

BOARD of REGENTS
STATE OF LOUISIANA

HEALTH WORKS COMMISSION 2025 *REPORT*

Table of Contents

Report Overview2

Executive Summary.....3

Introduction5

Workforce Supply.....6

Employment Trends and Labor Shortages.....7

Salary and Wage Trends 11

Job Openings and Shortages 12

Conclusion..... 15

Recommendations..... 16

Methodology and References..... 18

Appendix A: Membership Rosters..... 20

Appendix B: Commission Accomplishments.....23

Appendix C: Regional Healthcare Innovation Partnership Program
Program Institutional Updates..... 24

Appendix D: Funding Allocations35

List of Figures

Figure 1. Louisiana Public Higher Education Program Completers
by Top Healthcare Program, 2022-20246

Figure 2. Louisiana Healthcare Employment by Industry, 2015-20358

Figure 3. Louisiana Healthcare Employment by Area, 2015-2024.....9

Figure 4. Louisiana Healthcare Sector Employment Share
by Occupational Group, 2024..... 10

Figure 5. Louisiana Healthcare Employment by Occupation, 2015-2035..... 11

Figure 6. Louisiana and U.S. Median Salary by Occupation, 2024 12

Figure 7. Louisiana Average Annual Job Openings by Occupation, 2025 14

List of Tables

Table 1. Health Works Commission Overview and Objectives2

Table 2. Current Annual Job Openings (2025).....4

IMAGE SOURCES (Covers): Nicholls State University
IMAGE SOURCES (Interior): Delgado Community College, Northwestern State University, Louisiana State University and A&M College, University of Louisiana at Lafayette, University of Louisiana Monroe.

Report Overview

This document serves as the 2025 Annual Report of the Louisiana Health Works Commission. Tasked with coordinating resources across state departments and organizations to address healthcare workforce challenges, the Commission partnered with a labor market economist to project Louisiana’s healthcare workforce needs to 2035.

During the 2025 Legislative Session, Act 379 restructured the Health Works Commission, integrating the Nursing Supply and Demand Council and the Simulation Medical Training and Education Council into the Commission as committees within its framework. This report provides both a “state of the state” and forecasting overview of Louisiana’s healthcare workforce and a summary of the Commission’s progress and accomplishments over the past year (see Appendix B).

Table 1. Health Works Commission Overview and Objectives.

Group	Legislative Charge
Health Works Commission (La. R.S. 17:2048.51 (C) (14)	The Commission includes representatives from educational institutions, healthcare organizations, and public health offices, facilitating comprehensive recommendations of healthcare workforce needs. (See Appendix A for Membership Roster)
Nursing Supply and Demand Committee (La. R.S. 17:2048.51 (C) (14)	This committee consists of representatives from all organizations previously represented on the Nursing Supply and Demand Council, focusing on nursing workforce issues. (See Appendix A for Membership Roster)
Simulation Medical Training and Education Committee (La. R.S. 17:2048.51 (C) (14)	This committee includes representatives from organizations involved in medical training and education, aiming to enhance the quality of simulation training in healthcare education. (See Appendix A for Membership Roster)



Executive Summary

Louisiana's healthcare sector employs over 270,000 workers, expanding 10.1% since 2015, compared to 16.8% growth nationally during the same timeframe. Louisiana's healthcare employment is projected to rise 9.5% by 2035, adding 25,749 jobs, to exceed the national projection of 7.2%. Projected Louisiana economic impacts of this growth include:

- \$3.9 billion added to state Gross Domestic Product (GDP)
- \$3.04 billion in new labor income
- \$236.8 million in state and local tax revenue
- 44,330 total jobs supported statewide (direct, indirect, and induced)

Workforce Supply and Shortages

Louisiana's public colleges and universities produce 77.1% of all healthcare program graduates annually, compared to 22.9% by private higher education institutions. Since 2019, healthcare graduates from public institutions have increased by 19%, reflecting significant progress toward meeting workforce demand. This growth is the direct result of targeted program scaling and strategic state investments (see [Appendix C](#) and [Appendix D](#) for individual funding summaries).

Table 2 provides current (2025) annual job openings for the top twenty healthcare occupations, underscoring the scale of ongoing hiring demand in Louisiana's health care workforce. It is important to note that labor shortages are driven not only by employment growth but also by turnover rates, which can be mitigated through retention programs, competitive compensation, and supportive work environments. In many cases, the volume of openings far exceeds the number of workers entering these occupations each year, creating sustained hiring pressure even when overall employment levels appear stable. As a result, high job openings should be interpreted as a signal of structural workforce strain rather than a short-term labor market.

Table 2. Current Annual Job Openings (2025).

Occupation	Job Openings
Home Health and Personal Care Aides	7,871
Registered Nurses	3,742
Nursing Assistants	3,311
Medical Assistants	2,224
Licensed Practical and Licensed Vocational Nurses	1,765
Physicians	1,427
Emergency Medical Technicians and Paramedics	1,055
Dental Assistants	708
Physical Therapist Assistants and Aides	536
Nurse Practitioners	458
Phlebotomists	446
Clinical Laboratory Technologists and Technicians	362
Radiologic Technologists and Technicians	301
Medical Records Specialists	283
Dental Hygienists	252
Physician Assistants	224
Physical Therapists	196
Occupational Therapists	192
Respiratory Therapists	190
Dentists	165

Note: Job openings reflect new job growth and job turnover from occupational changes and retirements.

SOURCES: Author calculations using [Lightcast](#) (2025), "Occupation Table: Year 2025" and [Louisiana Works](#) (2025), "Long-term Occupational Projections for All Occupations to 2032." Retrieved October 2025.

To fill existing job openings, Louisiana must ensure that healthcare graduates are incentivized and encouraged to remain in the state, while also implementing strategies to reduce turnover among existing healthcare professionals. Louisiana’s targeted public investments hold the potential to significantly reduce gaps in average annual job openings for registered nurses, nursing and medical assistants, physicians, radiologic technologists and technicians, and dentists. Realizing this potential will require that these investments are prioritized and sustained over time.

Economic Implications

Workforce shortages could limit the realization of the projected \$3.9 billion in state GDP tied to healthcare expansion. Every unfilled position represents forgone economic value and diminished healthcare access. Addressing these shortages requires expanding training capacity, improving retention, and aligning education with regional demand.

Introduction

Louisiana's healthcare sector is one of the state's most vital and dynamic economic pillars, not only providing essential public health services but also serving as a major driver of employment, income, and regional development. In 2024, the healthcare field accounted for more than 270,000 jobs statewide, representing about 14% of total nonfarm (non-agriculture) employment. Over the past decade, the sector has expanded by 10.1%, adding roughly 25,000 new positions across hospitals, outpatient clinics, and long-term care facilities. While this growth has been slower than the 16.8% national average, Louisiana's healthcare system has shown remarkable resilience, maintaining steady expansion through economic downturns and recovering more quickly than many other sectors from pandemic-era disruptions.

This report examines the current and projected dynamics of Louisiana's healthcare labor market to assess whether the state's workforce systems are adequately positioned to meet future demand. Specifically, it investigates the balance between labor supply and demand, identifying where shortages exist, how they vary by occupation and region, and what these trends imply for the state's broader economy. By integrating data from the U.S. Bureau of Labor Statistics, the Louisiana Workforce Commission, and the Louisiana Board of Regents, this report presents a comprehensive view of the healthcare employment landscape from both economic and educational perspectives.

“Can Louisiana's workforce pipeline meet the healthcare sector's growing labor needs?”

The analysis proceeds from a central question:

Can Louisiana's workforce pipeline meet the healthcare sector's growing labor needs?

This report aims to provide a data-driven picture of a healthcare system at a critical inflection point (Bustamante, 2025). On one hand, Louisiana's healthcare industry is poised for sustained expansion – projected to grow by 9.5% from 2024 to 2035, adding nearly 26,000 direct jobs. On the other hand, persistent labor shortages threaten to constrain this growth, particularly in patient-facing roles.

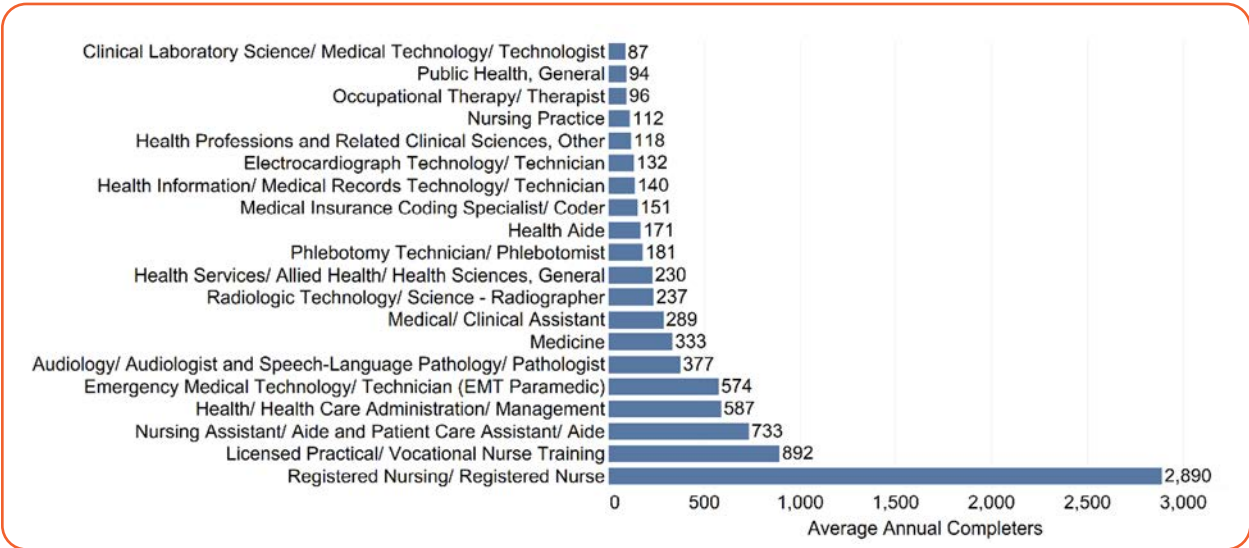
The stakes extend beyond the healthcare sector itself. Employment growth in healthcare generates strong multiplier effects, with each new job supporting 1.7 total jobs statewide and contributing approximately \$151,500 to state GDP; yet these economic gains can only be realized if new positions are filled by qualified workers. Without sufficient workforce supply, Louisiana risks leaving substantial economic value untapped. Ensuring that education, training, and employment systems are aligned with the state's evolving healthcare needs is essential not only to meet patient demand but also to sustain one of Louisiana's most important engines of economic growth.



Workforce Supply

Between 2022 and 2024, Louisiana public institutions produced an average of 5,558 healthcare completers annually. Registered nurses accounted for 2,890 completers per year, followed by licensed practical nurses (892), nursing assistants (733), and medical assistants (289). Since 2019, public postsecondary programs, particularly registered nurses, licensed practical nursing and nursing assistant programs, have experienced significant growth, with licensed practical nurse completers increasing by more than 40%, registered nurses completers by 8%, and nursing assistant completers by over 9%. These gains reflect the impact of sustained state investment and have contributed to reductions in healthcare workforce gaps.

Figure 1. Louisiana Public Higher Education Program Completers by Top Healthcare Program, 2022–2024.



SOURCE: Author calculations using [Louisiana Board of Regents](#) (2025), Degrees and Certificates Awarded: CMLPRACE Academic Years 2022–2023, 2023–2024, and 2024–2025. Retrieved October 2025.

About 56% of completers earned sub-baccalaureate credentials (certificates or associate's degrees), while 44% earned bachelor's or graduate-level degrees. Short-term credentials made up roughly one-third of all completions and were concentrated in high-turnover occupations such as nursing assistants, medical assistants, and LPNs. Four-year and graduate degrees were concentrated in roles like registered nursing, medicine, physical therapy, and nursing practice.

Despite these outputs, Louisiana's healthcare system shows clear structural supply gaps. The state averaged 11,700 annual job openings across healthcare occupations during this period but produced only about 5,600 completers, roughly one new worker for every two openings. These patterns reflect persistent shortages across both entry-level and advanced healthcare roles. Higher-level programs produce steady but narrow pipelines, while high-turnover support roles rely heavily on employer-based pathways. Closing these gaps, and maximizing the impact of projected healthcare sector growth, will require strengthening education-to-employment pipelines to ensure credential production aligns with workforce demand across all tiers of Louisiana's healthcare system.

