

Eastern Wyoming College

Instructional Program Review 2018-2021

**Program:
Certified Nursing Assistant**

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EASTERN WYOMING COLLEGE
Instructional Program Review

Program Name: HLTK & NRST

Part I: Statistical Data from the past three years:

	2014-2015	2015-2016	2016-2017	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	260	246	217	218

FTE = Full-time equivalent Notes:

Modes of Delivery:

online compressed video face-to-face

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

Our advisory committee meets one time a semester and includes Dr. Peggy Knittel (Community member), Susan Wilhelm (UNMC), Chris Wenzel (Division Chair), Connie Lucas (DON of Goshen Community Care Center), two nursing students and any board members who would like to attend.

Community Partners or Internships: (if applicable)

We are partners with healthcare facilities here and in each outreach site where the students will complete their clinical experiences. Goshen Community Care Center-Torrington, Niobrara Health and Life Center-Lusk, Crook County Hospital-Sundance, Douglas Care Center-Douglas, Platte County Legacy Home-Wheatland and Weston County Health Services-Newcastle.

Revisions in Curriculum since Last Review:

There have been no revisions in the 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, EWC personnel determined that there was a need for a State Nursing Board approved Certified Nursing Assistant class in this area of Wyoming. With additional assistance, the program approval occurred in May 2004.

In the beginning, the instructor position was part-time. In 2006, the CNA instructor became a full-time position.

In the summer of 2010, Jan King RN retired and Gwen Yung RN, BSN began as a full-time instructor for the CNA program.

Approval of the Douglas campus CNA program occurred in the summer of 2006. They moved to a new building the fall of 2014 where they have new classrooms and labs. In April 2008, a CNA program began in Newcastle, April 2009 in Wheatland, June 2010 in Sundance, and in September 2011, programs began in Lusk and Glenrock. We offer most of these classes on-demand with the exception of Douglas where there are two classes per semester.

The first classes met in the basement of the Banner Medical Clinic Building and eventually moved to the EWC campus to room T110. As of August 2017, all offices, classrooms and labs are in the new CTEC building.

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, Upton and Sundance. Our Glenrock outreach is on hold at this time due to low enrollment in the last year.

We schedule classes 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, 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 found in several different areas and dates in Wyoming. In 2013, the Torrington and Douglas campuses gained approval by the State Board of Nursing for In-House Testing. The students that complete their classes at these campuses may take their written and skills test on campus.

We currently have one grant offered through the Workforce program that benefit low-income students with children here at Eastern Wyoming College. It is the TANF grant. If the student meets the requirements, they will have the cost of tuition, books, supplies and any fees covered by the grant.

An ongoing advisory council meets 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 occurs online through Castle Branch 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		
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 for extra training. 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 and most students will drop if they feel that this is not the path for them.

If the student misses a class session, they are required to read the assignment, take-home quizzes and workbook assignments prior to the next class period and they are required to make up the lab time they missed. If a student misses a clinical session, they attend the next class clinical rotation. If a student fails the state written or skills exam, they attend the next available date and repeat the portion of the test they failed.

Assessment of Student Learning:

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

Objectives, goals, quizzes, and assessments are in the course syllabus as well as the Wyoming State Board of Nursing approved curriculum. We continue to keep a spreadsheet of all students who have taken the CNA class at EWC. 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. We send follow-up letters to those students 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 with this particular career. This is a positive outcome because it is better for students to know prior to beginning whether this career is a good fit for them.

This course is meeting workforce demands in Torrington, Wheatland, Lusk, Douglas, Newcastle, Sundance, Upton, Cheyenne Wyoming and Scottsbluff and Mitchell Nebraska. Students who enter the workforce are earning entry-level wages ranging from \$10 to \$17 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 six 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 approval 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 work 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 complete the skills requirements 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 needed 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 gained approval by the State Board of Nursing to teach the CNA II classes. This is a 1-credit class and they are required to complete forty hours of lecture and lab. We continue to have classes each semester. The enrollment varies because the students have a requirement of 1500 work hours as a CNA first before they can attend the class. The student can return to the facility where a qualified Registered Nurse verifies the skills completed using the facility policies and procedure for that skill. The instructor verifies the skills they were unable to complete at the facility and the final step is approval by the Board of Nursing. 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 (approved by the Wyoming State Board of Nursing in 2013). It requires 100 hours, of which sixty hours is classroom time and forty is clinical time spent passing medications with a medication nurse at the employment facility. This class is variable as students must be a CNA II to attend this class. These classes help the CNA to further their education and earn a better wage.

Part III Recommendations

Faculty Recommendations

I meet on a regular basis with Heidi Edmunds and Kim Russell to ensure we meet the needs of our outreach sites. I would like to meet once a year with the outreach instructors to discuss any improvements or changes in the method of instruction and any changes in rules and regulations from the State Board of Nursing or in the testing material. The Wyoming State Board of Nursing recently changed the testing company to Prometric.

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 TANF grant. 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 \$1,000.00 dollars.

We are now located in our new CTEC building. We have two classrooms with labs, separate offices for the instructors, a storage area and laundry room. Our students love their new area where there is plenty of space to study and practice their skills.

Advisory Committee Recommendations:

I have an advisory committee meeting which meets two times a year and will include Dr. Peggy Knittel, Susan Wilhelm, Gwen Yung, Connie Lucas (WelCov DON), Chris Wenzel, Lynn Wamboldt, two nursing students and any board members who are interested in attending. There are no recommendations at this time.

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. One full-time, on-campus instructor, and two adjunct instructors located at outreach sites are providing training and offering courses in EWC's six county service area. My recommendations are as follows:

- 1) Continue to provide a quality curriculum and instruction for CNA students, and develop any new courses as needed.
- 2) Continue to pursue additional financial aid resources for students who may not qualify for TANF 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) Continue to foster a good working relationship with Goshen Care Community Center (WELCOV).

Vice President's Recommendations:

I would concur with the division chair and program director's recommendations for the Certified Nursing Assistant Program as referenced above. The CNA program has tremendous potential for enrollment growth and a clear pathway to other health occupational fields and majors at EWC. We need to capitalize on these opportunities immediately. My recommendations are:

1. Work with the local and regional workforce centers to secure funding sources for non-traditional students who are financially unavailable to enroll in the CNA program. This could include a workforce training grant or possible ENDOW funds to provide assistance.
2. Continue to coordinate across the service area to expand the CNA programs with local health centers and hospitals. This could include regional meetings to determine their needs and workforce trainings.
3. Continue to coordinate the CNA curriculum throughout the service area to maintain consistency and uniformity.
4. Recruit and assist developing possible pathways for high school students in the CNA program and other health service fields. We need to provide a clear pathway and on ramp for students in the nursing and health occupation field.

5. Continued coordination with the State Board of Nursing and the ADN programs at EWC.
6. Develop other health related certifications and programs that would enhance the CNA program.