



# INVESTMENTS IN FAMILY SCHOLAR HOUSE HEALTHCORPS PROGRAM YIELDING IMPRESSIVE RESULTS

## WHITE PAPER

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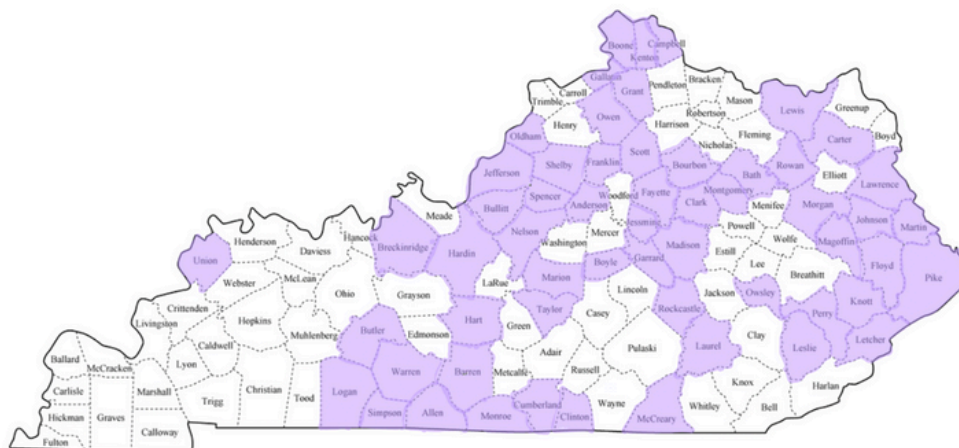


**FSH HealthCorps**

A thriving workforce requires a pipeline of healthy, educated people. Kentucky's workforce needs are pervasive, with critical shortages across various industries, and the healthcare industry is among those most impacted. However, Family Scholar House is showing impressive results to target this shortage as it begins its third year of the FSH HealthCorps program.

The industry's workforce was taxed nearly to its brink during the COVID-19 pandemic, and has not fully recovered. The prevalent shortages in all healthcare positions are stretching the current workforce thinner than ever. Patients pay the obvious price, but the costs to taxpayers, employers, and families are also high.

Family Scholar House has a long history of promoting workforce development. More than 30 years of support for students with children have bolstered families who need an ally to complete necessary credentials and enter the workforce. Now, Family Scholar House is continuing that legacy through the FSH HealthCorps program.



*The 57 counties served by FSH HealthCorps.*

The FSH HealthCorps program began as a result of an approximately \$8.3 million investment by the Centers for Disease Control (CDC) and AmeriCorps with the purpose of building the nation's healthcare workforce in the most in-demand areas. The project focuses its sights on long-term care facilities, hospitals, and healthcare organizations in rural and urban areas with identified poor health outcomes.

The model is designed to reinvigorate America's healthcare workforce by accelerating workers through training and placements designed to target areas of highest need. Participating members benefit from resources, free career experience and training, network-building opportunities, and the likelihood of job offers after completion of the program. Further, they avoid the burden of student debt in pursuit of a fulfilling and meaningful career. The stability it provides is unique to this program.

Just as importantly, patients benefit. Nursing shortages are well known, but there are other needs specifically identified in the KY LTC Workforce Collaborative, including Certified Nursing Assistants, Direct Support Professionals, Dietary staff, Certified Medication Aides, and Housekeepers. (Kentucky Hospital Association, 2022). The same survey showed that 94% of nursing home facilities are experiencing staffing shortages and three-fourths of them report that those shortages have been intensified post-pandemic (American Health Care Association and National Center for Assisted Living, June 2021).

Further, the economy benefits. Healthcare workers are valuable, and their wages are higher than average. Ushering individuals into these well-paid careers feeds the economy, reduces

strain on this critical workforce, and reduces taxpayer costs for providing care for the most vulnerable in our state. The model is efficient, sustainable, and commonsense.