Employment Trends and Labor Shortages

Louisiana's healthcare sector remains one of the state's largest and most stable employers, supporting over 270,000 jobs and generating billions in annual economic activity. Between 2015 and 2024, the sector expanded by 10.1%, adding roughly 25,000 new jobs, while national healthcare employment grew by 16.8%. Projections indicate continued growth of 9.5% from 2024 to 2035, resulting in an additional 25,749 new positions statewide.

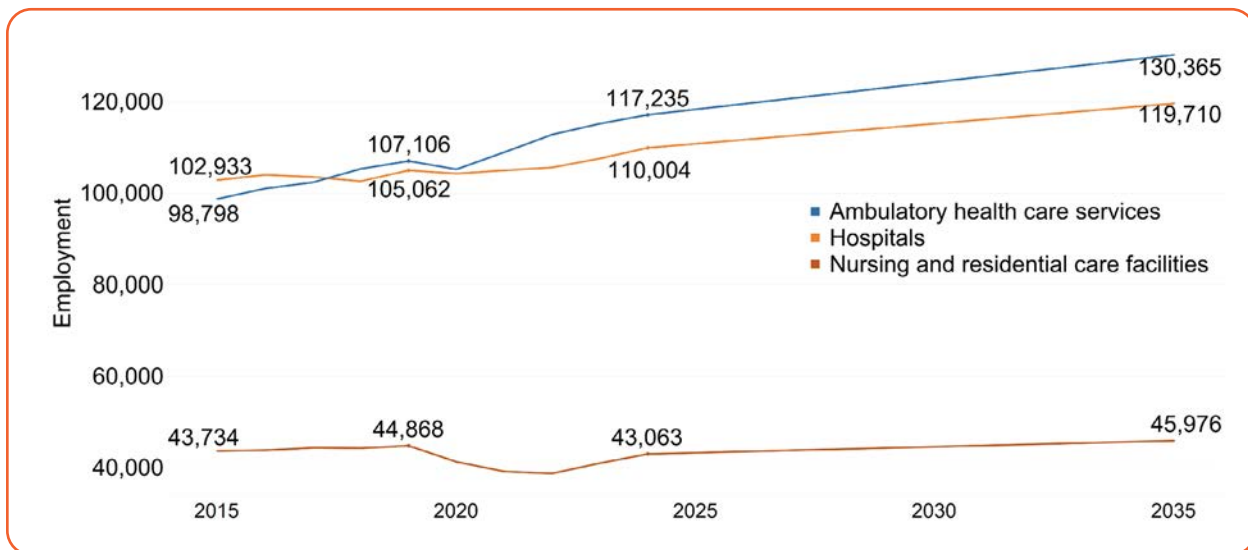
- Healthcare employment in Louisiana is distributed across three primary industries: ambulatory (outpatient services), healthcare services, hospitals, and nursing and residential care facilities.
- Ambulatory healthcare services have shown the strongest and most consistent growth, expanding from 102,933 jobs in 2015 to 117,235 by 2025, with projections reaching 130,365 by 2035.
- Hospitals remain the second-largest employer, with jobs increasing from 98,798 in 2015 to 110,004 in 2025 and an expected 119,710 in 2035.
- Nursing and residential care facilities, while essential to long-term care, are growing modestly, from 43,734 jobs in 2015 to a projected 45,976 in 2035.



This industrial composition reflects the continued shift toward outpatient and community-based care models, driven by technological advances, reimbursement changes, and the heightened emphasis on preventive and home-based care.

The economic significance of employment growth extends well beyond the healthcare system itself. The addition and successful filling of these new positions are expected to generate far-reaching multiplier effects, producing an estimated \$3.9 billion in new state GDP and \$3.04 billion in labor income. Altogether, the sector’s expansion is projected to support more than 44,000 total jobs across Louisiana’s economy, including both indirect and induced employment in related industries such as retail, housing, and professional services. The accompanying \$236.8 million in state and local tax revenue underscores the fiscal importance of a strong and well-staffed healthcare workforce.

Figure 2. Louisiana Healthcare Employment by Industry, 2015-2035.



SOURCE: U.S. Bureau of Labor Statistics Quarterly Census of Employment and Wages, Lightcast, 2025.

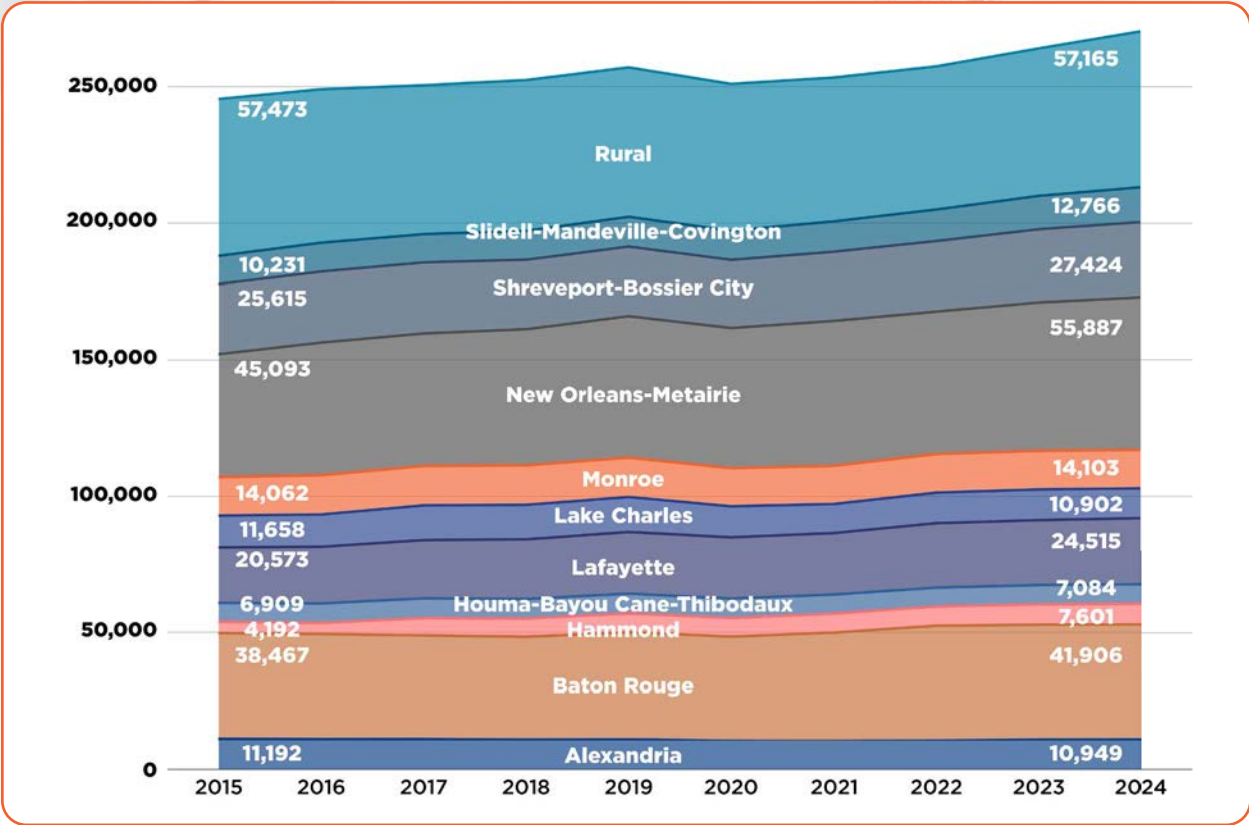
Healthcare employment in Louisiana is regionally concentrated but maintains a strong statewide footprint:

- The New Orleans–Metairie metropolitan area leads with 55,887 healthcare jobs in 2024, followed by Baton Rouge (41,906), Shreveport–Bossier City (27,424), and Lafayette (24,515).
- Rural regions collectively employ over 57,000 healthcare workers, underscoring the sector’s role in supporting access to care and local economic stability.
- Emerging regional hubs such as Hammond and Slidell–Mandeville–Covington have experienced rapid healthcare employment growth due to population shifts and expanding healthcare infrastructure.

Overall, the data highlight that healthcare is a distributed economic anchor, with employment in every region and increasing suburban participation since 2015.



Figure 3. Louisiana Healthcare Employment by Area, 2015-2024.



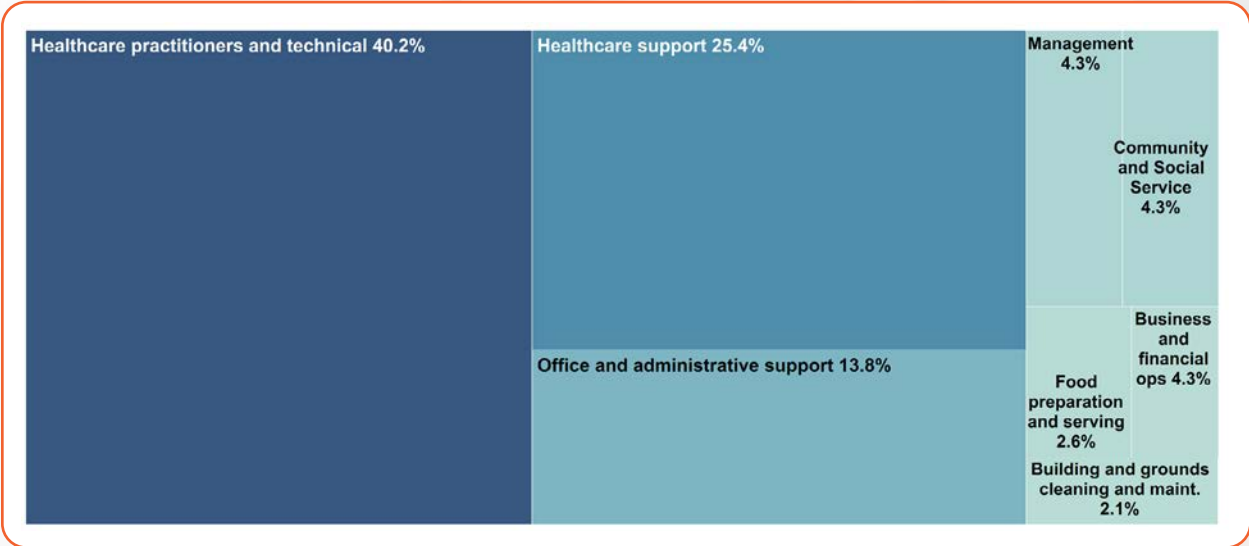
SOURCE: [U.S. Bureau of Labor Statistics](#) (2025), “Quarterly Census of Employment and Wages (QCEW): Years 2015-2024.” Retrieved October 2025.

The structure of healthcare employment is dominated by direct patient-care occupations:

- Healthcare practitioners and technical occupations, including physicians, nurses, and therapists, account for 40.2% of total healthcare employment.
- Healthcare support occupations represent 25.4%, reflecting the critical role of nursing aides, assistants, and home health workers.
- Office and administrative support, essential to coordination and billing functions, makes up 13.8%.
- Remaining employment includes management, community and social services, and maintenance roles.

This occupational mix underscores the labor-intensive nature of healthcare, where more than two-thirds of all jobs are direct-care or clinical-support roles dependent on consistent workforce pipelines.

Figure 4. Louisiana Healthcare Sector Employment Share by Occupational Group, 2024.



SOURCE: [U.S. Bureau of Labor Statistics](#) (2025), “Employment Projections: National Employment Matrix Year 2024.” Retrieved October 2025.

Projected occupational data illustrate where the greatest employment gains are expected over the next decade:

- Registered Nurses (RNs): Employment will increase from 47,420 in 2025 to 50,160 in 2035, maintaining RNs as the largest share of the professional healthcare workforce.
- Home Health and Personal Care Aides: Expected to grow from 44,232 in 2025 to 49,419 by 2035, reflecting the aging population and expansion of in-home care.
- Nursing Assistants: Employment will rise modestly from 20,858 to 21,664, showing stabilization after a period of pandemic-related volatility.
- Medical Assistants: Expected to grow from 14,367 to 16,062, supporting outpatient and ambulatory services.
- Nurse Practitioners: Will expand rapidly from 4,738 to 6,467, reflecting shifts toward advanced nursing care.

Figure 5. Louisiana Healthcare Employment by Occupation, 2015-2035.

