



Growing the Healthcare Workforce through Immersive Virtual Reality Training

December 2023
Transfr, Inc.



Transfr is on a Mission



Transfr is building career pathways for millions of current and future healthcare professionals through hands-on training using immersive technologies.

Our simulations provide learners with the skills they need to secure a job or up-skill into one that offers upward mobility and a better quality of life.





Why Healthcare?

To train the healthcare workforce

The healthcare industry is in crisis – current professionals are overworked, prospective workers struggle to find pathways to employment, and employers have open positions that are becoming increasingly hard to fill. It will take a combination of human effort and technological solutions to recover from the present crisis and meet future demand.

Transfr wants to help.

Our primary focus in Healthcare:
Publish industry-leading, evidence-based, educational VR immersion that effectively prepares people for health sciences career pathways.

Virtual Healthcare Clinic (VHC)

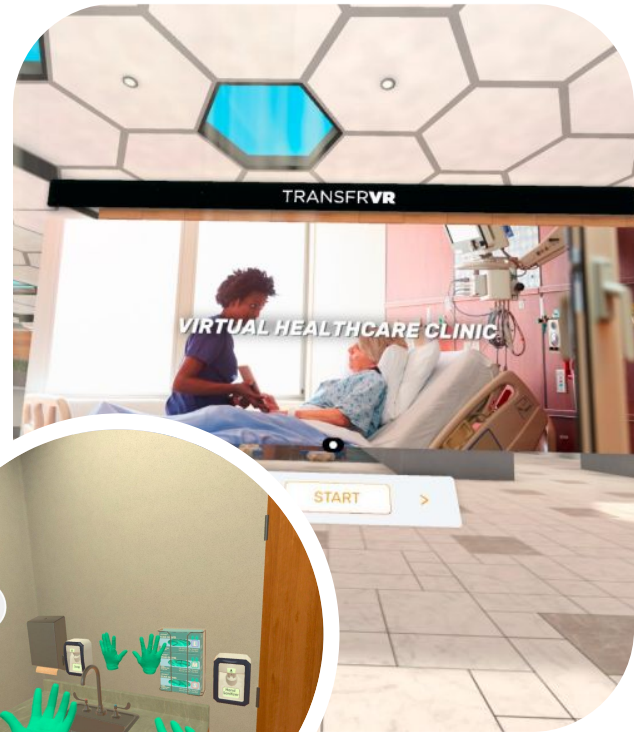




How It Works

Transfr's [Virtual Healthcare Clinic](#) simulates the type of training that takes place in a healthcare facility. With one-to-one training from a virtual coach who adapts to learner performance, [Transfr safely replicates an on-the-job environment anywhere](#) – in rural areas, at home, in the workplace, or in the classroom.

Immersive training results in higher knowledge retention when compared to video tutorials, slide presentations, or other methods. [Transfr's simulations focus on developing a pipeline of healthcare professionals for jobs that are going unfilled, working with educators, employers, and workforce development departments while reducing cost and risk for employers.](#)





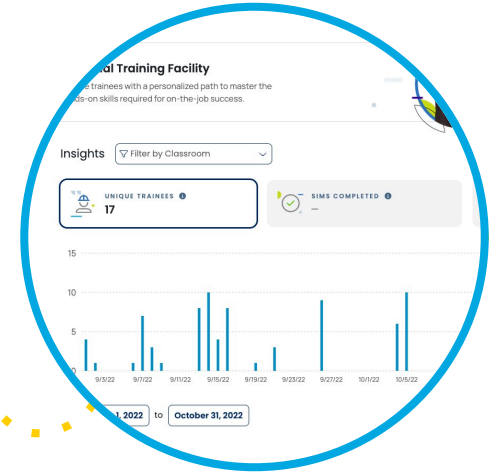
How It Works



A virtual coach guides learners through a supervised tutorial with tools and environments that replicate a healthcare setting, helping to expand educator capacity.



Scalable, portable simulations allow for standardization and consistent training that provides a safe environment for learners to practice and master new skills. Modules can assist in upskilling existing staff for redeployment/reassignment to meet emerging organizational needs.



Transfr's dashboards provide educators with a group- and individual-level view into progress, performance, and insights into shared learning challenges.