## Exploring the Model

The FSH HealthCorps Program employs cohort-model hiring. Within cohorts, FSH HealthCorps success coordinators work with each member of the program to ensure they have adequate resources to generate their success. They also help direct them into the healthcare position that best matches their goals and skills. This may include



*"HealthCorps has been a great opportunity to get out into my community to help healthcare workers and the elderly...This program also gives young professionals a chance to get experience as nurse aides whilst working within a cohort. This has made the transition from the classroom to the workplace so much smoother and more comfortable."*

*- Amelia Mintu, KY HealthCorps CNA*



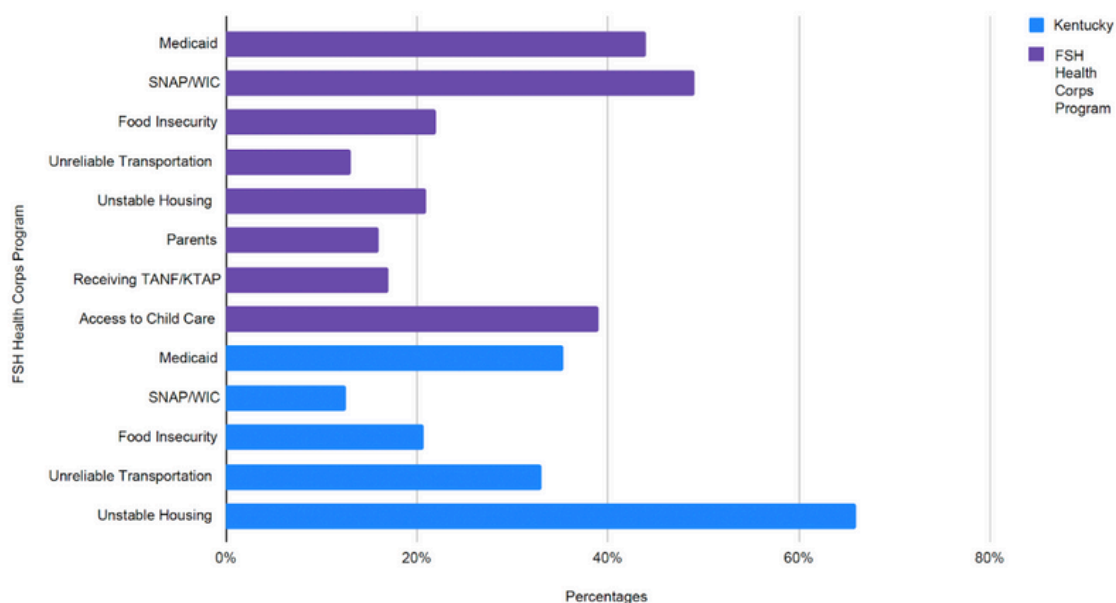
assistance with obtaining transportation, housing, and food. Living allowances are non-taxable - they are not considered wages but rather intended to support them as they work. These supports allow the member to focus first on their future.

FSH HealthCorps members who are not otherwise covered receive health insurance for the duration of the program. They also receive childcare assistance. Scholarship funds can be made available as well to help advance the member’s ability to obtain industry-recognized credentials. Further, the program’s network is robust. Many members complete the program with the connections to provide them with job offers.

Throughout the program, members provide services for a minimum of 200 patients, including support with basic clinical assistance, activities, infection control, dietary, and patient services. Simultaneously, they receive training, mentorship, and experience. The variety of roles available allows even FSH HealthCorps Members who are not interested in providing clinical care to support this critical industry. Marketing, maintenance, outreach, and social service roles are embedded with the program.

The program serves individuals who may not otherwise have opportunities to pursue a career in healthcare due to the cost of training, equipment, and time. Forty-four percent of the members in the FSH HealthCorps program to date have received Medicaid, 49% of them received SNAP/WIC benefits, and 22% were experiencing food insecurity when they began the program. Unreliable transportation affected 13% of members, and unstable housing affected 21% of members.

