



PATH Program at BMH: Developing Our Workforce to Serve Our Community

History of Beaufort Memorial Hospital



Beaufort Memorial Hospital circa 1944

Beaufort Memorial Hospital opened in 1944 as a not-for-profit, community hospital.

- Chartered by the State
- 25 beds
- Four doctors
- Property donated by Kate Gleason
- First baby born on May 4, 1944



Beaufort Memorial Hospital

- 201 Beds
- Not-For-Profit
- More than 300 physicians on Medical Staff
- 1800+ Employees
- 14 Bed Inpatient Rehab Unit
- County's only 18 Bed Adult Mental Health Unit
- 10 Operating Rooms and 5 procedure rooms
- Keyserling & New River Cancer Centers
 - Newest Radiation Oncology Technology
 - State of the Art Chemo Infusion Center
- State of the art Interventional Cath Lab and Angiography suites
- Labor and Delivery Unit, Minimally Invasive Robotic Surgery, Joint Replacement Center, 2 Breast Health Centers, 4 Outpatient Imaging Centers, 3 Express Care and Occupational Medicine clinics, Wound Care Services, 4 Publix Telemedicine Clinics, and physician network group of over 100 employed providers
- Home Healthcare Company – Beaufort Memorial Home Health and Amedisys Partner



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Caring for Thousands of Lives Each Year



Last year (2024) BMH had:

9,059	Admissions
250,793	Outpatient Registrations
45,700	Emergency Department Visits
12,355	Surgeries
1,110	Deliveries
292,214	Physician Office Visits

BMH Financials Last Year (2024):

\$180.2 Million	Labor Costs (<i>incl. Contract Labor</i>)
\$162.8 Million	Supplies, Purchased Services, etc.
\$343.0 Million	Total Expenses
\$36.8 Million	Charity Care and Bad Debt
\$331.3 Million	Operating Revenue
\$355.7 Million	Total Revenue

A Growing Healthcare System



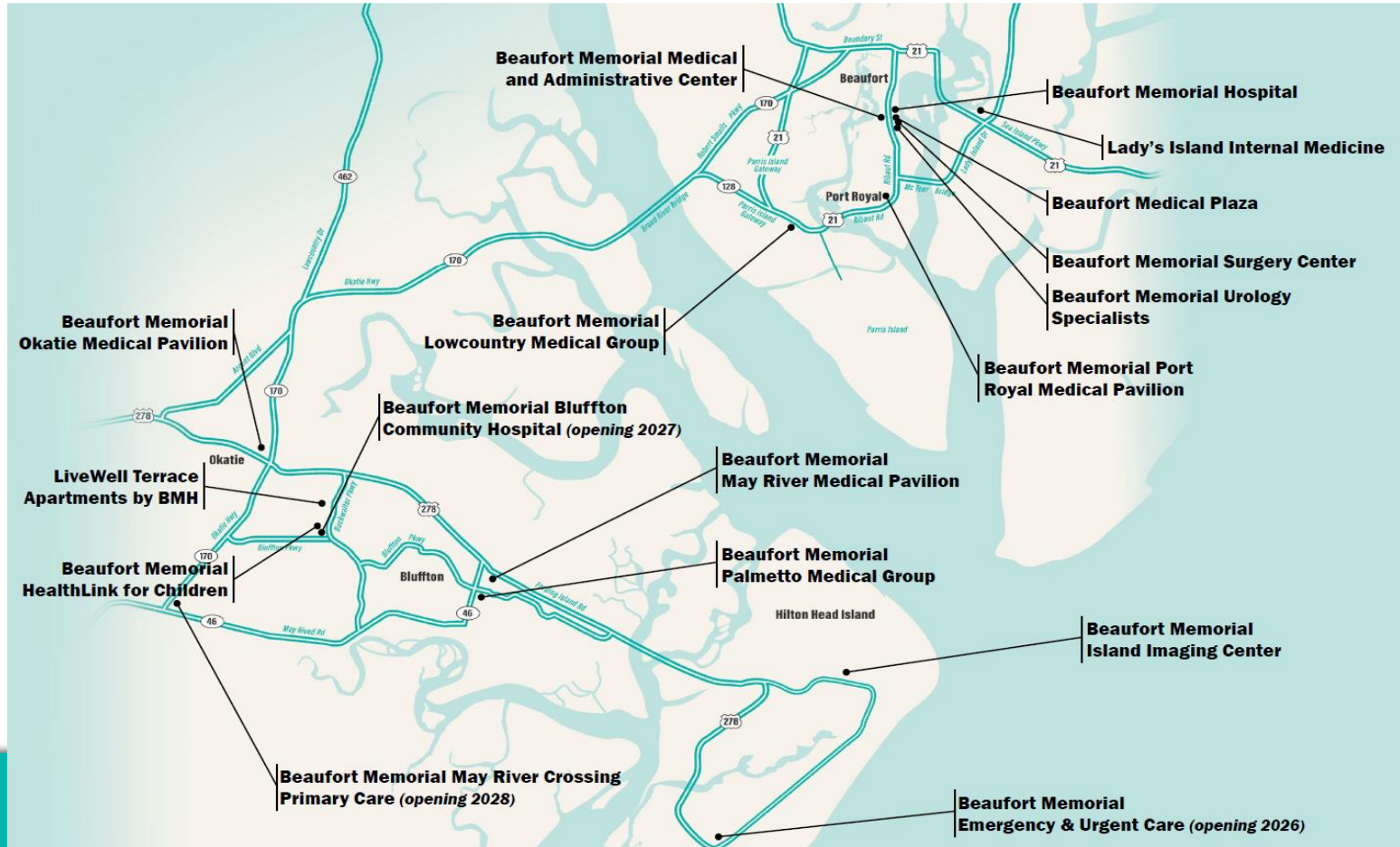
- 23 ER Beds to include Trauma & Observation
- 4 Operating Rooms and 2 Procedure Rooms
- 28 Acute Care Beds (To be constructed)
- Total Budget – \$103 Million Dollars
 - \$70 million Construction
 - \$23 million equipment
 - \$10 million professional fees and soft costs
- Total New Jobs Created – 250 in Year 1
 - \$16.2 Million in Salaries, Wages, Benefits

