

Investing in Our People

Funding Education to Build a Pipeline of Healthcare Workers

It's no secret that New Mexico is facing a serious shortage of healthcare professionals at every level, including thousands of unfilled positions for nurses, particularly critical and acute care nurses who care for patients with serious or complex conditions. With support from Presbyterian Healthcare Foundation (PHF), efforts are underway to grow Presbyterian's healthcare workforce, including the **Presbyterian Nursing Career Pathways (PNCP)** program and other training.

In a partnership with Unitek Learning, parent company of Brookline College, Presbyterian created **PNCP**, a program that enables employees to launch a nursing career while keeping their current Presbyterian position. Employees can pursue their Bachelor of Science in Nursing (RN BSN) degree or Licensed Practical Nursing (LPN) degree. After the program becomes fully operational, it will produce an estimated 40 PN and 70 BSN graduates each year. Presbyterian offers tuition assistance, scheduling flexibility and job placement upon graduation.

Student Stories

These student experiences are made possible thanks to PHF's philanthropic support of the PNCP program.



Ebenezer "Ebbie" Adam is an EMT-B and works as a patient care tech in the Emergency Department at Presbyterian Hospital. As a student in the PNCP Practical Nursing program, Ebbie took classes and attended labs while continuing to serve as a patient care tech. He hopes to eventually earn his doctorate in nursing practice and be an emergency room provider.



As a Care Coordination Assistant for Presbyterian Health Plan, **Amanda Fangio** participated in the first PNCP practical nursing cohort in March 2024. She hopes to continue her journey and earn her BSN/RN.



Janell Richards is a Medical Assistant at Presbyterian Rust Medical Center urology clinic who dreamed of becoming a nurse to take care of her grandparents. Janell says Presbyterian's program was just what she needed to bridge her MA certification into a nursing career. A participant in one of the first PNCP cohorts pursuing a RN BSN degree, she plans to continue serving urology patients.

How You Can Help

Professional development is important to our employees and the care they deliver, and critical to helping Presbyterian care for more New Mexicans. Ongoing fundraising provides scholarships for the PNCP program, helping to offset out-of-pocket expenses totaling as much as **\$31,844 for BSN participants** and **\$13,487 for LPN participants**. Additional funds are sought for training opportunities for allied health professionals, such as respiratory therapists, radiology technicians, rehabilitation specialists and others. By providing pathways for professional growth, Presbyterian is helping our workforce thrive by supporting their career goals.

Transforming clinical education

The Presbyterian Healthcare Advanced Learning Lab (HALL), a 25,200-sq.-ft. facility at the Presbyterian Rev. Hugh A. Cooper Administrative Center in Albuquerque, is an innovative learning environment where healthcare workers in New Mexico can enhance their current skills and learn new ones. The HALL features eight simulation areas supporting interdisciplinary

learning; new technology, including augmented and virtual reality and patient simulators; and computer training rooms, meeting rooms and classrooms.

The HALL is supported by PHF. In honor of its 50th anniversary in 2018, PHF gave Presbyterian a **\$3.2 million** gift to start the facility, matched by an additional **\$3 million** from Presbyterian

to complete construction of the HALL.

More than 1,000 employees have been trained at the HALL since it opened in November 2024, including new Presbyterian nurses and PNCP students.

 **PRESBYTERIAN**
Healthcare Advanced Learning Lab