	2015	2025	2035
Registered Nurses	44,978	47,420	50,160
Home Health and Personal Care Aides	40,837	44,232	49,419
Nursing Assistants	22,093	20,858	21,664
Licensed Practical and Licensed Vocational Nurses	20,491	18,758	18,596
Medical Assistants	7,286	14,367	16,062
Physicians	6,307	7,917	8,416
Dental Assistants	4,902	4,513	4,957
Nurse Practitioners	2,248	4,738	6,467
Emergency Medical Technicians and Paramedics	3,716	4,530	4,952
Clinical Laboratory Technologists and Technicians	4,329	3,911	4,134
Radiologic Technologists and Technicians	3,051	3,576	3,757
Physical Therapists	3,243	3,046	3,500
Physical Therapist Assistants and Aides	2,949	3,099	3,445
Phlebotomists	2,425	2,948	3,084
Medical Records Specialists	2,093	2,874	3,084
Dental Hygienists	2,182	2,736	3,028
Occupational Therapists	1,857	2,088	2,320
Physician Assistants	1,130	1,968	2,467
Dentists	1,203	1,299	1,436
Nurse Anesthetists	758	888	960

SOURCES: Author calculations using [Lightcast](#) (2025), “Occupation Table: Years 2015-2035” and [Louisiana Works](#) (2025), “Long-term Occupational Projections for All Occupations to 2032.” Retrieved October 2025.

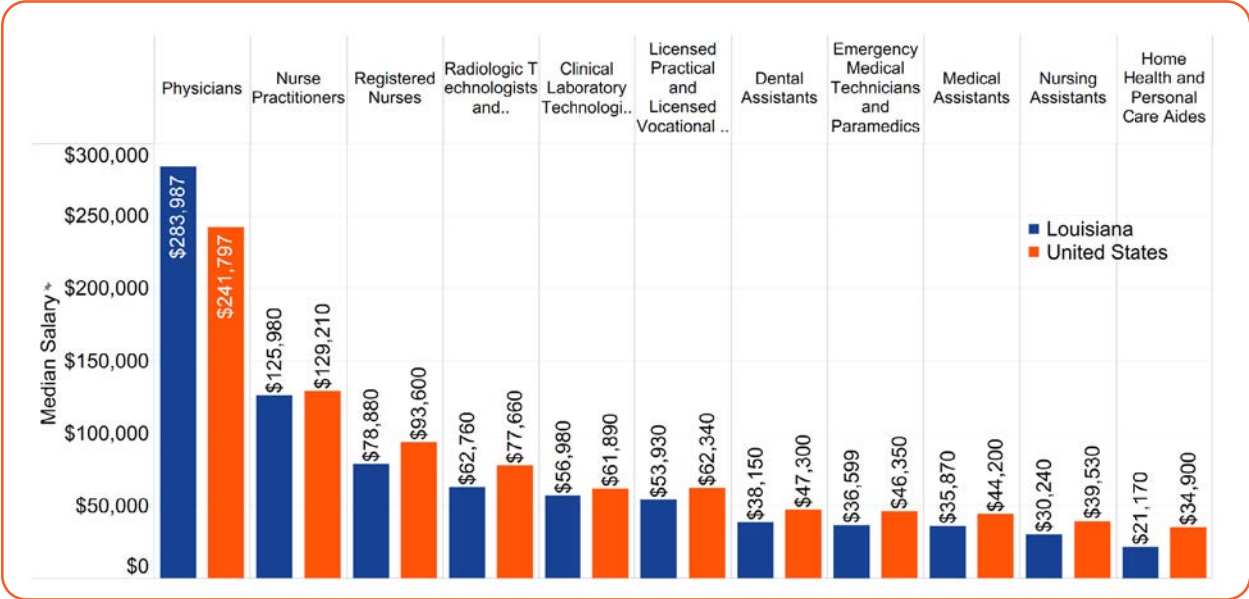
Salary and Wage Trends

Disparities between Louisiana wages and national averages remain significant across most healthcare occupations:

- Physicians earn a median salary of \$283,987, exceeding the national median of \$241,797, reflecting regional scarcity and high demand.
- Nurse Practitioners earn \$125,980, just 2% below the national median of \$129,210.
- Registered Nurses earn \$78,880, 16% below the national median of \$93,600.
- Mid-skill occupations such as LPNs (\$53,930) earn 13% less than the national median of \$62,340.
- Medical Assistants (\$35,870) also trail national wage levels by 19%, which can limit recruitment and retention.
- Nursing Assistants (\$30,240) and Home Health Aides (\$21,170) represent the lowest-paid segments, with wages 51% and 39%, respectively, below national averages.

As seen in **Figure 6**, disparities, especially in support roles, contribute to workforce instability and turnover, exacerbating the sector’s chronic staffing shortages.

Figure 6. Louisiana and U.S. Median Salary by Occupation, 2024.



SOURCES: Author calculations using [Lightcast](#) (2025), “Occupation Table: Year 2024” and [U.S. Bureau of Labor Statistics](#) (2025), “Occupational Employment and Wage Statistics (OES): May 2024 State Occupational Employment and Wage Estimates.” Retrieved October 2025.

Job Openings and Shortages

Statewide, Louisiana faces an average annual shortfall of thousands of healthcare workers. Today, employers across hospitals, long-term care, primary care, and behavioral health report persistent difficulty filling positions. These shortages reflect both structural demand growth – driven by population aging and expanding healthcare needs – and high turnover, particularly in entry-level and mid-skill roles that are critical to patient care delivery.

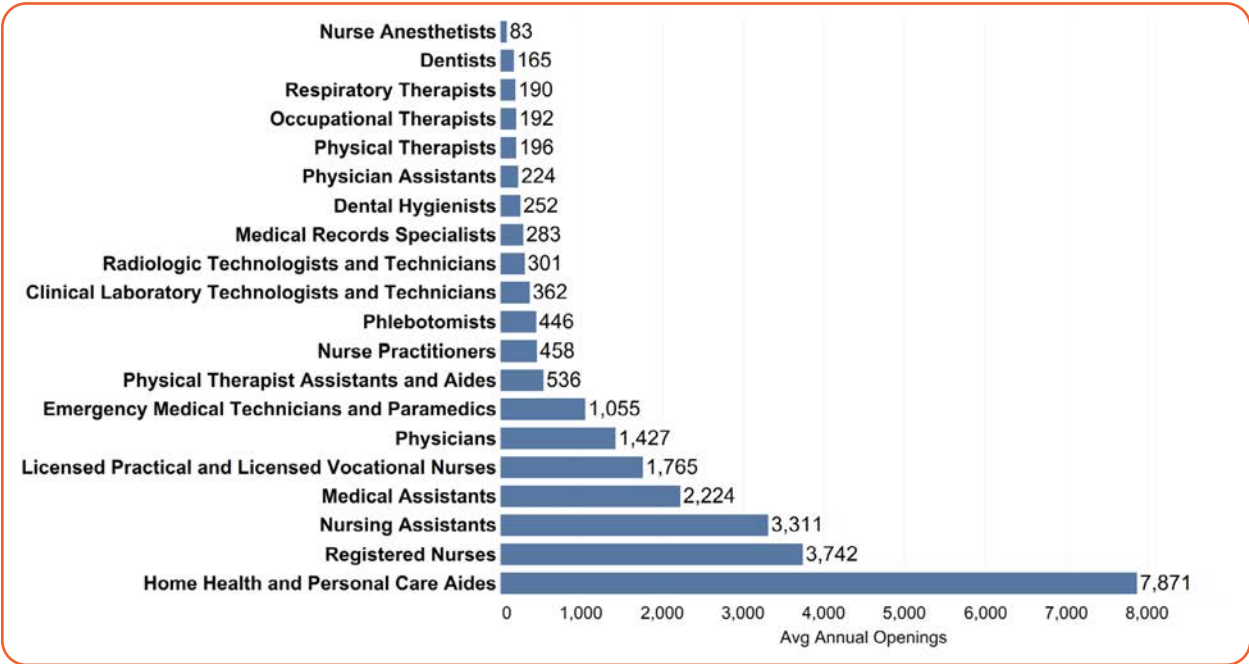
Louisiana’s health care workforce shortages are largely the result of extraordinarily high annual job openings, which exceed the number of workers entering these professions each year. Job openings reflect both new job growth and the replacement needs created by turnover, retirement, and career transitions. Because health care is a labor-intensive sector with high rates of occupational mobility and an aging workforce, replacement demand can be several times greater than new job creation – resulting in sustained hiring pressure even in periods of stable employment.

For many critical occupations, these job openings translate directly into measurable annual shortages. Registered nurses generate 3,742 openings per year, leaving 525 positions unfilled even after accounting for program completers and workforce entrants. Licensed practical nurses face 1,765 annual openings and a 726-worker shortage, while medical assistants, with 2,224 openings, experience a 935-worker gap. A similar dynamic appears in therapy, dental, and diagnostic fields: clinical laboratory technologists and technicians (362 openings; 215 shortage), dental hygienists (252 openings; 179 shortage), and physical therapists (196 openings; 93 shortage).

While shortages are currently present across nearly all major occupations, several are expected to narrow over time as a result of public investments, program expansions, and targeted scaling within Louisiana's higher education institutions. In occupations where program completions have grown fastest, projected supply is beginning to align more closely with average annual job openings through 2035.

- **Home Health and Personal Care Aides** face the largest shortage in the field, with 7,700 unfilled positions today and a projected annual gap of 6,792 through 2035. The magnitude reflects both rapid employment growth in home-based care and high job turnover.
- **Nursing Assistants** show the second-largest gap, with a current shortage of 2,485 workers and an average annual projected shortage of 2,130 workers. These positions are foundational to hospitals, nursing homes, and rehabilitation centers, but high turnover and modest wages contribute to chronic hiring challenges. Despite sizable annual completions at community and technical colleges, the volume of new workers entering the field is insufficient to replace those leaving.
- **Medical Assistants** experience a current shortage of 935 workers and an average annual projected gap of 567 workers. Growth in this occupation is closely tied to the rise in ambulatory care (outpatient clinics and physician practices) and administrative support functions across the healthcare system.
- **Licensed Practical and Licensed Vocational Nurses (LPNs/LVNs)** face a current shortage of 726 workers and an average annual projected shortage of 549 workers. LPN's are critical in both hospital and long-term care settings. Recent initiatives such as expansion of nursing program capacity and dual enrollment pathways have increased the number of LPNs steadily over the past five years, but strategic investment and growth will be essential to maintain adequate regional supply.
- **Registered Nurses (RNs)** have a current shortage of 525 workers, but limited future shortages are expected, reflecting successful scaling of nursing programs. Appendices C and D highlight targeted investments that have expanded nursing program capacity in Louisiana. Continued strategic investment and growth will be essential to maintain an adequate regional supply.
- **Physicians** currently lack 925 doctors, but future statewide shortages are projected to be less severe due to increased medical school and residency capacity. However, significant geographic imbalances persist, with some regions facing far greater shortfalls than others. Targeted investment and strategic growth must be considered in order to ensure an adequate physician supply at the regional level.
- **Physical Therapist Assistants and Aides** show an estimated shortage of 469 workers and a projected gap of 428 workers per year, reflecting steady growth in rehabilitative and outpatient therapy services. These occupations often face regional supply constraints, particularly outside major metro areas.
- **Nurse Practitioners (NPs)** have a current shortage of 346 workers and a projected annual shortage of 316 workers, driven by the rapid expansion of primary care, telemedicine, and chronic disease management services. While NP employment has grown quickly, the state's advanced nursing programs produce fewer graduates than required to meet projected demand.
- **Phlebotomists** show an existing gap of 265 workers and an estimated annual shortage of 226 workers, reflecting growing diagnostic and laboratory service demand, particularly in hospital and outpatient settings.
- **Clinical Laboratory Technologists and Technicians** face a shortage of 215 workers and a projected gap of 132 workers per year, representing ongoing challenges in recruiting and retaining specialized technical staff for diagnostic services across the state's hospitals and labs.

Figure 7. Louisiana Average Annual Job Openings by Occupation, 2025.



Note: Job openings reflect new job growth and job turnover from occupational changes and retirements (2025).

SOURCES: Author calculations using [Lightcast](#) (2025), “Occupation Table: Year 2025”; [Louisiana Works](#) (2025), “Long-term Occupational Projections for All Occupations to 2032”; and [Louisiana Board of Regents](#) (2025), “Degrees and Certificates Awarded: CMPLRACE Academic Years 2022-2023, 2023-2024, and 2024-2025.” Retrieved October 2025.

