



HEALTH SERVICES COLLABORATIVE



NJ PATHWAYS
TO CAREER OPPORTUNITIES
Aligning Education to Build an Innovative Workforce

AGENDA

- Bergen Community College's Associate Degree Nursing Program
- Camden County College's Certified/Registered Medical Assistant Program
- Pathways of the Center of Workforce Innovation for Patient Care
- Industry Panel Discussion



WELCOME



Eric M. Friedman, Ph.D.

President
(Bergen Community
College)



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OPENING REMARKS



Dr. Aaron Fichtner

President
(NJCCC)



Alexis Bailey

Director,
Government Affairs
(NJBIA)

HOSTED BY



**Catherine Starghill,
Esq.**

VP & Executive
Director, Strategy and
Partnerships (NJCCC)

ASSOCIATE DEGREE NURSING PROGRAM

Bergen Community College



**Darlene Zales-Russamano, MSN,
RN, CNEcl, AHN-BC**

Associate Dean



**Carmen Cruz-Torres, MSN, MSH,
RN, CNE, AAACN**

Associate Professor



Bergen Community College

Associate Degree Nursing Program

October 6, 2022

Presenter



Darlene Zales-Russamano
MSN, RN, CNEcl, AHN-BC
Associate Dean, Nursing

- Medical Admin-HS work study
- Medical Ophthalmic Asst-HS work study
- LPN-Bergen Pines School of Practical Nursing
- RN-Bergen Community College
- BSN-William Paterson University
- MSN-William Paterson University

Presenter



Carmen Cruz-Torres
MSN, MHS, RN, CNE, AAACN
Assistant Dean, Nursing

- NA-Wayne General Hospital
- LPN-Passaic County Tech
- RN-Passaic County Community College
- BSN-William Paterson University
- MHS-New Jersey City University
- MSN-William Paterson University
- PhD (c)-Seton Hall University

Nursing Program Overview

- **Day/Evening Program Option**
 - Associate in Applied Science Degree
 - 2 Academic Years
 - 60 Credit Program



Bergen Community College Nursing Program History

- 1968 – NJ State Board of Nursing grants full approval to start an Associate Degree Nursing Program
- 1970 – First graduating class
23 students

Bergen Community College Nursing Program History

- 1971 – Initial Accreditation granted by ACEN
- 1986 – Evening Nursing Program was launched with 41 students

Bergen Community College Nursing Program History

- 2016 – Health Professions Integrated Learning Center Opened
- 11 Health Professions Programs
 - Certificate Programs
 - AAS Degrees
- Interprofessional collaboration
- Interdisciplinary Center for Simulation



Nursing Program Enrollment

- 170 new students admitted every year
 - 90 Fall semester / 80 Spring semester
- Current Enrollment – 250
 - Level 1 – 82
 - Level 2 – 71
 - Level 3 – 60
 - Level 4 – 37

Nursing Program Enrollment Demographics

Fall 2022

- Demographics

- Gender - Day Program

- Female – 72.66%
 - Male – 24.46%

- Evening Program

- Female – 77.36%
 - Male – 22.64%



Nursing Program Enrollment Demographics

Fall 2022

- **International Student – Day Program**
 - Non International – 96.40%
 - International – 3.60%

- **International Student – Evening Program**
 - Non International – 99.06%
 - International – 0.94%

Nursing Program Enrollment Demographics

Fall 2022

- **Race/Ethnicity - Day Program**

- Asian – 29.50%
- White – 28.06%
- Hispanic – 20.14%
- Black – 5.04%
- Other – 17.27%

- **Race/Ethnicity – Evening Program**

- White – 29.25%
- Hispanic – 28.30%
- Asian – 24.53%
- Black – 8.49%
- Other – 17.92%

Nursing Program Enrollment Demographics

Fall 2022

- **Age – Day Program**

21-25 – 35.97%

26-30 – 20.86%

31-40 – 18.71%

41+ – 10.79%

- **Age – Evening Program**

31-40 – 32.08%

26-30 – 31.13%

21-25 – 25.47%

41+ – 11.32%

Pre-Nursing Credentials/Intent to Advance Education (Fall, 2022 Level 1 – 4 Nursing Students Survey) N=177

