

Eastern Wyoming College

Instructional Program Review 2012-2015

**Program:
Certified Nursing Assistant**

**Prepared by:
Gwen Yung RN, BSN
Dr. Dee Ludwig, Vice President for Learning
Chris Wenzel, Science Division Chair**

**Date of Report:
May 29, 2015**

EASTERN WYOMING COLLEGE Instructional Program Review

Program Name: HLTK & NRST

Part I: Statistical Data from the past three years:

	2011-2012 *	2012-2013	2013-2014	5-Year Average
Annualized FTE Enrollment	25.5	22.4	24.2	24.1
Annualized FTE Faculty	3.0	2.1	2.9	2.6
# Students	264	244	121	200

FTE = Full-time equivalent Notes:

Modes of Delivery:

online compressed video face-to-face

Advisory Committee Members and Title or Role: (if applicable)

Community Partners or Internships: (if applicable)

Revisions in Curriculum since Last Review:

There have been no revisions in the CNA curriculum since the last review

Part II Narrative Analysis

Description of Community Need:

The Certified Nursing Assistant (CNA) program had its beginnings in January 2004 when Jan King RN began to have discussions with community members regarding the need for a Certified Nursing Assistant Class in this community. After the closure of CNA programs in the hospitals and Long Term Centers in the local and surrounding areas, it was established that there was a need for a State Nursing Board approved Certified Nursing Assistant class in this area of Wyoming. With additional help from others the program was approved in May 2004.

In the beginning the instructor position was a part-time position and in 2006 the CNA instructor position evolved into a full-time position and continues to be a full-time position.

In the summer of 2010 Jan King RN retired and I (Gwen Yung RN, BSN) was hired for the full-time position as instructor for the CNA program.

In the summer of 2006 the Douglas campus expressed a need for a CNA program and was approved. Douglas moved to their new building the fall of 2014 where they have new classrooms and labs. In April 2008 a CNA program was established in Newcastle, in April 2009 a program in Wheatland, in June 2010 in Sundance and in September 2011 a program was started in Lusk, and a program in Glenrock. Most of these classes are offered on an as needed basis except Douglas which has two classes per semester.

The first classes were held in the basement of the Banner Medical Clinic Building and were eventually moved to the EWC campus to room T110. In the near future we will have offices, classrooms and labs in the new CTEC building which.

The class represents a partnership with Goshen Care Community Center (WelCov), who provides some of our items used in the classroom and labs. We feel we have a good working relationship with the WelCov facilities along with our outreach clinical sites in Douglas, Lusk, Newcastle, Wheatland and Sundance.

Classes are scheduled to accommodate the various needs of the students including evening, day and weekend classes (5:30pm to 9:30pm and 8:00am to 4:30pm). We offer at least two classes each semester and a summer class on the Torrington and Douglas campus and Lusk. The Wyoming Board of Nursing requires each student to complete at least 75 hours of CNA training which of that 75 hrs 16 hours has to be a clinical rotation at one of our clinical sites. The student will then be prepared to take a written test and perform a skills test at a testing site. The testing sites for the students are offered in several different areas and dates in Wyoming. In 2013 the Torrington and Douglas campuses were approved for In House Testing locations. The students that complete their classes at these campuses may take their written and skills test on campus.

We currently have two grants that are offered through the Workforce program that benefit low income students with children here at Eastern Wyoming College. They are the FBI (Families Becoming Independent) and TANF grants. If the student meets the requirements for the grant they will have the cost of tuition, books, supplies and any fees covered by the grant.

An ongoing advisory council will be formed to meet at least once a semester to update the program and keep it on track. Each student has to complete a background check before coming to the first class. That check is done online through Certified Background Check. If they have any charges it does not always disqualify them from the program, depending on what the charge is and how long ago it occurred.