This demonstrates that health care shortages in Louisiana are a demand-driven problem, shaped by structural forces: aging population, expanded care utilization, post-pandemic workforce exits, and competition across states for credentialed workers. The result is a labor market where high openings—not low supply—are the primary engine of persistent shortages. As a whole, the state’s healthcare system faces an estimated average annual shortage of more than 11,000 workers across the top employing occupations. Nearly 80% of this unmet demand is concentrated in support and entry-level care occupations, particularly home health, personal care, and nursing assistants. These are the same roles with the highest turnover rates and lowest wage levels, underscoring the structural nature of the labor supply challenge. While this report examines the overall healthcare workforce pipeline needed to meet labor demands, future research will need to analyze how the healthcare workforce continues to evolve and how these demands shift over time.



Conclusion

The report's findings make clear that the pace of workforce development has not kept up with the pace of job creation. While Louisiana higher education institutions have strengthened educational pipelines for physicians, registered nurses, licensed practical nurses, and other high-skill practitioners, persistent gaps exist, and strategies are needed to fill the rapidly growing opportunities for home health aides, nursing assistants, licensed practical nurses, and medical assistants. These persistent shortages – totaling more than 10,000 unfilled positions each year – severely constrain growth and service delivery.

The analysis underscores a central conclusion: Louisiana's healthcare labor market exhibits both structural strength and systemic imbalance. On the supply side, due to strategic state investments, Louisiana maintains a diversified educational network producing a steady flow of healthcare graduates across all major credential levels. To sustain this growth, strategic and targeted investment in programs coupled with incentives to encourage remaining in Louisiana for employment must continue. On the demand side, demographic shifts – especially an aging population and rising chronic care needs – are fueling faster employment growth than the system can replenish.

Addressing this gap requires a coordinated strategy linking education, workforce development, and employer engagement. Expanding training capacity at higher education institutions, improving retention through career ladders and supportive workplaces, and strengthening pathways from education to employment are all essential steps toward ensuring that healthcare demand can be met locally. Such alignment would not only stabilize the healthcare labor market but also unlock the full economic potential of projected job growth, estimated to contribute an additional \$3.9 billion to state GDP through 2035.

Based on these findings, the Health Works Commission approved seven recommendations on December 5, 2025 (see pages 16-17). These recommendations will guide the Commission's continued efforts to address workforce challenges and accelerate progress in reducing shortages across key healthcare occupations in Louisiana.

Recommendations

Based upon the findings of this report, the Commission recommends the following:

Action Item	Authority to Fulfill Action Item
<p>1. Prioritize Scaling Programs for High-Shortage, High-Turnover Occupations. Continue to provide capitation funds to enable postsecondary education institutions to maintain the increased capacity of RN and LPN programs in Louisiana. Given that 80% of unmet demand is concentrated in home health aides, nursing assistants, LPNs, and medical assistants, if additional funding is made available the Board of Regents should prioritize targeted expansion of these programs.</p>	<ul style="list-style-type: none"> ▶ Louisiana Legislature ▶ Louisiana Board of Regents/ Louisiana Technical and Community College System (LCTCS)
<p>2. Strengthen Alignment of Higher Education and Healthcare Employers. Request Louisiana Department of Health advocate for funding of academic-practice partnerships to leverage public and private investments designed to encourage innovation, increase the capacity of healthcare programs, and address regional healthcare workforce needs.</p>	<ul style="list-style-type: none"> ▶ Louisiana Legislature ▶ Louisiana Department of Health
<p>3. Expand Regional Workforce Pipelines to Address Geographic Imbalances. While New Orleans and Baton Rouge remain the largest healthcare hubs, rural regions employ 57,000+ workers and face disproportionately higher shortages. The Commission, alongside the LDH H.E.R.O. Fund and sustained funding through the Louisiana Legislature, should support region-specific strategies: mobile and hybrid training, rural clinical rotation expansion, local apprenticeship models, and partnerships with rural employers to ensure supply meets localized demand.</p>	<ul style="list-style-type: none"> ▶ Louisiana Legislature ▶ Louisiana Department of Health ▶ Louisiana Works ▶ Louisiana Board of Regents
<p>4. Strengthen Recruitment and Retention through Wage and Career Mobility Strategies. The report highlights significant wage compression, especially for support roles, nearly 40% below national averages for key occupations like home health aides. The Commission, alongside LDH H.E.R.O. Fund programming, could review incentives such as wage-enhancement pilots, retention bonuses, career ladder models, and tuition assistance tied to service commitments to reduce turnover and improve long-term workforce stability.</p>	<ul style="list-style-type: none"> ▶ Louisiana Legislature ▶ Louisiana Department of Health ▶ Louisiana Works ▶ Louisiana Board of Regents

<p>5. Encourage Innovative Program Models and Flexible, Tiered Pathways. Healthcare licensing boards should enable innovative program models and tiered licensure pathways that allow students to exit at multiple points and obtain related credentials. Boards should ensure that rulemaking supports flexible, competency-based, and scalable training approaches, especially those that expand the workforce in high-need and underserved areas.</p>	<ul style="list-style-type: none"> ▶ Healthcare Licensing Boards
<p>6. Improve Healthcare Workforce Data by Encouraging Participation from Private Institutions. To strengthen statewide workforce planning, the Commission recommends that private universities provide healthcare program data include program, enrollment and completion. The inclusion of LAICU institutions in statewide reporting will improve demand forecasting, reduce data gaps, and ensure that policy decisions respond to the full healthcare education landscape.</p>	<ul style="list-style-type: none"> ▶ Louisiana Board of Regents ▶ Louisiana Association of Independent Colleges and Universities (LAICU)
<p>7. Advance Long-Term Simulation and Training Infrastructure through the New Committee Structure. With the new Simulation Medical Training and Education Committee, the Commission is positioned to modernize clinical training capacity. Recommendations should include expanded simulation labs, shared regional simulation hubs, standardized simulation curricula, and investment in faculty training to ease clinical site shortages and accelerate pipeline growth, especially in high-demand nursing and allied health fields.</p>	<ul style="list-style-type: none"> ▶ Louisiana Health Works Commission ▶ Simulation Medical Training and Education Committee

Methodology and References

This report analyzes Louisiana's healthcare workforce using a combination of federal, state, and proprietary labor market data sources. Estimates of current employment and wage distributions are derived primarily from the U.S. Bureau of Labor Statistics (BLS), while projections and workforce gap analysis incorporate data from Louisiana Works, the Louisiana Board of Regents (BOR), and Lightcast.

► Methodology

Employment and Wage Estimates

Employment levels and median wages were compiled for healthcare-related industries (NAICS 62) and detailed healthcare occupations (SOC codes beginning with 29 and 31). Parish-level data were aggregated to produce metro-level employment totals.

Occupational Projections

Projected growth rates were applied to current employment estimates to model expected job additions and average annual job openings through 2035. These projections were used to estimate industry- and occupation-specific workforce demand.

Labor Shortages and Workforce Gap Estimates

Labor shortages were identified by comparing projected occupational demand using average annual job openings with estimated worker supply derived from educational program completer outputs. The Board of Regents Statewide Completers System provided annual counts of graduates by Classification of Instructional Programs (CIP) code, which were mapped to healthcare-related Standard Occupational Classifications (SOC). This linkage enabled estimation of the training pipeline's contribution to workforce supply for key healthcare occupations such as registered nurses, licensed practical nurses, and medical assistants.

Economic Impact Modeling

Forecasted employment and wage growth in healthcare-related industries modeled in IMPLAN to estimate total economic impacts (direct, indirect, and induced) on Louisiana's economy. The model quantifies how projected increases in healthcare employment and earnings contribute to state GDP, total labor income, tax revenues, and job creation across related industries. Multipliers specific to Louisiana's industrial and income structure were applied to ensure regional accuracy.

► References

- Bustamante, Alí R. (2025, December 5). The Most Important Industry Isn't AI. It's Healthcare. *Barron's*. <https://www.barrons.com/articles/healthcare-employment-important-for-economy-aca-subsidies-5d307f93?st=oBauEu>.
- Implan. (2025). Implan 2023 Model. <http://www.implan.com>. Retrieved October 2025.
- Lightcast. (2025). Industry Table: Years 2025-2035. <http://www.lightcast.io>. Retrieved October 2025.
- Lightcast. (2025). Occupation Table: Years 2015-2035. <http://www.lightcast.io>. Retrieved October 2025.
- Louisiana Board of Regents. (2025). Degrees and Certificates Awarded: CMPLRACE Academic Years 2022-2023, 2023-2024, and 2024-2025. <https://www.laregents.edu/data-publications/degrees-and-certificates-awarded/>. Retrieved October 2025.
- Louisiana Board of Regents. (2025). Statewide Completers System, 2025. Retrieved from <https://www.laregents.edu/data-publications>.
- Lightcast. (2025). Occupational Data and Labor Market Analytics Platform, 2025. IMPLAN. Regional Input-Output Modeling System, Version 2025. Retrieved from <https://implan.com>.
- Louisiana Works. (2025). Long-term Occupational Projections for All Occupations to 2032. https://www.laworks.net/LaborMarketInfo/LMI_OccAllProj.asp?years=20222032. Retrieved October 2025.
- U.S. Bureau of Labor Statistics. (2025). Employment Projections: National Employment Matrix Year 2024" <https://www.bls.gov/cew>. Retrieved October 2025.
- U.S. Bureau of Labor Statistics. (2025). Employment Projections: Occupational Projections Data Years 2024-2034. <https://data.bls.gov/projections/occupationProj>. Retrieved October 2025.
- U.S. Bureau of Labor Statistics. (2025). Occupational Employment and Wage Statistics (OES): May 2024 State Occupational Employment and Wage Estimates. <https://www.bls.gov/oes/current/oessrcst.htm>. Retrieved October 2025.
- U.S. Bureau of Labor Statistics. (2025). Quarterly Census of Employment and Wages (QCEW): Years 2015-2024. <https://www.bls.gov/cew>. Retrieved October 2025.

Appendix A

Task Force Member Rosters

► Health Works Commission

Member	Seat Information
Demetrius Porche, Chair	LSU Health Sciences Center New Orleans
Emily DiPalma	Louisiana Workforce Commission
Drew Maranto	Louisiana Department of Health
Paul Salles	Louisiana Hospital Association
Wes Hataway	Louisiana Nursing Home Association
Jim Carlson	Senate Health and Welfare Committee
Rep. Dustin Miller	House Committee on Health and Welfare
Austin Lewis	Governor's Office
Susannah Craig	Louisiana Board of Regents
Aimee Cloyd	Nursing Supply and Demand Committee
Sharon Dunn	LSU Health Sciences Center Shreveport
Karen Lyon	Louisiana State Board of Nursing
Wendi Palermo	Louisiana Community and Technical College System
Brian Rash	Louisiana Association of Independent Colleges and Universities
Bruce Greenstein	Louisiana Department of Health
Kaffia Arvie	Occupational Forecasting Conference
Rick Gallot	University of Louisiana System
Christina Costanza	Louisiana State Board of Practical Nurse Examiners
Jeffery Williams	Louisiana State Medical Society
Sandra Brown	Southern University System
Ragan LeBlanc	Louisiana Academy of Family Physicians
Melissa Nunn	Louisiana Association of Nurse Practitioners
Lesley Tilley	Louisiana State Nurses Association

► Nursing Supply and Demand Committee

Member	Seat Information
Aimee Cloyd, Chair	Louisiana Hospital Association
Christina Costanza	Louisiana State Board of Practical Nurse Examiners
Karen Lyon	Louisiana State Board of Nursing
Wes Hataway	Louisiana Nursing Home Association
Lesley Tilley	Louisiana State Nursing Association
Susannah Craig	Louisiana Board of Regents
Kelly Lanigan	Office of Public Health
Bronwyn Doyle	Louisiana Association of Independent Colleges and Universities
Mary Kelly	New Orleans Black Nurses Association
Kristine Stout	Louisiana Council of Administrators of Nursing Education
Jennifer Badeaux	Louisiana Association of Nurse Anesthetists
Laurence Vincent	Louisiana Organization of Nurse Leadership
Kathy Baldrige	Louisiana Association of Nurse Practitioners
Nathalie Walker	Louisiana Council of Perioperative Registered Nurses
VACANT	Louisiana School Nurses Organization
Sandra Brown	Southern University School of Nursing
Wendi Palermo	Louisiana Community and Technical College System