• Currently working in a Health Care Setting	78
• Certified Nursing Assistant/	16
• Certified Medical Assistant	
• Patient Care Technician	22
• Home Health Aide	2
• Paramedic	2
• Emergency Medical Technician (EMT)	10
• Other Health Related Occupations	38
• 2 nd Degree Students	78
• Students interested in advancing their education	156

Clinical Affiliates/Employer Partners



Hackensack
Meridian Health



SUMMIT
MEDICAL
GROUP



Career Paths for Our Nursing Students

- **Hospital Based Nursing**

- Medical/Surgical
- Telemetry
- Acute Care
- Various specialty RN roles

- **Long Term Care**

- Geriatric Care
- Sub Acute Rehabilitation
- Assisted Living

Career Paths cont'd

- **Behavioral Health**

- In patient Care (Hospital/Long term care)
- Out patient Care (Out patient Clinic)

- **Ambulatory Care**

- Same Day Surgery
- Urgent Care
- Community Clinics
- Medical Offices

Employment/Advanced Education

Fall 2021

Employment

- 48 Graduates
- 41 Passed the NCLEX
- 28 currently employed

Advanced Education

- 22 students are currently enrolled in a 4-year college/university

Advancing to the BSN – Transfer Articulations

- Berkeley College
- Binghamton University
- Caldwell University
- Capella University
- Dominican College
- Drexel University
- Farleigh Dickinson University
- Felician University
- Montclair State University

Advancing to the BSN – Transfer Articulations (con't)

- New Jersey City University
- Pace University
- Ramapo College
- Southern New Hampshire University
- St. Peters University
- Thomas Edison University
- Walden College
- Wesley College
- William Paterson University

ALUMNI SPEAKER



Deborah Dabal, RN

Nursing Graduate



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Graduate Fall 2021



Deborah Dabal, RN

- Records Clerk – Pre-natal clinic Jamaica
- CNA – Bergen Community College
- ADN – Bergen Community College
- RN-BSN – Walden University

CERTIFIED/REGISTERED MEDICAL ASSISTANT PROGRAM

Camden County College



Kaina Hanna

Associate Dean, Workforce Development
& Continuing Education



Camden County College (CCC) Certified Medical Assistant Training Program

Program Overview

- The CCC non-credit Certified Medical Assistant program offers an eight-month curriculum to provide all of the competencies necessary to become a Certified Medical Assistant.
- This program is designed to train students as multi-skilled professionals who will assist the physician in patient-care management and education.
- This course includes classroom and lab instruction, as well as a 200-hour externship component.

Program Overview

Students will learn to perform a variety of clinical and administrative duties including but not limited to:

- venipuncture
- vital signs
- urinalysis procedures
- electrocardiogram (EKG)
- infection control techniques
- sterilization techniques
- hematology
- tray setups
- insurance coding
- appointment scheduling

These are just a few examples of the duties that the Certified Medical Assistant student will be trained to perform. Students will also learn diagnostic procedures, medical terminology, and anatomy and physiology.

Students will complete CPR training within the program.

Certification Information

The graduates of the Certified Medical Assistant Program at the Career & Technical Institute of Camden County College are eligible to take the Registered Medical Assistant (RMA) certification examination upon graduation. The RMA exam is administered by American Medical Technologists (AMT).

Continuing Education

Students who successfully complete the Certified Medical Assistant program and pass the AMT certification are eligible for up to 22 credits towards the Camden County College Associate Degree in Health Science: Certified Medical Assistant Option upon a credit by assessment.

Admission Requirements

- Students must complete a registration packet and return the completed packet at the time of registration.
- Students must obtain a flu shot and show proof of the date the shot was administered.
- Students must provide documentation of Varicella, Rubella, Rubeola, and Tdap immunizations. Administration of the Tdap vaccine must be within the past 10 years.
- It is recommended that students receive the Hepatitis B vaccine. If students opt not to, the waiver must be signed.
- Students must have a 2-step PPD and a note from their doctor indicating they are in good health. We cannot accept PPD testing that was completed over six months ago.