## FSH HealthCorps Participants vs. Kentucky General Population



## Why HealthCorps is Different

At the same time that the program is building the healthcare workforce, it is also watering healthcare deserts. According to the United Health Foundation, Kentucky ranked 41st in the nation in overall health outcomes in 2022 (United States Foundation, 2023).

2023 data from that report shows a 40% rise in Diabetes rates, from 10.6% of Kentucky adults with Diabetes in 2013 to 14.8% in 2022. It also ranks Kentucky 49th for the percentage of adults who regularly exercise, 48th for frequent physical distress in adults, and 49th in the prevalence of multiple chronic conditions in adults. Kentucky ranks as the worst state in America for its high number of preventable hospitalizations, at 76.6 discharges per 1,000 Medicare enrollees (the national average is 49.4) (United Health Foundation, May 2019).

The pandemic caused a collapse in Kentucky's workforce participation numbers, which have only recently begun to recover. In June of 2021, only 56% of able-bodied Kentuckians were working; at current population levels, Kentucky would need to increase its workforce by 180,000 to be in line with the national workforce participation rate (KY Chamber, 2021).

Among Kentuckians aged 16-19, workforce participation has declined in recent years, from 52.7% in 2000 to 40.2% in 2019. Worker recruitment is critical for filling entry-level jobs that alleviate pressures from more skilled or experienced employees (2021).

A 2017 study published in the Annals of Intensive Care found higher case loads for nurses results in decreased chances of patient survival. For instances in which the hospitals maintained a mandatory cap on patient-nurse ratios, patients were 95% more likely to survive (Lee, et al., 2017). Data from the Bureau of Labor Statistics (BLS) suggest that long-term care facilities have lost approximately 400,000 employees since the start of the COVID-19 pandemic, which is about 15% of the total long-term care workforce. (U.S. Department of Labor, 2022).

### **ROLES AVAILABLE IN A VARIETY OF INTERESTS, INCLUDING:**

- MNA/CNA/SRNA
- DIETARY AIDE
- ACTIVITIES ASSISTANT
- MAINTENANCE ASSISTANT
- MARKETING/COMMUNICATIONS ASSISTANT
- AIT (ADMINISTRATOR IN TRAINING)
- OUTREACH/EDUCATION SPECIALIST
- SOCIAL SERVICE

## The Proof

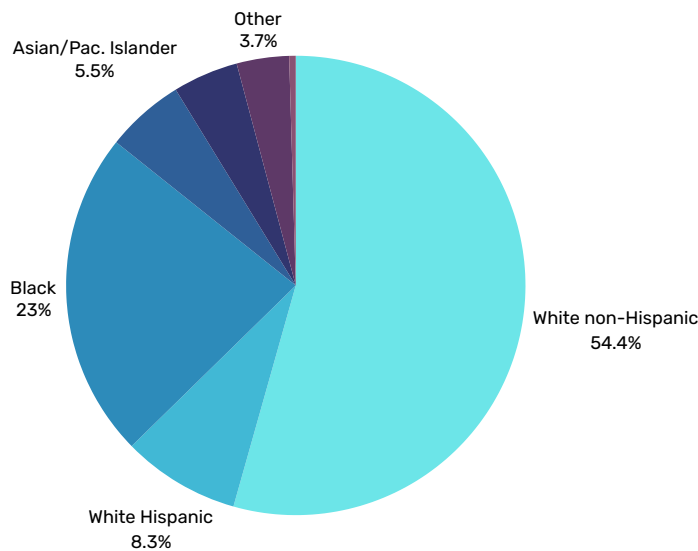
FSH HealthCorps is entering its third year, with positive outcomes growing year over year. The initial grant, awarded for programming conducted during the 2022-2023 fiscal year, drew approximately \$2.8 million into the program. Since then, similar annual investments have continued despite budget challenges elsewhere.