FSED/Urgent Care on Hilton Head Island

- Total Project Cost – \$16.6 million
- 50 new Jobs Created & \$3.24 Million in Salaries, Wages, Benefits
- An FSED/Urgent Care hybrid saves an average of \$1800 per visit vs traditional FSED's



Beaufort Memorial Today



Our Most Important Investment

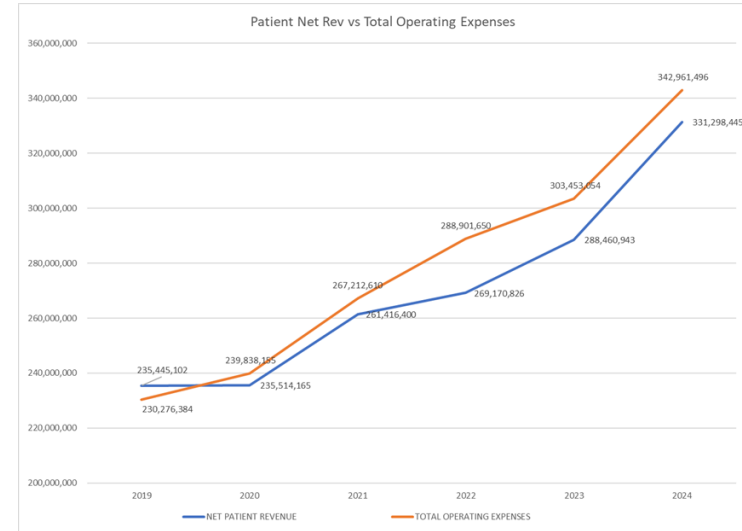


PATH PROGRAM
PEOPLE ACHIEVING THEIR *Highest*



Healthcare's Local Future Outlook

- Hospital Bed Crisis – Study done by UCLA shows that by 2032 85% of all hospital beds will be occupied, driven not by the number of beds available but by the staffing shortage that will persist
- By 2035 more than 1.5 million South Carolinians will be over the age of 65 (SC Revenue and Fiscal Affairs Office)
- South Carolina Faces a Nursing Shortage of 13,000 nurses by 2036 according to a report by the Federal Health and Resources Administration (the 7th largest nursing shortage in the US)
- Overall, South Carolina is expected to be short 3,230 physicians by 2030 (Cicero Institute)
- South Carolina's lack of Medicaid Expansion leaves many patients still uninsured and since the redetermination process restarted post covid, 443,993 South Carolinians have lost insurance and BBB stands to reduce Medicaid Funding to the state \$15 Billion dollars over the next 5-6 years starting in 2028
- Currently Inflation and costs are outpacing hospital revenue growth: Since 2021 patient revenue is up 40.7% and total revenue up 45.9% but total expenses are up 48.9%



Beaufort County By the Numbers

- Self-Sufficiency Standard – measure of income adequacy based on the costs of basic needs of working families
- Beaufort County has a self-sufficiency standard for a single mother with 1 pre-schooler of \$62,640 or an hourly wage of \$29.66 per hour – second highest to Charleston at \$32.26 per hour
 - Housing = \$1,652
 - Childcare - \$580
- That is 472% of minimum wage and would require that single parent to work 189 hours per week
- Current Median Rent in Beaufort County is approximately \$2100; by comparison, Savannah is \$1800, Charleston is \$2100 and Pooler is \$1600

Why PATH?

- To Enhance the quality of life in the Lowcountry through improved health, innovative partnerships and superior care
- Global staffing crisis
 - Crises extended beyond the borders of the bedside, impacting all areas of service
 - Repeal of CON and rapid expansion of healthcare services needed
- Rising Cost of Living – more pronounced in Beaufort County
- Decreasing Reimbursement to Hospitals and Healthsystems – the math doesn't math anymore

What is the goal of PATH?