Admission Requirements

- Students may be required to submit to National FBI background check and/or drug testing prior to beginning the mandatory externship component of the program. Students must be able pass such checks to be eligible for completion of the program.
- Students must be high school graduates or possess a GED to enroll in the program.
- Students maintain total responsibility and financing for their medical care while enrolled in the program. It is recommended that students should maintain their own health insurance.
- It is strongly recommended that students be proficient in Word Processing.

Admission Requirements

- Students are NOT required to take the College placement test prior to registration.
- Students are NOT required to complete a CCC admissions application to register.
- If a student decides to continue their education and pursue a degree, an application and placement test will be required at that time.

Job Opportunities

The Certified Medical Assistant is eligible for employment as a Medical Assistant in a doctor's office or hospital-based practice, as a multi-skilled health care provider in a hospital, medical receptionist, hospital admissions, or record room clerk.

In addition, graduates can be hired as an Apprentice and complete their On-the-Job Learning portion of the Apprenticeship with their new employer. The Related Technical Instruction (RTI) is complete with the successful completion of the CMA program.

ALUMNI SPEAKER



Rachel Shea

Medical Assistant Program
Graduate



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CENTER OF WORKFORCE INNOVATION FOR Patient Care



Catherine Starghill, Esq.

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PATHWAYS:

**Certified Nursing Assistant
(CNA) to Bachelor of Science in
Nursing (BSN)**

**Certified Clinical Medical
Assistant (CCMA)**

Mental and Behavioral Health

Respiratory Care



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PATHWAY:

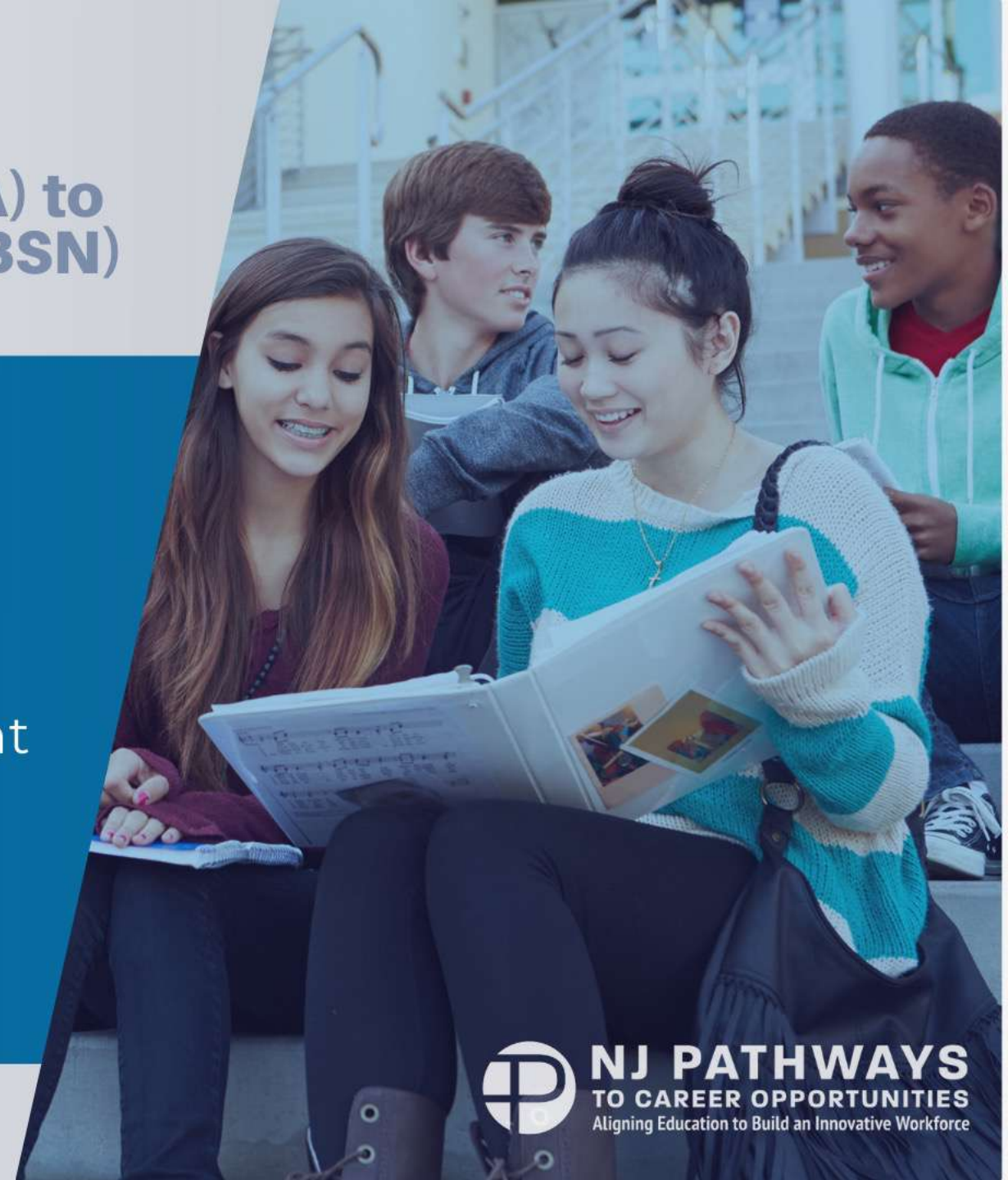
Certified Nursing Assistant (CNA) to Bachelor of Science in Nursing (BSN)