Nursing Assistants

Location	Pay Period	Low	Median	High
United States	Hourly	\$9.03	\$12.07	\$17.39
	Annual	\$18,800	\$25,100	\$36,200
Wyoming	Hourly	\$10.18	\$13.13	\$17.24
	Annual	\$21,200	\$27,300	\$35,900

State and National Trends

United States	Employment		Percent Change	Projected Annual Job Openings ¹
	2012	2022		
Nursing Assistants	1,479,800	1,792,000	+21%	59,360
Wyoming	Employment		Percent Change	Projected Annual Job Openings ¹
	2012	2022		

United States	Employment		Percent Change	Projected Annual Job Openings ¹
	2012	2022		
Nursing Assistants	3,380	3,930	+16%	120

¹Projected Annual Job Openings refers to the average annual job openings due to growth and net replacement.

Occupation Wages FAQs

Median Wage by Occupation Across States

Compare Wages by Occupation and Local Area

Compare Wages by Metropolitan Areas

National Data Source: Bureau of Labor Statistics, Occupational Employment Statistics Survey.

State Data Source: Wyoming Labor Market Information. Employment Trends. Occupation Wages

Activities in Support of Student Recruitment and Retention

We offer extra help and CNA refresher courses before each testing date to practice any skills that the student may need extra training in. They can also contact me after they have taken the written and skills test and have failed one or the other and we will practice again. Our fail rate continues to be low, most students will drop if they feel that this is not the path for them.

If the student misses a class **they** have to read the assignment and have the take home quizzes done and if they are struggling in the class I will give extra workbook pages for them to complete. If a student misses a lab day they have to set up a time to make up the lab. If a student misses clinical they will be placed in the next class clinical rotation.

If a student fails the state written or skills test, most of the students return the second time to retake whichever part of the test they failed and pass.

Assessment of Student Learning:

Classroom assessment techniques (CATs) and student evaluations have been done for each class. In addition, the division chair visits the classroom on a regular basis and provides feedback.

Objectives, goals, quizzed, and assessments are all listed in the class syllabus as well as the curriculum which was approved by the State Nursing Board. We continue to keep a spreadsheet of all students who have taken the CNA class. We try to keep track of the students who have passed the state exams. However, this is not always possible because we have a number of students who do not notify us whether they have passed or not. Follow-up letters are sent to those student and most do not reply. A number of our students know each other and will report if they have tested and passed or not and if they retest and pass. Other students are taking this class as a prerequisite for nursing school and do not plan to become practicing CNAs. Overall, the student report they feel well prepared to take the state exam. In addition, some students after doing their clinical rotations have decided not to continue on with this particular career. This

should be viewed as a positive outcome because it is better to know before if this career is a good fit for them.

This course is meeting workforce demands in Torrington, Wheatland, Lusk, Douglas, Newcastle, Sundance, Cheyenne Wyoming and Scottsbluff and Mitchell Nebraska. Students who enter the workforce are earning entry-level wages ranging from \$9 to \$11 per hour in this region. Other parts of the state report higher entry level wages. For a four-credit hour class, this represents a good wage.

Strengths of the Program and Faculty

The Certified Nursing Assistant Program at EWC has four licensed RN's with the educational background and the history of having worked for at least two years in a long-term care facility. In addition, they all have prior supervisory experience and have been approved by the Wyoming State Nursing Board.

The employer partnerships are important in this program. We discuss problems with our students as well as problems with staffing at the care center. For the clinical rotation at the care center, CNA students are paired with a staff CNA to provide opportunities to learn from the person actually doing the job and receiving two days of intense hands on training. Students report that they enjoy these hands on opportunity to work with the residents. All students are checked off on the skills in lab in the classroom before attending the clinical rotation.

I am very comfortable with the curriculum and confident in my knowledge of the educational material. In addition, my years of experience as a practicing nurse and teaching in Nebraska for seven years gives me confidence in presenting this information to the students in an exciting environment. I want to teach these students but also inspire them to be nurses.

I have completed a class to become an approved CPR instructor. This is helpful because I provide CPR classes for the students and offer classes for faculty and community.

I try to give each student any extra help they need to complete the class. This is true for students who may be from other areas and cannot make class due to weather or students with children who have no family support or daycare when their children get ill.