► Simulation Medical Training and Education Committee

Member	Seat Information
Tabitha Jones-Thomas, Chair	Louisiana Association of Independent Colleges and Universities
Trudy Williams, Vice Chair	Southern University System
Susannah Craig	Louisiana Board of Regents
Drew Maranto	Louisiana Department of Health
Emily DiPalma	Louisiana Workforce Commission
Charmaine Cureton	Department of Education
Daryl Lofaso	LSU Health Sciences Center New Orleans
Kelly Pagidas	LSU Health Sciences Center Shreveport
Ann Warner	University of Louisiana System
Aimme McCauley	Louisiana State University System
Wendi Palermo	Louisiana Community and Technical College System
Ashley Orphe	Louisiana Area Health Education Center Program
Aimee Cloyd	Louisiana Hospital Association
Wes Hataway	Louisiana Nursing Home Association
Evon Smith	Louisiana Ambulance Alliance
Vincent Culotta	Louisiana State Board of Medical Examiners
Karen Lyon	Louisiana State Board of Nursing
Christina Costanza	Louisiana State Board of Practical Nurse Examiners
Rep. Peter Egan	Louisiana House of Representatives
Sen. Beth Mizell	Louisiana Senate
Manada Smith	Governor's Office of Elderly Affairs
Andrew Kilshaw	Governor's Policy Advisor on Healthcare
Jennifer Calzada	Tulane School of Medicine
Lisa Broussard	Louisiana Council of Administrators of Nursing Education
John Lipka	Edward Via School of Osteopathic Medicine
Wenona Bell	Franciscan Missionaries of Our Lady University

Appendix B

Commission Accomplishments

► Simulation Medical Training and Education Committee

Action Item	Description
Funded Three Committee Initiatives	<ol style="list-style-type: none">1. Facilitated Camp Fast Forward, a Middle School Healthcare Career Exploration: Focusing on middle school student healthcare workforce exploration through simulation training, this camp benefited 100 students.2. Staff Member Simulation Training: Funding allowed McNeese State University faculty to create simulation modules. The module is titled: Dissemination of Non-Immersive VR Modules for Behavior Analysts and Psychiatric Nurses to Support Safety, Community, and Independent Living Skills.3. Provided modules for 20 Faculty to participate in ongoing training: Willis Knighton staff had access to online simulation training to teach novice simulation educators to apply evidence-based practice in simulation and enhance moulage practices.
Conducted “Lunch and Learn” Webinars	Lunch and Learn Webinars on Best Practices in Simulation were held in October 2024 and March 2025.

Appendix C

Regional Healthcare Innovation Partnership Program Institutional Updates

Regional Healthcare Innovation Partnership Program

► Fletcher Technical Community College

Regional Partners

Terrebonne General Health System, Cardiovascular Institute of the South, Terrebonne Parish Recreation District #7, Ochsner Health Chabert, Mr. and Mrs. Mike Callais (for use of their event venue, "Popie's Palace," in Cut Off), Franklin Library



Program Summary

South Louisiana is experiencing a shortage of medical assistants and cardiovascular sonographers, with demand expected to rise by 2031. Fletcher will expand its Medical Assistant program and launch a hybrid Cardiovascular Sonography program, supported by local partnerships that provide training facilities and clinical experience.

- **Contract Amount:** \$391,061.00
- **Amount Spent FY24:** \$55,250.68
- **YTD Spent FY26:** \$23,819.00

- **Contract Period:** July 1, 2023 – June 30, 2026
- **Amount Spent FY25:** \$182,785.91

Program Goals and Accomplishments

Goal	Status (as of August 2025)
<ul style="list-style-type: none">• Admit 3 cohorts of 10 students each into the Medical Assistant program in different locations of the Fletcher community.	<ul style="list-style-type: none">• 10 students were admitted to the 1st cohort, in Cut Off.• 7 students were admitted to the 2nd cohort, in Grand Caillou.• 8 students were admitted to the 3rd cohort, in Franklin.
<ul style="list-style-type: none">• Program completion rates of the Medical Assistant program will be greater than or equal to 80%.	<ul style="list-style-type: none">• 90% of the 1st cohort completed the Medical Assistant program.• 100% of the 2nd cohort completed the Medical Assistant program.• 25% of the 3rd cohort completed the Medical Assistant program.
<ul style="list-style-type: none">• 80% of the Medical Assistant Program graduates will pass the certification exam on the first attempt.	<ul style="list-style-type: none">• 100% of the 1st cohort passed their certification exam on the first attempt.• 43% of the 2nd cohort passed their certification exam on the first attempt.• No data to report for the 3rd cohort.
<ul style="list-style-type: none">• Admit one cohort of 10 students into the Cardiovascular Sonography Program.	<ul style="list-style-type: none">• 12 students were admitted.

Regional Healthcare Innovation Partnership Program

► Franciscan Missionaries of Our Lady University (Fran U)

Regional Partners

Franciscan Missionaries of Our Lady Health System, HOPE Ministries

Program Summary

Fran U has launched a comprehensive program to expand and diversify the nursing workforce in Greater Baton Rouge. The program offers academic support services such as intrusive advising, mentoring by diverse registered nurses, and career coaching through HOPE Ministries.



- **Contract Amount:** \$249,945.00
- **Amount Spent FY24:** \$90,178.63

- **Contract Period:** July 1, 2023 – June 30, 2025
- **Amount Spent FY25:** \$147,809.36

Program Goals and Accomplishments

Goal	Status (as of August 2025)
<ul style="list-style-type: none">• Enroll a total of 24 Accelerated Bachelor of Nursing (ABSN) students into the Wolves on the RISE program.	<ul style="list-style-type: none">• 10 students started in Spring 2024 cohort. 14 students starting in Fall 2024 cohort.
<ul style="list-style-type: none">• 40% of both cohorts will identify as under-represented.	<ul style="list-style-type: none">• Goal met for both cohorts.
<ul style="list-style-type: none">• 85% of students from both cohorts will remain in progression in the nursing program at the end of the Spring 2025 semester.	<ul style="list-style-type: none">• 100% retention rate.
<ul style="list-style-type: none">• 50% of students who are in the Wolves on the RISE program will express an intention to be employed as nurses in Regional Labor Market Area (RLMA) regions 1, 2, and 4 upon completion of the ABSN program.	<ul style="list-style-type: none">• Only Spring 2024 cohort has graduated; of that group, 100% of students who reported employment information at graduation (May 2025) are employed in RMLA regions 1, 2, or 4; continuing to collect employment data for the next 12 months for the spring 2024 cohort and will collect this data from the Fall 2024 cohort when they graduate.

Regional Healthcare Innovation Partnership Program

► Louisiana Tech University

Regional Partner

Northeast Louisiana Healthcare Alliance



Program Summary

Louisiana Tech University launched the Freshman Advanced Summer Term (FAST) program to support 24 incoming Associate of Science in Nursing (ASN) students by giving them an early start on foundational science courses and essential study skills. The intensive NursesFAST program also fosters lasting peer and mentor relationships to enhance student success throughout their nursing education.

LOUISIANA TECH
UNIVERSITY

- **Contract Amount:** \$251,112.00
- **Amount Spent FY24:** \$2,203.85
- **YTD Spent FY26:** \$85,418.54
- **Contract Period:** July 1, 2023 – June 30, 2026
- **Amount Spent FY25:** \$119,858.51

Program Goals and Accomplishments

Goal	Status (as of August 2025)
<ul style="list-style-type: none">• Admit cohort of 24 ASN students.	<ul style="list-style-type: none">• 23 started and finished Summer 2024 session (Cohort 1).• 24 started Summer 2025 (Cohort 2).
<ul style="list-style-type: none">• >85% complete Biological Sciences (BISC) 225/226 (Human Anatomy and Physiology I Lab).	<ul style="list-style-type: none">• 100% of cohorts 1 and 2 successfully completed BISC 225 and 226 summer sessions.
<ul style="list-style-type: none">• >75% complete BISC 227 (Human Anatomy and Physiology II).	<ul style="list-style-type: none">• Goal met 95.5% for Cohort 1 (1 withdrew and re-enrolled Winter 2025)• No data yet. Will be evaluated in November 2025.
<ul style="list-style-type: none">• >50% of cohort from underrepresented groups or rural high school.	<ul style="list-style-type: none">• Target met >50% of first and second cohort was from an underrepresented group or rural high school.
<ul style="list-style-type: none">• >60% nursing clinical cohort will graduate on time.	<ul style="list-style-type: none">• Goal will be evaluated May 2027. This is seven (7) quarters after cohort members begin the clinical nursing program.
<ul style="list-style-type: none">• >95% report satisfied or highly satisfied with program.	<ul style="list-style-type: none">• Goal partially met at 94.74% for cohort 1.• Goal exceeded goal at 100% for cohort 2.
<ul style="list-style-type: none">• >95% report improvement in study skills.	<ul style="list-style-type: none">• Goal met at 96% for cohort 1 and 2.
<ul style="list-style-type: none">• >80% report greater self-confidence in ability to complete nursing curriculum.	<ul style="list-style-type: none">• Goal met at 89.5% for cohort 1.• Goal will be evaluated in November 2025 for cohort 2.

Regional Healthcare Innovation Partnership Program

► LSU Alexandria

Regional Partners

Rapides Regional Medical Center, CHRISTUS St. Frances Cabrini Hospital, Avoyelles Hospital, CHRISTUS Central Louisiana Surgical Hospital



Program Summary

Survey feedback from the Central Louisiana (CENLA) region highlights strong interest in a Registered Nurse (RN) licensure program for Licensed Practical Nurses (LPNs) and Paramedics, prompting LSUA to collaborate with regional hospitals to develop an ASN pipeline. To support this initiative, healthcare partners are contributing adjunct faculty for clinical training, and LSUA offers tuition waivers and appointed a dedicated professional advisor to guide student success.

- **Contract Amount:** \$686,560.00
- **Amount Spent FY24:** \$93,689.64
- **YTD Spent FY26:** \$50,363.42

- **Contract Period:** July 1, 2023 – June 30, 2026
- **Amount Spent FY25:** \$159,752.23

Program Goals and Accomplishments

Goal	Status (as of August 2025)
<ul style="list-style-type: none">Admit at least 10 LPNs who are currently employed at partnering facilities each fall and spring semesters AY 2024-2025 to provide financial support in successful completion of the undergraduate nursing program at LSUA placing additional registered nurses into the workforce within Regional Labor Market Area (RLMA) 6.	<ul style="list-style-type: none">In Academic Year 2024-2025, seven LPNs currently employed at partnering facilities have received scholarships at \$2,000 per award.In Academic Year 2025-2026, six LPNs currently employed at partnering facilities have received scholarships at \$2,000 per award.
<ul style="list-style-type: none">Admit at least three paramedics who are currently employed at partnering facilities for the fall and spring semesters AY 2024-2025 to pre-licensure Paramedic-ASN nursing students providing financial support to successfully complete the undergraduate nursing program at LSUA placing additional registered nurses into the workforce within RLMA 6.	<ul style="list-style-type: none">In April 2024, LSUA increased its goal to 10 paramedics and 20 pre-licensure Paramedic-ASN scholarships.The program launched in Spring 2025 with two paramedics in prerequisite courses. One \$2,000 scholarship was awarded in Q3. In Q1, there have been three paramedic-ASN scholarship funded.
<ul style="list-style-type: none">Fund a total of one adjunct faculty from partnering facility for fall and spring semesters AY 2024-2025 to support the additional clinical groups without penalty of using their personal time off from their full-time employer, thereby increasing the number of graduates within the LPN and Paramedic-ASN programs from LSUA entering the nursing workforce within RLMA 6.	<ul style="list-style-type: none">Increased LPN-ASN enrollment has led to more students being eligible for their second clinical semester.Fall 2024: 20 students enrolled; adjunct position funded (including fringe) by this award.Spring 2025: 28 students enrolled; funding continued for the additional adjunct position.Fall 2025: 28 students enrolled; funding continued for the additional adjunct position.
<ul style="list-style-type: none">Fund the equivalent of one full-time faculty position for the development of a Paramedic-ASN program for fall and spring semesters for the implementation with teaching workload for fall and spring semesters AY 2024-2025 with a plan that the increased enrollment will sustain the faculty position.	<ul style="list-style-type: none">The curriculum was fully implemented, reviewed in May 2025 with student feedback incorporated, and approved for inclusion in the Fall 2025 course catalog.Faculty personnel and fringe benefit expenses will be incurred beginning Fall 2025.