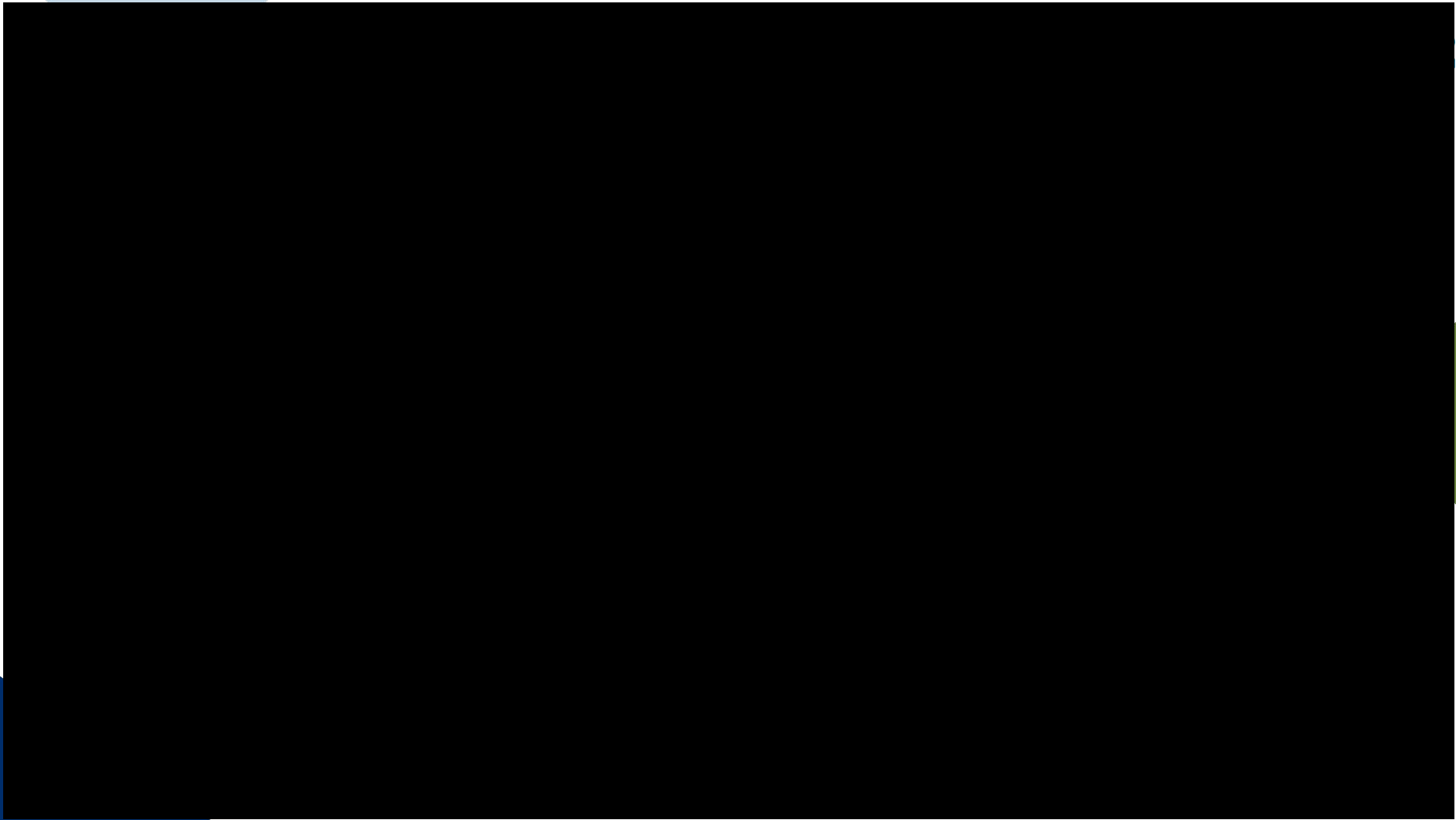
Transfr's Virtual Healthcare Clinic



Transfr's healthcare modules give current and future healthcare personnel the hands-on skills to begin and progress on a career pathway. Learners build the foundational knowledge and skills required to provide safe, effective care that meets patients' needs and improves health outcomes for communities and populations.

The VHC's robust curriculum has been designed and developed using best practices for teaching and learning:

- Content included is based upon market research, federally recognized guidelines, and industry-specific standards
- Content has been peer-reviewed by both internal subject matter experts and by external stakeholders
- Design process follows the Healthcare Simulation Standards of Best Practice™
- Evidence-based best practice skills and procedure guidelines are utilized to inform simulations (clinical references are available for each simulation)
- Exemplifies use of Piaget's Cognitive and Vygotsky's Social Constructivism Learning Theories and Kolb's Experiential Learning Theory



Use Case - **Connect**

Strengthen the healthcare community





Partnering Across the United States

Over **800 partners** in **46 states**

Employers

1

- Hospitals
- Nursing Homes
- Long-Term Care Facilities
- Healthcare Staffing Solutions

Educators

2

- K-12 School Districts
- Career & Tech Centers
- Community & Technical Colleges
- Four-year Colleges & Universities

Other Partners

3

- Departments of Corrections
- Departments of Labor
- Departments of Vocational Rehabilitation
- Workforce Boards
- Non-Profits (AHECs)



We Are Here to **Help People**

1.

Identify the Partner(s)

This can be a school district or a consortium composed of industry and education. Anyone in the ecosystem is welcome to participate.

2.

Identify the Problem(s)

Who are we trying to help and why? What are their roadblocks? What are their strengths?

3.

Build the Program

This includes identifying metrics of success, securing funding, and creating a seamless implementation for partners





A Students Journey

The classroom-to-career pathway



Use Case - Recruit

Prioritize healthcare talent and infrastructure





Currently Targeted Roles in Transfr's Health Sciences



1. Nursing Assistant
2. Emergency Medical Technician
3. Licensed Practical Nurse
4. Medical Assistant
5. Clinical Laboratory Technologist
6. Pharmacy Technician
7. Phlebotomist
8. Radiology Technologist
9. Registered Nurse
10. Surgical Technologist



Recruitment Partner Spotlight

Indianapolis Health Careers Consortium

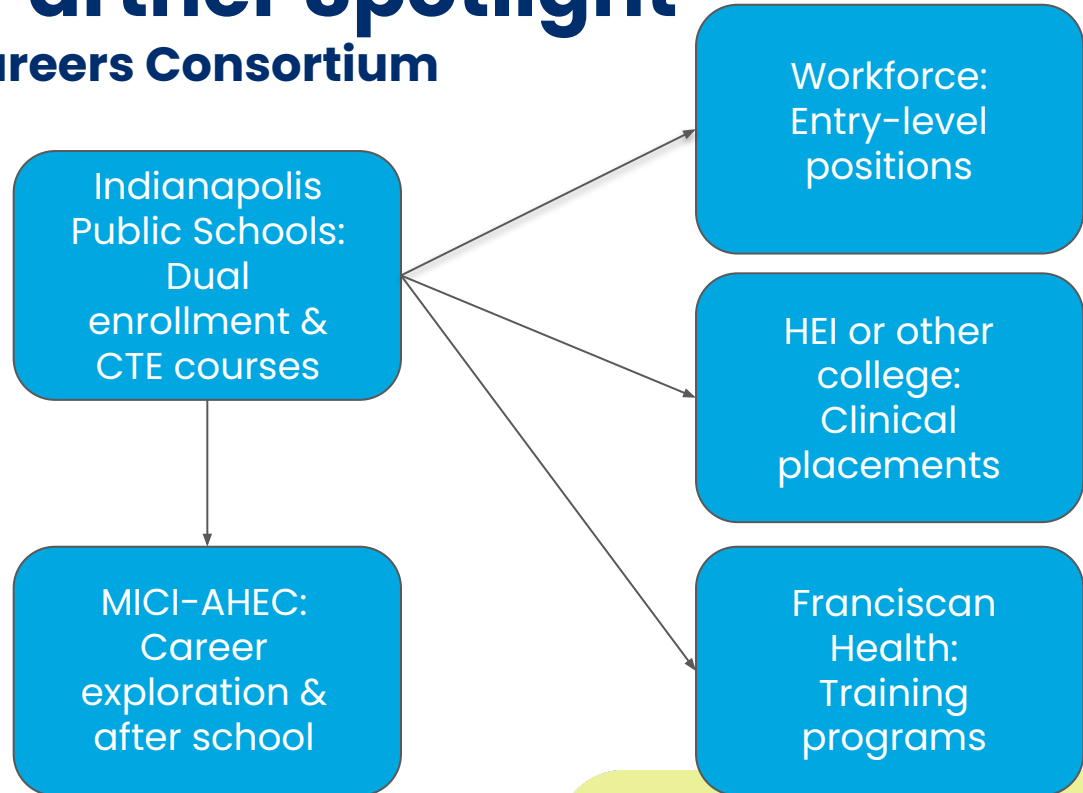
Funding Source: Indiana Department of Education Grant

Funding Period: 3 years. Project began January 2023

Partners:

- Indianapolis Public Schools
- MICI-AHEC
- Hardon Educational Institute
- Franciscan Health

Objective: Engage students in exploring healthcare careers in their community





Use Case -

Train and Retain

Support healthcare workers



Patient Care Foundations

The first step of many professional roles in healthcare begins with the basics of patient care. Patient Care Foundations includes basic education for healthcare personnel, applicable to multiple roles, settings, levels of experience and expertise.