In October 2011 we were approved by the State Board of Nursing to teach the CNA II classes. We had our first class which had five (5) students and they all passed the class. They are required to take forty (40) hours of lecture and lab time. Then the student goes back to the facility that they work at and a qualified Registered Nurse checks them off on the skills they have learned. The RN will follow the facility policies and procedure for that skill. Then they return the paperwork back to the instructor who checks them off on the skills they were unable to get at the facility and it is sent to the Board of Nursing to be approved. When approved they will appear on the State Registry as a CNA II. The student then is qualified to take the Medication Aide-Certified class which we are in the process of setting up. It requires 100 hours, which sixty (60) hours is lecture in the classroom and forty (40) is clinical time at the facility they work at.

Part III Recommendations

Faculty Recommendations

I meet on a regular basis with Mike Durfee to make sure the needs of our outreach sites are being met. I would like to meet once a year with the outreach instructors to discuss any improvements or changes in the method of instruction. Sometimes there are changes in rules and regulations from the State Board of Nursing or in the testing material.

Continuous Improvement Plan

One area I see that needs some improvement is arranging or finding a funding resource for students who do not necessarily qualify for the FBI or TANF grants. Many of our students come from medium income families or do not have children, however they really want to become a CNA or nursing student and do not have the funding available for this class. The cost for tuition, fees, uniforms, shoes, watch, testing and licensing fees amounts to more than \$800.00 dollars.

We continue to have the resources and classroom space to teach our students, but look forward to our new building the (CTEC). We will have 2 classrooms with labs and separate offices for the instructors.

Advisory Committee Recommendations:

I am setting up an advisory committee meeting and would like it to meet two times a year and include Peggy Knittel, Susan Wilhelm, Dee Ludwig, Gwen Yung, Mike Durfee, Melissa Dishman, Connie Lucas (WelCov DON), Chris Wenzel, Lynn Wamboldt and any board members who are interested in attending.

Division Chair Recommendations:

The Certified Nursing Assistant Program continues to provide important skills and training to students and plays an important role in providing Certified Nurse Assistants to Wyoming's workforce. Two full-time, on-campus instructors (one in Torrington and one in Douglas), and two adjunct instructors located at outreach sites are providing training and offering courses in EWC's six county service area. I am recommending the following for the program:

- 1) Continue to provide a quality curriculum for CNA students, as well as developing any new courses as needed.
- 2) Continue to pursue additional financial aid resources for students who may not qualify for TANF or FBI grant assistance.
- 3) Continue to hold semi-annual Advisory Committee Meetings to keep local partners and businesses abreast of current changes or updates to the program.

- 4) Continue to provide quality instruction and services at Outreach sites by meeting with Outreach Coordinators and instructional personnel on a regular basis.
- 5) Work with marketing and recruiting personnel to provide better advertisement for the program and the courses offered in order to increase the number of students enrolled.

Vice President's Recommendations:

We appreciate Gwen's commitment to the CNA program and her willingness to help coordinate the classes and instructors throughout our outreach service area. She also is our primary communication link with the State Board of Nursing. Gwen works collaboratively with Vickie Winney who is a full-time CNA instructor in Douglas. In addition, we have several adjunct instructors who help in other communities such as Newcastle, Sundance, and Wheatland. One of the strengths of the program is the fact that we try to offer the CNA class at least once a year even in our smaller communities such as Lusk—where they have a workforce training need for their local facility. I concur with the faculty and division chair recommendations and emphasize the following:

- Analyze the enrollment numbers and demand for the courses on a regular basis in order to plan course sections for the communities that need it at least once per year.
- Continue to market the availability of the CNA course as well as the CNA II and Medication Aide courses.
- Continue to work collaboratively with funding resources such as the FBI and TANF grants and explore other avenues as well—such as the part-time grant in aid through Financial Aid or perhaps request additional support in the form of scholarships from the EWC Foundation.
- Continue the in-service sessions with the other full-time and part-time instructors in order to communicate any changes and to establish a collegial working group.