Regional Healthcare Innovation Partnership Program

► LSU Health Sciences Center Shreveport

Regional Partner

Ochsner Lafayette General



Program Summary

In the Lafayette region, there is a substantial need for health diagnosing and treating practitioners, who are primarily physical therapists. In addition, there is presently no physical therapy program in this labor market or in immediately surrounding areas. To meet this need LSU Health Sciences Center Shreveport (LSUHSCS), working in partnership with Ochsner Lafayette General, is creating a Doctorate of Physical Therapy program in Lafayette.

► **Contract Amount:** \$229,000

► **Amount Spent FY24:** \$0

► **Contract Period:** April 1, 2024 – June 30, 2025

► **Amount Spent FY25:** \$129,976.42

Program Goals and Accomplishments

Goal	Status (as of August 2025)
<ul style="list-style-type: none"> Hire one full-time faculty member who will serve as the official contact person to provide onsite leadership in Lafayette, in addition to teaching, research, and service roles. This person will also have a role in the accreditation process for the Lafayette site. 	<ul style="list-style-type: none"> Individual hired and began in September 2024.
<ul style="list-style-type: none"> Hire a second faculty member who will have a role in clinical education placements as well as traditional faculty roles related to teaching, research, and service. This position will be paid for by LSUHSCS. 	<ul style="list-style-type: none"> On track to complete Spring 2026.
<ul style="list-style-type: none"> Purchase physical-therapy-related equipment that will meet the curriculum needs and ensure the students at the Lafayette campus have the same quality learning experiences as students in Shreveport. 	<ul style="list-style-type: none"> The equipment contract between LSUHSCS and Ochsner Lafayette General (OLG) was finalized February 19, 2025. The equipment has been received.
<ul style="list-style-type: none"> Procure enough clinical site placements to meet the needs of all enrolled students for all clinical experiences at both the Shreveport and Lafayette campuses. 	<ul style="list-style-type: none"> Educational Management Platform (Exxat) Clinical Placement software will be used to track clinical site contracts.
<ul style="list-style-type: none"> Collaborate with Ochsner Lafayette General (OLG) to acquire a physical location that will meet the needs of the program. 	<ul style="list-style-type: none"> Signed agreement from Ochsner describing its agreed-upon commitment of space and resources for the partnership.
<ul style="list-style-type: none"> Obtain approval from the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) and from the Commissions on Accreditation in Physical Therapy Education (CAPTE) to offer the doctoral degree at the Lafayette campus as an extension of the LSUHSCS Doctor of Physical Therapy program. 	<ul style="list-style-type: none"> Goal partially met. SACSCOC approval was received in December 2024. The proposal was submitted to CAPTE in April 2025 and will be reviewed at an upcoming meeting.
<ul style="list-style-type: none"> Admit one cohort of 16 students into the Doctor of Physical Therapy program on the Lafayette campus in Summer 2025 (May 2025). 	<ul style="list-style-type: none"> Goal was amended to admit one cohort of 16 students into the Doctor of Physical Therapy program on the Lafayette campus in Summer 2026 (May 2026).

Regional Healthcare Innovation Partnership Program

► McNeese State University

Regional Partners

CHRISTUS Ochsner Southwest Louisiana Health, Lake Charles Memorial Hospital System

Program Summary

To establish financial support for Licensed Practical Nurses (LPNs) returning to complete the Bachelor of Science in Nursing (BSN) through partnerships with local healthcare agencies. McNeese supports Licensed Practical Nurses employed by CHRISTUS Ochsner Southwest Louisiana Health and Lake Charles Memorial Hospital (LCMHS) to create a pipeline for LPNs to receive a BSN.



- **Contract Amount:** \$501,214.00
- **Amount Spent FY24:** \$9,212.82
- **YTD Spent FY26:** \$43,056.00

- **Contract Period:** April 1, 2024 – June 30, 2026
- **Amount Spent FY25:** \$84,288.95

Program Goals and Accomplishments

Goal	Status (as of August 2025)
<ul style="list-style-type: none">• Revise current LPN to BSN curriculum to reduce barriers for LPNs returning to complete the BSN.	<ul style="list-style-type: none">• The LPN advisor is reviewing assessment tools and prior learning policies to better align with LPN backgrounds and support smoother entry into the BSN program.• A Fall 2025 Curriculum Committee proposal was submitted to award credit for prior coursework, reducing barriers for returning LPNs and supporting recruitment of non-traditional and transfer students.
<ul style="list-style-type: none">• Establish financial support for LPNs returning to complete the BSN through partnerships with local healthcare agencies.	<ul style="list-style-type: none">• 11 of 18 students are receiving financial support utilizing H.E.R.O. funding to complete the BSN.
<ul style="list-style-type: none">• Establish professional mentoring support program for LPNs returning to school to include MSU faculty and healthcare agency nurses.	<ul style="list-style-type: none">• Current partner agencies include CHRISTUS Ochsner, and LCMHS. Events and mentorships continue: SMART START and Career Journeys sessions provided academic and career guidance; both were recorded and shared with students.

Regional Healthcare Innovation Partnership Program

► Northwestern State University

Regional Partner

Natchitoches Regional Medical Center

Program Summary

To increase the number of Registered Nurses (RNs) in northwest Louisiana, Northwestern State University (NSU) will support Licensed Practical Nurses (LPNs) employed by a local hospital who are interested in and willing to become RNs. Northwestern is establishing an LPN-to-RN program with the local hospital and will increase the number of RNs graduating to support the needs of the region. The healthcare provider allows flexible scheduling around classes and clinical time to accommodate program participants.



- **Contract Amount:** \$740,400.00
- **Amount Spent FY24:** \$97,645.50
- **YTD Spent FY26:** \$31,591.88

- **Contract Period:** July 1, 2023 – June 30, 2026
- **Amount Spent FY25:** \$185,181.78

Program Goals and Accomplishments

Goal	Status (as of August 2025)
<ul style="list-style-type: none">• Admit three cohorts of approximately 5-10 students each fall semester during Academic Years 2023, 2024, and 2025.	<ul style="list-style-type: none">• In Fall 2024, six students were admitted to the cohort, joined by two continuing students awarded stipends and all graduated in August 2025.• In Fall 2025, five students were admitted.
<ul style="list-style-type: none">• Cohort retention rates of > 90%.	<ul style="list-style-type: none">• Cohort retention rates are 100% at this time.
<ul style="list-style-type: none">• 90% of program graduates will pass the National Council Licensure Examination (NCLEX) on the first attempt (the pass rate will be > to the state average).	<ul style="list-style-type: none">• 100% of graduates passed the National Council Licensure Examination (NCLEX) on the first attempt.
<ul style="list-style-type: none">• 100% of NRMCM participants who complete the program will remain employed at NRMCM for six months post-graduation.	<ul style="list-style-type: none">• 100% of NRMCM participants who complete the program will remain employed at NRMCM for six months post-graduation.
<ul style="list-style-type: none">• 85% of program graduates will remain employed within RLMA 6 or 7 for one year post-graduation.	<ul style="list-style-type: none">• At this time, all graduates are employed within RLMA 6 or 7 for one year post-graduation.

Regional Healthcare Innovation Partnership Program

► Elaine P. Nunez Community College

Regional Partners

Louisiana Children’s Medical Center, New Orleans East Hospital



Program Summary

Elaine P. Nunez Community College is partnering with a hospital system to help current non-nursing staff pursue careers as Licensed Practical Nurses (LPNs). The program offers compensation, class time, scholarships, and support services to remove barriers and meet workforce demands.

- **Contract Amount:** \$432,724.00
- **Amount Spent FY24:** \$81,056.63
- **YTD Spent FY26:** \$15,677.38
- **Contract Period:** July 1, 2023 – June 30, 2026
- **Amount Spent FY25:** \$104,029.04

Program Goals and Accomplishments

Goal	Status (as of August 2025)
<ul style="list-style-type: none">Admit a maximum of 20 incumbent workers as students in the nursing program who are employed by Louisiana Children’s Medical Center (LCMC) and/or New Orleans East Hospital (NOEH) in two groups with a limit of 10 students per group. Each group will be split into two cohorts.	<ul style="list-style-type: none">Admitted nine NOEH employees and one UMC employee into the nursing program across cohorts from Fall 2023 through Fall 2025Expanded program eligibility to the MCMC Hospital System Employees, One employee enrolled in Fall 2024.
<ul style="list-style-type: none">80% of those enrolled in the nursing program will successfully complete all required nursing courses within four semesters (not including prerequisites).	<ul style="list-style-type: none">A total of 9 students enrolled across three cohorts (Fall 2023: 3; Spring 2024: 5; Fall 2024: 1, later increasing to 3). No new students were admitted in Spring 2025.Despite some attrition, reentry pathways supported persistence; 3 students graduated in May 2025, and 3 active students remain on track to graduate in December 2025.
<ul style="list-style-type: none">80% of successful completers from cohorts 1 and 2 will pass PN-NCLEX for licensure on the first attempt.	<ul style="list-style-type: none">All three PN graduates who attempted the PN-NCLEX in May 2025 passed on the first attempt and received licensure, with three additional graduates scheduled to test after December 2025.

Regional Healthcare Innovation Partnership Program

► Southern University and A&M College

Regional Partners

Ochsner Health, Southern University System Foundation



SOUTHERN
UNIVERSITY
AND AGRICULTURAL & MECHANICAL COLLEGE

Program Summary

Southern University and A&M College is strengthening the registered nurse pipeline through student support programs, workforce initiatives like Career Day and internships, and early engagement with local K-12 schools. Partnering with Ochsner, the university is also providing mentoring and access to clinical simulation resources to better prepare students for healthcare careers.

► **Contract Amount:** \$249,500.00

► **Amount Spent FY24:** \$217,178.84

► **Contract Period:** July 1, 2023 – June 30, 2024

Program Goals and Accomplishments

Goal	Status (as of August 2025)
<ul style="list-style-type: none">• There will be a 20% increase in student pass rate within the first clinical nursing courses (Nursing 201).	<ul style="list-style-type: none">• There was a 21% increase in pass rate from Fall 2023 semester (68%) to Spring 2024 semester (82%).
<ul style="list-style-type: none">• 80% of senior-level students participating in the Summer Internship Program will receive a rating of satisfactory or above.	<ul style="list-style-type: none">• A survey taken to gauge the satisfaction of program showed that 100% of participants agreed that they were satisfied with the overall program.
<ul style="list-style-type: none">• 80% of senior-level students participating in the Ochsner Clinical Simulation will receive a rating of satisfactory or above. Create a student satisfaction instrument to obtain this data.	<ul style="list-style-type: none">• Goal Achieved. Senior-level nursing students had the opportunity to rotate through various units at Ochsner Health's O'Neal and Grove campuses.• The student satisfaction survey showed 100% of students were satisfied with the program.
<ul style="list-style-type: none">• At least 80% of graduating seniors will participate in the Career Day	<ul style="list-style-type: none">• Goal Achieved. 97% (69 of 71) graduating seniors attended the Fall 2023 Career Day on November 6, 2023.
<ul style="list-style-type: none">• At least 80% of graduating seniors will participate in the Career Expos and Talent Ambassador Talks.	<ul style="list-style-type: none">• 100% percent of the graduating senior-level students attended. Seventy students moved to the Talent Acquisition process. Three SUSON students were hired on-site. Eight (8) SUSON students scheduled shadow shifts. Twenty-two (22) SUSON students are in-queue for future roles.
<ul style="list-style-type: none">• At least 3-5 schools will be selected to participate in a 4-week Summer Enrichment and Mentorship Program (June 1 - June 30)	<ul style="list-style-type: none">• The Summer Enrichment and Mentorship Program successfully selected students from a diverse array of high schools across three states. In total, students from 16 high schools were chosen to participate in this initiative.

Regional Healthcare Innovation Partnership Program

► **University of Louisiana at Lafayette**

Regional Partners

Ochsner Lafayette General, Oceans Healthcare



Program Summary

To address Louisiana’s shortage of mental health professionals, UL Lafayette’s LHC Group • Myers School of Nursing is launching a 20-credit-hour online Post-Master’s Psychiatric Mental Health Nurse Practitioner (PMHNP) Certificate Program. Supported by Ochsner Lafayette General and Oceans Healthcare through preceptorships, the program will help fill provider gaps with highly qualified PMHNPs.