- Support our workforce in unique and innovative ways
 - Educational Programs, Resilience Programs, and Financial Programs
- Grow our own workforce from within by investing in our current and future employees in exchange for their investment back into the organization
- Recruit Externally from the Community; Raise Awareness to Healthcare as a career

Identifying Barriers and Finding Solutions: “The Obstacle is the Way!”

Obstacles that impedes employee growth:

- Fear of going back to school: Not knowing where to start
- Not able to afford tuition
- No time to go to school
- “My job schedule doesn’t allow time for me to go to school.”
- “I need childcare so that I can go to class!”
- Fear of transitioning to a new unit or a new role.
- Academic affiliates experiencing low enrollments due to lack of instructors

Creative solutions:

- Career counseling
- In-house training and education opportunities
- Education scholarships to cover tuition expense
- Stipends for books, school expenses, testing fees and uniforms
- Cost of living scholarships that enable a part-time work schedule while in school
- Flexible scheduling to accommodate classes
- Dependent care scholarships
- Intern, preceptor and mentorship opportunities
- Affordable housing

Addressing the Socio-Economic Factors

BMH Learning Center

- Facility qualifies for ABC voucher program
- Employees pay discounted rates and on a sliding scale
- Capacity for 100 children from infants to 4K
- \$1.5 million dollar investment into childcare for our employees



Multi-Family Housing Project at Buckwalter Place

- Partnership with Woda Cooper, Beaufort County and town of Bluffton to develop the site to include approving an additional 120 residential dwelling units for this site
- Woda Cooper will develop 120 total units; units will range from 60%-80% of the AMI
- 30 One-Bedroom, 60 Two Bed Room, & 30 Three-Bedroom units
- Total Project Cost/Community Investment – \$38.5 million est.



What does PATH Mean to Patient Care?

- ✓ Long-term solutions (Produce RNs)
- ✓ Helping to meet critical needs for Surgical Services
- ✓ Short-term solutions (Produce support-staff with enhanced skills)
- ✓ Enhance the Skills of RNs and Patient Care Staff

<https://vimeo.com/754853820/f80adcbec6>

Routes To PATH

Internal PATH

- Clinical Medical Assistant
- Patient Care Technician
- Phlebotomist
- Coding
- EKG Technicians
- Central Sterile Processing
- Surgical Tech

External PATH

- Rising Stars
- BCSD
- RN
- LPN
- Any healthcare related field

What is the PATH Program Comprised of?

- Academic curriculum
- Skills Labs
- Clinical Rotations
- Professional Development
- Financial Wellness Workshops
- Homeowner Assistance Program
- Daycare Provision
- Tuition Assistance

Successful Impact of PATH on the Workforce

- 105 total Graduates (92 BMH, 13 High School PATH)
- 97.2% National Certification Pass rate
- 9 Surgical Tech Recipients currently enrolled
 - Surgical Technologist is currently our largest percentage of allied health contract labor

PATH Graduate Breakdown:

- 33 Clinical Medical Assistants
- 50 Patient Care Technicians
- 2 Phlebotomy Technician
- 3 EKG Technicians
- 13 Professional Coders
- 1 Central Sterile Processing Technician
- 3 Endo Technicians

Successful Impact of the Workforce on the Community & Organization

Initial Impact of PATH Workforce Serving at the Bedside:

- Decrease in the delays of AM lab draws from 40.69% to 13.1%
- Vacancy rate of support staff on one of our busiest med-surg units went from 74.4% to 0%
- RN turnover rate decreased from 20.37% to 11.45% 1-year post implementation

Current Impact of PATH Workforce:

- RN turnover rate continues to remain below the national average with rate at 15.06 vs 18.4% nationally
- Overall hospital turnover is 12.73% vs 20.7 % nationally
- Increase RN student enrollment by 24 students for USCB
- Average Increase in salary for PATH Graduate is \$6,240 per year

RN Turnover cost approximately \$61,000 per RN.

Workforce Partners

- Beaufort County
- Hobbit Hill
- University of South Carolina Beaufort (USCB)
- Beaufort County School District
- American Academy of Professional Coders
- National Healthcareer Association
- Med Certs
- Technical College of the Lowcountry



Rising Stars

High School Youth Volunteers

About the Program

Explore Work in Our Five Career Clusters

Hospitality - Learn about the many roles that contribute to satisfying patients and families, making them feel comfortable in a welcoming, clean environment and nourishing their body to aid healing.

Business - Explore the teams that ensure every area of the organization has the resources needed to deliver superior care and function in an optimal manner.

Support Services - See how direct patient care is supported by preparing equipment for procedures and assisting clinicians.

Diagnostics/Therapeutics - Hear from the professionals who support direct patient care using technologies and tools to diagnose conditions, support clinical decisions and prepare treatments and preventive interventions.

Direct Patient Care - Learn about career pathways providing and documenting key aspects of care, including physical examinations and treatments, rehabilitative therapies, administration of medication, counseling, comfort care, patient education and assistance with personal care.



Beaufort Memorial

PATH Recipients



PATH Recipients



PATH: Our Best Investment is in YOU:

