

MOSAIC LIFE CARE'S HOMEGROWN ALLIED HEALTH PIPELINE

IN PARTNERSHIP WITH
NORTHWEST MISSOURI STATE UNIVERSITY AND ED2GO



ABOUT MOSAIC LIFE CARE

Mosaic Life Care is a nonprofit hospital system based in St. Joseph, Missouri, serving rural communities across northwest Missouri and into Iowa, Nebraska, and Kansas. With nearly 300 inpatient beds and 50+ clinics, Mosaic is the primary healthcare provider for a large, geographically dispersed region.

"The program brought incredible opportunities for people who were never really given a chance. A lot of them have struggled, a lot of them have no childcare. This is a great opportunity to get paid to train at home for the next 14 weeks and get a pay raise afterward."

*April Beasley
Nursing Education Specialist, Mosaic Life Care*

THE CHALLENGE

For years, Mosaic leaned heavily on Licensed Practical Nurses (LPNs). But LPN roles carry a well-known **structural problem**: The role is often a stepping stone. Clinically motivated LPNs often leave to pursue registered nurse (RN) training, creating a cycle of vacancy that impacts patient care, organizational efficiency, and access to grant funding.

With 72 open clinical positions across its network, Mosaic's leadership made a strategic decision to pilot a program that would train and credential homegrown Certified Clinical Medical Assistants (CCMAs). By offering candidates from their workforce an opportunity to participate in a sponsored, 14-week training cohort to obtain their certifications, they could fill much-needed positions with qualified, internal candidates who would be committed to the organization and their roles for the long term.

Mosaic partnered with Northwest Missouri State University, a regional university whose ed2go-powered continuing education catalog offered curriculum already aligned to national certification standards—ready to deploy without building from scratch.

PROGRAM IMPACT

100%

National Healthcareer Association certification pass rate

100%

Placed into CCMA roles

65%

Reduction in vacancies

5

Program applicants per CCMA opening

Interested in building an employer partnership program at your institution?

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PROGRAM DESIGN

The hybrid course format allowed for student flexibility for coursework and a hands-on approach for skills and clinical work. Students also benefited from building a class community for motivation and study groups.

✔ CANDIDATE SELECTION

Mosaic invited employees with six or more months of strong performance and leadership recommendations to apply, and received five applications per open position.

✔ ONLINE COURSEWORK

Participants completed online, self-paced CCMA coursework through Northwest.

✔ SKILLS LABS

Two Mosaic LPNs provided holistic support and led five hands-on labs aligned with the online coursework, covering drug dose calculations, scenario-based training, and core clinical competencies. This hybrid approach allowed students to have in-person support and peer-to-peer motivation.

✔ CLINICAL ROTATION

Participants completed 15 clinical days at the Mosaic location nearest to their home before being placed in a role.

"The CCMA curriculum is very robust. It really sets them up for our hands-on studies."

*April Beasley,
Nursing Education Specialist,
Mosaic Life Care*



EDUCATION SPOTLIGHT - HOW THE COURSEWORK PREPARED STUDENTS

The ed2go CCMA curriculum—delivered through **Northwest Missouri State University**—was selected because it was built for exactly this kind of student: a working adult with real financial and scheduling constraints, and a genuine motivation to advance.

FLEXIBLE, SELF-PACED DELIVERY

Participants complete coursework on their own time, at home, without leaving their current role or sacrificing income.

MULTI-MODAL DESIGN

Content reaches different types of learners—video lessons, flashcard review, and traditional reading—so no student is left behind.

CREDIT THROUGH A CREDIBLE INSTITUTION

Graduates earn their CCMA credential through Northwest—a respected regional university whose name carries weight on a resume and signals quality to employers across the region.

"Partnering with ed2go gives us the opportunity to expand and diversify our enrollments and serve different workforce needs in our community."

*Amy Washam
Director of Continuing Education
Northwest Missouri State University*

8%
HIGHER
PASS RATE

With coursework designed by learning experts and mapped directly to national certification requirements, **ed2go's Allied Health** course portfolio carries a pass rate **8% higher** than the national average.

For academic partners, that means less time building programs and more time connecting employers to the talent they need.

ABOUT ED2GO



ed2go is the industry leader in affordable online learning for adults. We provide the highest-quality online continuing education courses through a network of over 1,500 colleges, universities, and workforce partners. In addition to our expansive catalog, ed2go provides a turnkey course program from enrollment to support, student-focused marketing initiatives—including campaign toolkits, hosted websites, SEO, and more—to generate demand and drive traffic to partner sites. For more information, please visit www.ed2go.com.

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