- **Contract Amount:** \$694,285.00
- **Amount Spent FY24:** \$189,883.54
- **YTD Spent FY26:** \$16,982.50

- **Contract Period:** July 1, 2023 – June 30, 2026
- **Amount Spent FY25:** \$200,692.01

Program Goals and Accomplishments

Goal	Status (as of August 2025)
<ul style="list-style-type: none">Admit three cohorts of seven students each fall and spring semester during AY 2023-2024 (14 students), AY 2024-2025 (21 students), and AY 2025-2026 (14 students).	<ul style="list-style-type: none">Fall 2023 (Cohort 1): 6 admitted, 1 withdrew, 5 graduated (May 2025).Spring 2024 (Cohort 2) : 6 admitted, 1 withdrew, 5 accelerated the program and graduated August 2025.Fall 2024 (Cohort 3): 7 admitted, 2 withdrew, 5 are progressing through the program and projected to complete in May 2026.
<ul style="list-style-type: none">Cohort retention rates are ≥ 90%	<ul style="list-style-type: none">Fall 2023: 6 admitted – 5 retained (83%).Spring 2024: 6 admitted – 5 retained (83%).Fall 2024: 7 admitted – 5 retained (71%).Overall retention rate is 79.9%.

Appendix D

Funding Allocations, Nurse Capitation

► Louisiana Community and Technical College System (LCTCS)

Spring 2020 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$546,000	Baton Rouge Community College	\$31,500	ASN	9
	Bossier Parish Community College	\$70,000	ASN	20
	Central Louisiana Technical CC	\$98,000	PN	28
	Northshore Technical CC	\$262,500	PN	75
	Northwest Louisiana Technical CC	\$56,000	PN	16
	SOWELA Technical CC	\$28,000	ASN, PN	8

Summer 2020 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$434,000	Central Louisiana Technical CC	\$98,000	PN	28
	Delgado Community College	\$56,000	ASN	16
	Northshore Technical CC	\$203,000	PN	58
	Northwest Louisiana Technical CC	\$49,000	PN	14
	SOWELA Technical CC	\$28,000	ASN, PN	8

Fall 2020 Semester (Payment 1)				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$147,000	Baton Rouge Community College	\$31,500	ASN	9
	Bossier Parish Community College	\$59,500	ASN	17
	Delgado Community College	\$56,000	ASN	16

Fall 2020 Semester (Payment 2)				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$532,000	Bossier Parish Community College	\$66,500	ASN	19
	Central Louisiana Technical CC	\$87,500	PN	25
	Fletcher Technical Community College	\$35,000	PN	10
	Louisiana Delta Community College	\$115,500	ASN, PN	33
	Northshore Technical CC	\$189,000	PN	54
	Northwest Louisiana Technical CC	\$38,500	PN	11

Spring 2021 Semester

System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$717,500	Baton Rouge Community College	\$84,000	ASN	24
	Bossier Parish Community College	\$161,000	ASN	46
	Central Louisiana Technical CC	\$66,500	PN	19
	Delgado Community College	\$119,000	ASN	34
	Fletcher Technical Community College	\$14,000	ASN	4
	Louisiana Delta Community College	\$105,000	ASN, PN	30
	Northshore Technical Community CC	\$112,000	PN	32
	Northwest Louisiana Technical CC	\$28,000	PN	8
	SOWELA Technical Community College	\$28,000	PN	8

Fall 2021 Semester

System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$581,000	Baton Rouge Community College	\$122,500	ASN	35
	Bossier Parish Community College	\$98,000	ASN	28
	Delgado Community College	\$45,500	ASN	13
	Fletcher Technical Community College	\$28,000	ASN	8
	Louisiana Delta Community College	\$56,000	PN	16
	Northshore Technical Community CC	\$178,500	PN	51
	SOWELA Technical Community College	\$52,500	PN	15

Spring 2022 Semester

System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$889,000	Bossier Parish Community College	\$84,000	ASN	24
	Baton Rouge Community College	\$189,000	ASN	54
	Central Louisiana Technical CC	\$189,000	PN	54
	Delgado Community College	\$21,000	ASN	6
	Louisiana Delta Community College	\$56,000	ASN	16
	Nunez Community College	\$14,000	PN	4
	River Parishes Community College	\$14,000	PN	4
	South Louisiana Community College	\$87,500	PN	25
	SOWELA Technical Community College	\$52,500	PN	15
	Northshore Technical Community CC	\$182,000	PN	52

Summer 2022 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$108,500	South Louisiana Community College	\$56,000	ASN	16
	Baton Rouge Community College	\$52,500	ASN	15

NOTES: PN = Practical Nursing, ASN = Associate of Science in Nursing, BSN= Bachelor of Science in Nursing

The Nurse Capitation program is designed to increase the number of students admitted past the institutional baseline (average) enrollment. Institutions receive funding per student, per semester for enrolling beyond the established baseline (average). Therefore, semester-to-semester duplicated headcount may occur.

► Louisiana State University System

Spring 2020 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$80,500	LSU Health Sciences New Orleans	\$38,500	BSN	11
	LSU Alexandria	\$42,000	ASN	12

Summer 2020 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$70,000	LSU Health Sciences New Orleans	\$35,000	BSN	10
	LSU Alexandria	\$35,000	ASN	10

Fall 2020 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$24,500	LSU Alexandria	\$24,500	ASN	7

Spring 2021 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$115,500	LSU Alexandria	\$94,500	ASN	27
	LSU Health Sciences New Orleans	\$21,000	BSN/RN	6

Fall 2021 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$101,500	LSU Shreveport	\$38,500	ASN	11
	LSU Health Sciences New Orleans	\$63,000	BSN	18

Spring 2022 Semester

System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$66,500	LSU Shreveport	\$38,500	ASN	11
	LSU Health Sciences New Orleans	\$28,000	BSN	8

Summer 2022 Semester

System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$31,500	LSU Eunice	\$31,500	ASN	9

Fall 2022 Semester

System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$21,000	LSU Health Sciences New Orleans	\$21,000	BSN	6

Spring 2023 Semester

System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$42,000	LSU Health Sciences New Orleans	\$24,500	BSN	7
	LSU Shreveport	\$17,500	ASN	5

Fall 2023 Semester

System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$77,000	LSU Eunice	\$73,500	ASN	21
	LSU Alexandria	\$3,500	BSN	1

Spring 2024 Semester

System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$87,500	LSU Eunice	\$73,500	ASN	21
	LSU Alexandria	\$14,000	BSN	4

Fall 2024 Semester

System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$297,500	LSU Health Sciences New Orleans	\$126,000	BSN	21
	LSU Shreveport	\$73,500	PN	18
	LSU Eunice	\$63,000	ASN	36
	LSU Alexandria	\$35,000	ASN	10

Spring 2025 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$266,000	LSU Health Sciences New Orleans	\$105,000	BSN	29
	LSU Eunice	\$87,500	ASN	25
	LSU Shreveport	\$45,500	PN	13
	LSU Alexandria	\$28,000	ASN	8

NOTES: PN = Practical Nursing, ASN = Associate of Science in Nursing, BSN= Bachelor of Science in Nursing

The Nurse Capitation program is designed to increase the number of students admitted past the institutional baseline (average) enrollment. Institutions receive funding per student, per semester for enrolling beyond the established baseline (average). Therefore, semester-to-semester duplicated headcount may occur.

► University of Louisiana System

Spring 2020 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$168,000	Louisiana Tech University	\$28,000	ASN	8
	Northwestern State University	\$112,000	ASN, BSN	32
	University of Louisiana at Monroe	\$28,000	BSN	8

Summer 2020 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$38,500	Southeastern Louisiana University	\$38,500	BSN	11

Fall 2020 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$196,000	Louisiana Tech University	\$28,000	ASN	8
	Northwestern State University	\$101,500	ASN, BSN	29
	Southeastern Louisiana University	\$38,500	BSN	11
	University of Louisiana Monroe	\$28,000	BSN	8

Spring 2021 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$196,000	Louisiana Tech University	\$28,000	ASN	8
	Northwestern State University	\$101,500	ASN, BSN	29
	Southeastern Louisiana University	\$38,500	BSN	11
	University of Louisiana at Monroe	\$28,000	BSN	8

Fall 2021 Semester

System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$150,500	Louisiana Tech University	\$10,500	ASN	3
	Northwestern State University	\$70,000	ASN	20
		\$70,000	BSN	20

Spring 2022 Semester

System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$224,000	Louisiana Tech University	\$63,000	ASN	18
	McNeese State University	\$7,000	BSN	2
	Northwestern State University	\$91,000	ASN	26
		\$35,000	BSN	10
	Southeastern Louisiana University	\$28,000	BSN	8

Fall 2022 Semester

System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$259,000	Louisiana Tech University	\$63,000	ASN	18
	Northwestern State University	\$119,000	ASN	34
		\$49,000	BSN	14
	Southeastern Louisiana University	\$28,000	BSN	8

Spring 2023 Semester

System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$98,000	Louisiana Tech University	\$35,000	ASN	10
	Northwestern State University	\$35,000	ASN	10
	Southeastern Louisiana University	\$28,000	BSN	8

Fall 2023 Semester

System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$406,600	Grambling State University	\$24,500	NP	7
	Louisiana Tech University	\$38,500	ASN	11
	McNeese State University	\$24,500	BSN	7
	Northwestern State University	\$59,500	BSN	17
		\$84,000	ASN	24
		\$105,000	NP	30
	Southeastern Louisiana University	\$28,000	BSN	8
		\$14,000	NP	4
	University of Louisiana Lafayette	\$28,000	NP	8

Spring 2024 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$259,000	Grambling State University	\$14,000	NP	4
	Louisiana Tech University	\$24,500	ASN	7
	McNeese State University	\$52,500	BSN	15
	Northwestern State University	\$7,000	BSN	2
		\$21,000	ASN	6
		\$66,500	NP	19
	Southeastern Louisiana University	\$31,500	BSN	9
	University of Louisiana Lafayette	\$42,000	NP	12

Fall 2024 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$525,000	Grambling State University	\$14,000	NP	4
	Louisiana Tech University	\$66,500	ASN	4
	McNeese State University	\$21,000	BSN	6
	Northwestern State University	\$196,000	BSN	56
		\$101,500	ASN	29
		\$45,500	NP	13
	Southeastern Louisiana University	\$28,000	BSN	8
	University of Louisiana Lafayette	\$38,500	NP	11

Spring 2025 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$283,500	Louisiana Tech University	\$49,000	ASN	14
	Northwestern State University	\$38,500	ASN	11
		\$154,000	BSN	44
	Southeastern Louisiana University	\$28,000	BSN	8
		\$14,000	NP	4

NOTES: PN = Practical Nursing, ASN = Associate of Science in Nursing, BSN= Bachelor of Science in Nursing

The Nurse Capitation program is designed to increase the number of students admitted past the institutional baseline (average) enrollment. Institutions receive funding per student, per semester for enrolling beyond the established baseline (average). Therefore semester to semester duplicated headcount may occur.

► Southern University System

Spring 2020 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$105,000	Southern University and A&M College	\$56,000	BSN	16
	Southern University Shreveport	\$49,000	ASN	14

Fall 2020 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$112,000	Southern University and A&M College	\$56,000	BSN	16
	Southern University Shreveport	\$56,000	ASN	16

Spring 2021 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$112,000	Southern University and A&M College	\$56,000	BSN	16
	Southern University Shreveport	\$56,000	ASN	16

Fall 2021 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$98,000	Southern University and A&M College	\$56,000	BSN	16
	Southern University Shreveport	\$42,000	ASN	12

Spring 2022 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$84,000	Southern University and A&M College	\$56,000	BSN	16
	Southern University Shreveport	\$28,000	ASN	8

Fall 2022 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$56,000	Southern University and A&M College	\$56,000	BSN	16

Spring 2023 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$56,000	Southern University and A&M College	\$56,000	BSN	16

Fall 2023 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$112,000	Southern University and A&M College	\$56,000	BSN	16
		\$56,000	NP	16

Spring 2024 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$112,000	Southern University and A&M College	\$56,000	BSN	16
		\$56,000	NP	16

Fall 2024 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$122,500	Southern University and A&M College	\$56,000	BSN	16
		\$56,000	NP	16
	Southern University Shreveport	\$10,500	ASN	3

Spring 2025 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$112,000	Southern University and A&M College	\$56,000	BSN	16
		\$56,000	NP	16

Notes: PN = Practical Nursing, ASN = Associate of Science in Nursing, BSN= Bachelor of Science in Nursing

The Nurse Capitation program is designed to increase the number of students admitted past the institutional baseline (average) enrollment. Institutions receive funding per student, per semester for enrolling beyond the established baseline (average). Therefore, semester-to-semester duplicated headcount may occur.

