or Latino/a.

Required Activities

- 1) Awardees must initiate, enhance, or strengthen a nursing workforce pipeline or pathway program as described in their application. The pipeline and/or pathway program must meet the following criteria:
 - a. Established relationship or formal partnership with any of the following: AHEC, Accredited School of Nursing, Department of Labor, or Professional Nursing Association or its affiliated chapter (i.e., National Black Nurses Association, National Hispanic Nurses, National AI/AN Nurses Association, or Ethnic Minority Nurse Association, etc.).



- b. Health center is committed to the next generation of nurses by either precepting undergrad or graduate nursing students, staff are either adjunct faculty school of nursing, or mentor nurses of color.
- 2) Awardees will participate in a kickoff meeting, a midpoint meeting, and a final meeting to share with NACHC and fellow awardees about the progress of their program, lessons learned, barriers, and other relevant updates.
- 3) Awardees must make every reasonable effort to participate in at least one activity to share their program with NACHC and the NACHC audience. This may take the form of presenting at a NACHC conference or on a webinar, contributing to a podcast episode, or sharing the program for a written publication. Awardees may be contacted by Johnson & Johnson communications to produce marketing collateral related to the awarded project. Awardees must make every reasonable effort to announce a local press release (template to be provided by NACHC and Johnson & Johnson communications).

Required Reporting Metrics

Awardees must submit a final report (see Appendix I for details) by December 15, 2024.

Timeline

Application period opens: April 3, 2024

Application period closes: April 24, 2024

Notice of awards: (on or around) May 24, 2024

Final report due: December 15, 2024

Allowable Use of Funds

Recipients agree to use funds for expenses that advance the implementation of the grant activities described above. Budget allocations as submitted in the application may be adjusted during the project period with NACHC's approval. NACHC staff reserves the right to determine if expenses are acceptable for all awarded funds.

Eligible costs for grant dollars include:

- 1) Personnel and/or consulting costs to facilitate the pipeline or pathway program.
- 2) Education costs like tuition and fees for nurses of color to participate in a program.
- 3) While indirect costs are allowed, they are capped at 15% of total costs.

Ineligible costs for grant dollars include:

- 1) Staff bonuses
- 2) Alcoholic beverages



Receipt of Funds

Award recipients must submit an acceptance of award notice signed by the health center's CEO or Executive Director (or designee) within 10 business days of NACHC's transmittal of award notification. Funds will be dispersed via EFT upon NACHC's receipt of award acceptance.

Should the grantee fail to meet any of the requirements outlined above, grantees may be restricted from applying for another grant for at least one (1) year after reconciling the outstanding requirements (by either successful completion of outstanding requirements or forfeiting/returning the grant funding).

Application Submission

Applications must be received by 11:59 PM EST April 24, 2024. Please submit applications [online at NACHC's Qualtrics platform](#). Emailed or paper versions of applications will not be accepted. The application is referenced below under "Application Requirements".

Application Requirements

- 1) Organizational name and, if applicable, "Doing Business As"
- 2) BPHC UDS Number:
- 3) Mailing Address (no P.O. Boxes, please)
- 4) Primary Contact for this Application
 - First Name and Last Name
 - Title/Role
 - Phone (xxx-xxx-xxxx)
 - Email Address
- 5) Chief Executive Officer (CEO) or Executive Director
 - First Name and Last Name
 - Title/Role
 - Phone (xxx-xxx-xxxx)
 - Email Address
- 6) **Health Center Descriptive Data.** Please complete the information about your nursing workforce [in this template](#) and upload the completed template below.
- 7) **Program Description.** Describe the pipeline and pathway program for nurses of color proposed and the health center's experience with delivering workforce programs for staff. Describe the relationship with partners to support the nursing pipeline, history of precepting nursing students or any staff engaged as adjunct faculty at a school of nursing, or mentor for nurses of color.
- 8) **Anticipated Outcome.** How many staff members of color are expected to participate in the pipeline or pathway program with anticipated dates/timeframes? Explain how you arrived at



- this prediction. Please describe other expected and intended outcomes from the program.
- 9) **Budget Narrative.** Please provide a budget narrative, briefly explaining how grant funds will be spent (e.g., \$100 will be spent on print marketing for the program, \$15,000 will be spent on tuition and fees).
 - 10) Do you currently have a pipeline or pathway program with any of the higher education institutions associated with the “AARP Center for Health Equity Through Nursing” (see Appendix II)? If yes, please describe the partnership with the higher education institution.
 - 11) **Letter of Support.** Please upload one letter of support (one page maximum; PDF format; and on official letterhead) from an institution that will work with the health center via an established relationship or a new formal partnership on the nursing workforce development pipeline or pathway program. The institution can be any of the following: AHEC, Accredited School of Nursing, Department of Labor, or Professional Nursing Association or its affiliated chapter.