*Kentucky member Subhaanullah Sultani is a single parent with three children. He shared that without the FSH HealthCorps opportunity, he would not have been able to pursue a career in healthcare. He needed flexibility in his schedule to care for his children, and he needed to be able to gain experience and training while working. He was able to participate in shadowing, mentorship, and learning that included providing direct patient care at Baptist Health in Louisville, Kentucky.*

As of December 2024, the FSH HealthCorps program has been placed into participating Medicaid facilities over the last three years. These members have served 349,850 hours across 28 host sites in the healthcare marketplace. Of those, 73% of members completing the program went on to pursue further education in the healthcare field, 4% accepted offers of employment to continue working in the healthcare industry, and 20% of them enrolled for an additional term with FSH HealthCorps. That means only 3% of members did not continue in a healthcare-related career path.

The pie chart to the right shows the racial makeup of participants in the FSH HealthCorps program.



## **Conclusion: Investment is Cheap Compared to the Outcome**

As FSH HealthCorps continues to generate impressive results for patients, healthcare employers, and the economy, the return on investment is clear.

The average cost of a 4-year college degree in 2024 was more than \$27,000 for in-state students every year (Hanson & Checked, 2024). That is, students may pay \$110,000 on average for a degree before pursuing their career.

By contrast, the FSH HealthCorps program costs \$15,717 per member per year to prepare them for a future career, most of whom enter the workforce pipeline after a single year. Further, this cost is not passed on to the member. This investment by the CDC and AmeriCorps is driving the development of the healthcare workforce for less than 15% of the cost of an average in-state college degree.

Further, the members are providing healthcare services during on-the-job training that costs less than the average cost of service otherwise. For example, by dividing the total project funding by the number of hours of work provided by the members, each hour of work is invested for \$23.72 compared to an average of \$28.72 for Kentucky's average nurse wage (United States Department of Labor, 2024).

The economic impact is evident and quantifiable. The average entry-level wage of member graduates for the three-year period is \$52,000 annually. This return on investment rivals most, if not all, workforce development programs in the country. At the same time, data indicates patients should experience statistically significant improvement in outcomes, which will in turn reduce Medicare and Medicaid costs to taxpayers. Members who are in jobs post-program are also earning enough to reduce the need for additional government benefits, such as food or housing assistance while they are also contributing at unprecedented levels to the tax base that feeds community infrastructure and services.

In short, for every member served in the FSH HealthCorps program, the general population wins and wins big. Nonprofits, private foundations, corporations, and government agencies are encouraged to invest in this model to further promote robust outcomes that strengthen our nation's healthcare workforce.

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## About Family Scholar House and Family Inc. Brands

Family Brands is a compassionate, multifaceted organization dedicated to breaking the cycle of poverty and creating lasting success in communities. Through its various initiatives, Family Brands empowers individuals and families by providing access to education, employment opportunities, and essential resources, promoting long-term stability and generational prosperity.

Family Scholar House (FSH) focuses on helping families and youth overcome poverty through education, enabling them to achieve lasting independence. FSH Works builds on this mission by supporting individuals on their path to sustainable employment and career growth, fostering cycles of success within communities. FSH Affiliates extends the impact of FSH by partnering with organizations nationwide, empowering families and youth, and creating opportunities for lasting change. FSH Resources connects individuals to free local services, helping them access the support they need to build resilience. FSH canvas/s uses technology to provide real-time data, enabling informed, compassionate decision-making to guide individuals and families toward success.

As of 2024, the completion rate for college credit hours attempted by FSH participants was 91 percent, resulting in 882 college degrees earned. FSH Works completed over 154,000 calls with over 85,000 unduplicated households. FSH Affiliates now has programming in 18 different locations across the nation. FSH Resources averages 16,000 users per month getting connected to free resources. FSH canvas/s tracks over 250 fields of data from the Arizona Self-Sufficiency Matrix to education and trauma.

Together, these initiatives create a supportive environment where everyone's journey is understood, respected, and nurtured toward a brighter future. To learn more about Family Scholar House, visit [familyscholarhouse.org](http://familyscholarhouse.org). To learn more about Family and its subsidiaries, visit [familybrands.family](http://familybrands.family).