► Franciscan Missionaries of Our Lady University (FranU)

Semester	Funding Amount	Program(s)	# Students Past Baseline Enrollment
Spring 2020	\$35,000	BSN	10
Summer 2020	\$35,000	BSN	10
Fall 2020	\$35,000	BSN	10
Spring 2021	\$70,000	BSN	20
Fall 2021	\$122,500	BSN	35
Spring 2022	\$87,500	BSN	25
Fall 2022	\$115,500	BSN	33
Spring 2023	\$70,000	BSN	20
Fall 2023	\$52,500	BSN	15
Spring 2024	\$38,500	BSN	11
Fall 2024	\$91,000	BSN	26
Spring 2025	\$49,000	BSN	14

Notes: PN = Practical Nursing, ASN = Associate of Science in Nursing, BSN= Bachelor of Science in Nursing

The Nurse Capitation program is designed to increase the number of students admitted past the institutional baseline (average) enrollment. Institutions receive funding per student, per semester for enrolling beyond the established baseline (average). Therefore, semester-to-semester duplicated headcount may occur.

Funding Allocations, Allied Health Capitation

► Louisiana Community and Technical College System

Spring 2022 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$203,000	Louisiana Delta Community College	\$28,000	MA	8
	River Parishes Community College	\$175,000	MA	50

Summer 2022 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$49,000	Bossier Parish Community College	\$24,500	MA	7
	River Parishes Community College	\$24,500	MA	7

Notes: MA = Medical Assistant, RCT= Respiratory Care Technology

The Allied Health Capitation program is designed to increase the number of students admitted past the institutional baseline (average) enrollment. Institutions receive funding per student, per semester for enrolling beyond the established baseline (average). Therefore, semester-to-semester duplicated headcount may occur.

► Louisiana State University System

Summer 2022 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$10,500	LSU Eunice	\$10,500	Rad Tech	3

Fall 2022 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$14,000	LSU Eunice	\$14,000	Rad Tech	4

Spring 2023 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$10,500	LSU Eunice	\$10,500	Rad Tech	3

Fall 2023 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$38,500	LSU Eunice	\$24,500	Rad Tech	7
		\$14,000	Resp Care	4

Spring 2024 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$38,500	LSU Eunice	\$28,000	Rad Tech	8
		\$10,500	Resp Care	3

Fall 2024 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$42,000	LSU Eunice	\$24,500	Rad Tech	7
		\$17,500	Resp Care	5

Spring 2025 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$38,500	LSU Eunice	\$38,500	Rad Tech	11

Notes: Rad Tech = Radiologic Technology

The Allied Health Capitation program is designed to increase the number of students admitted past the institutional baseline (average) enrollment. Institutions receive funding per student, per semester for enrolling beyond the established baseline (average). Therefore, semester-to-semester duplicated headcount may occur.

► University of Louisiana System

Spring 2022 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$119,000	Northwestern State University	\$35,000	NP	10
	Southeastern Louisiana University	\$14,000	NP	4
		\$14,000	SLP	4
	University of Louisiana Monroe	\$45,000	OT	13
		\$10,500	Rad Tech	3

Summer 2022 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$112,000	Northwestern State University	\$35,000	NP	10
		\$35,000	NP	10
	Southeastern Louisiana University	\$14,000	NP	4
	University of Louisiana Monroe	\$28,000	NP	8

Fall 2022 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$196,000	Northwestern State University	\$108,500	NP	31
	Southeastern Louisiana University	\$14,000	NP	4
		\$14,000	SLP	4
	University of Louisiana Monroe	\$56,000	OT	16
		\$3,500	Rad Tech	1

Spring 2023 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$108,500	Grambling State University	\$17,500	NP	5
	Southeastern Louisiana University	\$14,000	NP	4
		\$14,000	SLP	4
	University of Louisiana at Lafayette	\$7,000	OT	7
	University of Louisiana Monroe	\$56,000	OT	16

Spring 2023 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$84,000	Southeastern Louisiana University	\$14,000	SLP	4
	University of Louisiana Monroe	\$70,000	OT	20

Fall 2023 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$84,000	Southeastern Louisiana University	\$14,000	SLP	4
	University of Louisiana Monroe	\$70,000	OT	20

Spring 2024 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$80,500	Southeastern Louisiana University	\$14,000	SLP	4
	University of Louisiana Monroe	\$66,500	OT	19

Fall 2024 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$56,000	Southeastern Louisiana University	\$14,000	SLP	4
	University of Louisiana Monroe	\$42,000	OT	12

Spring 2025 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$63,000	Southeastern Louisiana University	\$14,000	SLP	4
	University of Louisiana Monroe	\$49,000	OT	14

Notes: Rad Tech = Radiologic Technology, NP = Nurse Practitioner, SLP = Speech Language Pathology, OT = Occupational Therapy

The Allied Health Capitation program is designed to increase the number of students admitted past the institutional baseline (average) enrollment. Institutions receive funding per student, per semester for enrolling beyond the established baseline (average). Therefore, semester-to-semester duplicated headcount may occur.

► Southern University System

Spring 2022 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$56,000	Southern University and A&M College	\$56,000	NP	16

Fall 2022 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$112,000	Southern University and A&M College	\$84,000	NP	24
		\$28,000	SLP	8

Spring 2023 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$112,000	Southern University and A&M College	\$56,000	NP	16
		\$56,000	SLP	16

Fall 2023 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$56,000	Southern University and A&M College	\$56,000	SLP	16

Spring 2024 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$56,000	Southern University and A&M College	\$56,000	SLP	16

Fall 2024 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$56,000	Southern University and A&M College	\$56,000	SLP	16

Spring 2025 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$56,000	Southern University and A&M College	\$56,000	SLP	16

Notes: Rad Tech = Radiologic Technology

The Allied Health Capitation program is designed to increase the number of students admitted past the institutional baseline (average) enrollment. Institutions receive funding per student, per semester for enrolling beyond the established baseline (average). Therefore, semester-to-semester duplicated headcount may occur.

► Louisiana Christian University

Semester	Funding Amount	Program(s)	# Students Past Baseline Enrollment
Spring 2022	\$7,000	PTA	2
Summer 2022	\$14,000	PTA	4
Summer 2023	\$14,000	PTA	4

Notes: PTA = Physical Therapy Assistant, Rad Tech = Radiologic Technology

The Allied Health Capitation program is designed to increase the number of students admitted past the institutional baseline (average) enrollment. Institutions receive funding per student, per semester for enrolling beyond the established baseline (average). Therefore, semester-to-semester duplicated headcount may occur.

► Franciscan Missionaries of Our Lady University (FranU)

Semester	Funding Amount	Program(s)	# Students Past Baseline Enrollment
Spring 2022	\$91,000	PTA	26
Fall 2022	\$91,000	Rad Tech	26
	\$70,000	RCT	20
Spring 2023	\$91,000	Rad Tech	26
	\$70,000	RCT	20

Notes: Rad Tech = Radiologic Technology, RCT= Respiratory Care Technology, PTA = Physical Therapy Assistant

The Allied Health Capitation program is designed to increase the number of students admitted past the institutional baseline (average) enrollment. Institutions receive funding per student, per semester for enrolling beyond the established baseline (average). Therefore, semester-to-semester duplicated headcount may occur.

► University of Holy Cross

Semester	Funding Amount	Program(s)	# Students Past Baseline Enrollment
Fall 2023	\$7,000	Rad Tech	2

Notes: Rad Tech = Radiologic Technology

The Allied Health Capitation program is designed to increase the number of students admitted past the institutional baseline (average) enrollment. Institutions receive funding per student, per semester for enrolling beyond the established baseline (average). Therefore, semester-to-semester duplicated headcount may occur.

Funding Allocations, Nurse Assistant (CNA)

► Louisiana Community and Technical College System

Fall 2022 Semester			
System Amount	Institution	# of Recipients	Total Funding
\$29,500	Baton Rouge Community College	5	\$625.00
	Bossier Parish Community College	20	\$2,500.00
	Central Louisiana Technical Community College	4	\$500.00
	Delgado Community College	13	\$1,625.00
	Fletcher Technical Community College	12	\$1,500.00
	Louisiana Delta Community College	29	\$3,625.00
	Northwest Louisiana Technical Community College	15	\$1,875.00
	Northshore Technical Community College	37	\$4,625.00
	Nunez Community College	41	\$5,125.00
	South Louisiana Community College	58	\$7,250.00
	SOWELA Technical Community College	2	\$250.00

Spring 2023 Semester			
System Amount	Institution	# of Recipients	Total Funding
\$20,500	Bossier Parish Community College	12	\$1,500.00
	Central Louisiana Technical Community College	54	\$6,750.00
	Delgado Community College	4	\$500.00
	Fletcher Technical Community College	6	\$750.00
	Louisiana Delta Community College	27	\$3,375.00
	Northshore Technical Community College	36	\$4,500.00
	South Louisiana Community College	25	\$3,125.00

Fall 2023 Semester			
System Amount	Institution	# of Recipients	Total Funding
\$13,500	Bossier Parish Community College	28	\$3,500.00
	Fletcher Technical Community College	9	\$1,125.00
	Louisiana Delta Community College	24	\$3,000.00
	Northwest Louisiana Technical Community College	15	\$1,875.00
	South Louisiana Community College	32	\$4,000.00

Spring 2024 Semester

System Amount	Institution	# of Recipients	Total Funding
\$36,500	Baton Rouge Community College	25	\$2,500.00
	Central Louisiana Technical Community College	86	\$9,300.00
	Fletcher Technical Community College	17	\$1,950.00
	Northshore Technical Community College	76	\$8,100.00
	Nunez Community College	76.5	\$7,650.00
	South Louisiana Community College	32	\$4,000.00
	SOWELA Technical Community College	30	\$3,000.00

Fall 2024 Semester

System Amount	Institution	# of Recipients	Total Funding
\$41,500	Baton Rouge Community College	63	\$6,300.00
	Bossier Parish Community College	50	\$5,000.00
	Central Louisiana Technical Community College	40	\$4,000.00
	Delgado Community College	40	\$4,000.00
	Fletcher Technical Community College	17	\$1,700.00
	Louisiana Delta Community College	25	\$2,500.00
	Northshore Technical Community College	37	\$3,700.00
	Northwest Louisiana Technical Community College	20	\$2,000.00
	Nunez Community College	35	\$3,500.00
	River Parishes Community College	15	\$1,500.00
	South Louisiana Community College	43	\$4,300.00
	SOWELA Technical Community College	30	\$3,000.00

Spring 2025 Semester

System Amount	Institution	# of Recipients	Total Funding
\$21,850	Baton Rouge Community College	25	\$2,500.00
	Central Louisiana Technical Community College	86	\$9,300.00
	Fletcher Technical Community College	17	\$1,950.00
	Northshore Technical Community College	76	\$8,100.00
	TOTAL		\$163,350.00

Funding Allocations, Louisiana Council of Administrators of Nursing Education (LACANE)

Fall 2024 Semester		
Institution	Number of Recipients	Total Funding
Grambling State Louisiana	1	\$4,020.00
Louisiana Delta Community College	1	\$5,000.00
LSU Alexandria	3	\$12,850.00
LSU Health Sciences New Orleans	1	\$4,500.00
Louisiana Tech University	1	\$1,500.00
Loyola University New Orleans	1	\$2,800.00
McNeese State University	3	\$12,005.00
Northwestern State University	4	\$9,335.39
Southeastern Louisiana University	2	\$6,141.75
University of Louisiana Monroe	3	\$10,491.72
TOTAL	20	\$68,643.86

Spring 2025 Semester		
Institution	Number of Recipients	Total Funding
Dillard University	1	\$5,000.00
Grambling State University	2	\$7,160.00
Louisiana Delta Community College	1	\$5,000.00
LSU Alexandria	2	\$7,688.22
McNeese State University	2	\$7,985.00
Nicholls State University	3	\$2,879.82
Northshore Technical Community College	1	\$2,016.00
Northwestern State University	6	\$14,350.92
Southeastern Louisiana University	2	\$4,744.25
University of Louisiana Monroe	4	\$12,637.24
TOTAL	23	\$69,461.45
TOTAL FUNDING, 2024-2025		\$138,105.31

Note: This program was established to increase the number of nursing faculty prepared at the master's or doctoral level, to meet programmatic accreditation standards.



BOARD of REGENTS
STATE of LOUISIANA