Application Evaluation Criteria

Program Description (50%)

- a) Applicant states reasoning for program and aligns with the grant's purpose.
- b) Applicant gives experience and history with staff workforce programs.

Anticipated Outcome (40%)

- a) Applicant's method for predicting outcome is logical and realistic.
- b) Preference will be given to applicants who can realistically predict more participants.

Budget Narrative (10%)

- a) Budget narrative is sufficiently descriptive of anticipated costs.
- b) Budget narrative is compliant with allowable use of funds.



Appendix I: Final Report Template

Submit final reports by December 15, 2024, via email to partnership@nachc.com. A spreadsheet or reporting form will be provided in advance of the report due date.

- 1) How many patients did the health center serve (based on the most recent UDS)? Include a breakdown by racial and ethnic identity.
- 2) In 2024, how many staff participated in the nursing pipeline and pathway program described in the application? Include a breakdown by racial and ethnic identity.
- 3) Are there staff set to participate in the nursing pipeline and pathway program for 2025? If so, please include the set or anticipated number of participants.
- 4) Please give testimonials (quotes) from one (1) to three (3) different individuals who went through the pipeline or pathway program on what they learned, why they did the program, or what they will do after the program.
- 5) What are lessons learned for the health center from the pipeline or pathway program?
- 6) Were there any problems with implementing the program or grant activities?

Appendix II: AARP Center for Health Equity Through Nursing Higher Education Representatives

Institution Name	State/Territory
Oakwood University	Alabama
Tuskegee University	Alabama
University of Alaska Anchorage	Alaska
Arizona State University School of Nursing	Arizona
Grand Canyon University	Arizona
University of Arizona	Arizona
California Baptist University	California
California State University-Bakersfield	California
California State University-Fresno	California
California State University-Long Beach	California
California State University-Sacramento	California
California State University-San Bernardino	California
California State University-Stanislaus	California
La Sierra University	California
Mount Saint Mary's University	California
San Diego State University	California
Vanguard University of Southern California	California
Aspen University	Colorado
Delaware State University	Delaware
Howard University	District of Columbia
Barry University	Florida
Bethune-Cookman University	Florida
Chamberlain University	Florida
Florida Agricultural and Mechanical University	Florida
Florida International University	Florida
NOVA Southeastern University	Florida
Albany State University	Georgia
Morton College	Illinois
Kentucky State University	Kentucky
Dillard University	Louisiana
Grambling State University	Louisiana
Southern University and A&M College	Louisiana
Bowie State University	Maryland
Coppin State University	Maryland
Morgan State University	Maryland
Bemidji State University	Minnesota
Alcorn State University	Mississippi



Lincoln University of Missouri	Missouri
Montana State University	Montana
Saint Peter's University	New Jersey
William Paterson University	New Jersey
New Mexico State University	New Mexico
The University of New Mexico, Albuquerque	New Mexico
University of New Mexico College of Nursing	New Mexico
Western New Mexico University	New Mexico
Lehman College, Department of Nursing	New York
Nyack College	New York
Fayetteville State University	North Carolina
North Carolina A&T	North Carolina
North Carolina Central University	North Carolina
UNC Pembroke	North Carolina
Winston Salem State University	North Carolina
North Dakota State University School of Nursing	North Dakota
Langston University	Oklahoma
Northeastern State University	Oklahoma
Robert Morris University Illinois	Pennsylvania
University of Puerto Rico-Medical Sciences	Puerto Rico
South Dakota State University College of Nursing	South Dakota
Tennessee State University	Tennessee
Angelo State University	Texas
Prairie View A&M University	Texas
Southwestern Adentist University	Texas
Texas A&M International University	Texas
Texas A&M University	Texas
Texas A&M University-Corpus Christi	Texas
Texas Lutheran University	Texas
Texas State University	Texas
Texas Tech University Health Sciences Center	Texas
The University of Texas at El Paso	Texas
The University of Texas of the Permian Basin	Texas
The University of Texas-Pan America	Texas
University of Saint Thomas Houston	Texas
University of Texas Arlington College of Nursing	Texas
University of Texas Health Science Center at San Antonio	Texas
University of Texas Rio Grande Valley	Texas
University of the Incarnate Word	Texas
University of the Virgin Islands	US Virgin Islands
University of Utah, College of Nursing	Utah



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Western Governors University	Utah
Hampton University School of Nursing	Virginia
Norfolk State University	Virginia
Virginia State University	Virginia
Heritage University	Washington
University of Washington School of Nursing	Washington
West Virginia State University	West Virginia
University of Wisconsin-Madison School of Nursing	Wisconsin
University of Wyoming	Wyoming