Content Overview



Safety practices

- **Infection control**
 - Standard precautions
 - Transmission based precautions
- **Prevention of adverse events**
 - Fall prevention
 - Aspiration precautions
 - Skin breakdown prevention
 - Oxygen use and safety measures
 - Reducing risk of venous thromboembolism (VTE)

Technical skills

- **Data collection**
 - Vital signs
 - Input and output
 - Obtaining height and weight
- **Activities of daily living**
 - Personal hygiene
 - Nutrition
 - Elimination
 - Positioning and mobilization



Curricular Alignment

Transfr's Healthcare Simulations are designed to align to standards from state, national, and international associations; regulatory, accrediting, and credentialing bodies; and industry- or role-specific guidelines including:

- Accreditation Commission for Education in Nursing (ACEN)
- Accreditation Council for Occupational Therapy Education (ACOTE)
- Accrediting Bureau of Health Education Schools (ABHES)
- American Association of Colleges of Nursing (AACN) The Essentials: Core Competencies for Professional Nursing Education
- American Medical Technologists (AMT)
- American Registry of Radiologic Technologists (ARRT)
- American Society of Health-System Pharmacists (ASHP)
- American Society of Radiologic Technologists (ASRT)
- American Speech-Language-Hearing Association (ASHA)
- ApprenticeshipUSA
- Association for Career and Technical Education (ACTE)
- Code of Federal Requirements (CFR) for Nurse Aide Training and Competency Evaluation Programs (OBRA-87)
- Commission on Accreditation for Respiratory Care (CoARC)
- Commission on Accreditation in Physical Therapy Education (CAPTE)
- Commission on Accreditation of Allied Health Education Programs (CAAHEP)
- Commission on Collegiate Nursing Education (CCNE)
- Commission on Dental Accreditation (CODA)
- Committee on Accreditation of Educational Programs for the Emergency Medical Services Professions (CoAEMSP)
- Council for Standards in Human Services Education (CSHSE)
- International Education Collaborative (IPEC)
- International Nursing Association for Clinical Simulation and Learning (INACSL) Healthcare Simulation Standards of Best Practice™ (HSSOBP™)
- Joint Review Committee on Education in Diagnostic Medical Sonography (JRCEDMS)
- Joint Review Committee on Education in Radiologic Technology (JRCERT)
- Joint Review Committee on Educational Programs in Nuclear Medicine Technology (JRCNMT)
- National Accrediting Agency for Clinical Laboratory Sciences (NAACLS)
- National Consortium for Health Sciences Education (NCHSE)
- National Council of State Boards of Nursing (NCSBN)
- National Emergency Medical Services (NEMS)
- National Highway Traffic Safety Administration (NHTSA)
- National Nurse Aide Assessment Program (NNAAP)
- Occupational Safety and Health Administration (OSHA)
- Patient Safety Movement Foundation Patient Safety Curriculum (PSMF-PSC)
- Pharmacy Technician Certification Board (PTCB)
- Quality and Safety Education for Nurses (QSEN) Institute
- The Joint Commission National Patient Safety Goals (TJC NPSG)



Alignment with the Nursing Assistant Skills Requirements in your state

- Typically greater than **90%** alignment
- We can provide a crosswalk between our simulations and the requirements in your state





Training Partner Spotlight

National AHEC Organization

Funding Source: Federal Department of Labor Workforce Pathways for Youth Grant

Funding Period: 3 years. Project begins January 2, 2024

Partners:

National AHEC Organization (seven participating sites):

- Southern Vermont AHEC
- Central Montana AHEC
- West Central Alabama AHEC
- Wisconsin AHEC
- Hawaii Pacific Basin AHEC
- High Sierra AHEC
- Northeast Kentucky AHEC

Objective: Expand job training opportunities for youth in out-of- and after school settings

K12 Partner

AHEC

Industry

Local WFB



Transfr's Impact: By the Numbers

Teaming up with the
**HEALTHCARE
WORKFORCE**



⇒ **transfr**

3000+

VHC Simulations
Completed

25

VHC Training
Simulations

58%

Of the counties
that Transfr
supports below
the poverty line
(EMSI)

4M+

Job Openings
(EMSI)



Questions?



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