Connection to HS (Dual Enrollment)

Develop a model dual enrollment program for Certified Nursing Assistant & CPR.



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PATHWAY:

**Certified Nursing Assistant (CNA) to
Bachelor of Science in Nursing (BSN)**

Connection to Four-Year University

Review CNA & Licensed Practical Nurse (LPN) credit programs to explore transfer eligibility/articulation agreement to BSN.

PATHWAY:

Certified Nursing Assistant (CNA) to Bachelor of Science in Nursing (BSN)

Prior Learning Assessment for Apprenticeship Related Technical Instruction (RTI)

Review Apprenticeship Standards for CNA and align to BSN curriculum.

Evaluate Apprenticeship Standards for LPN RTI and On the Job Training (OJT) for credit toward BSN.



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PATHWAY:

Certified Nursing Assistant (CNA) to Bachelor of Science in Nursing (BSN)

Prior Learning Assessment (Other)

Evaluate the non credit NJ Pre-Apprenticeship Career Education (PACE) Healthcare Boot Camp at Camden County College, Passaic County Community College, and Bergen Community College for college credit.

PATHWAY:

Certified Nursing Assistant (CNA) to Bachelor of Science in Nursing (BSN)

Professional Development

Create a curriculum implementation guide, share it widely with other education institutions statewide, and deliver professional development on the CNA to BSN pathway.



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PATHWAY:

Certified Clinical Medical Assistant (CCMA)

Connection to High School (Non Credit)

Create summer bridge program with Rowan University-Rutgers University (Camden) Board of Governors to prepare students transitioning from high school to post-secondary Medical Assistant (MA) training.

PATHWAY:

Certified Clinical Medical Assistant (CCMA)

Connection to Community College (Non Credit)

Review & update Certified Clinical Medical Assistant (CCMA) curriculum to align to current industry standards.



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PATHWAY:

Certified Clinical Medical Assistant (CCMA)

Prior Learning Assessment for Apprenticeship Related Technical Instruction (RTI)

Evaluate Apprenticeship Standards of Medical Assistant RTI and On the Job Training (OJT) for credit toward the AS in Health Sciences.

PATHWAY:

Certified Clinical Medical Assistant (CCMA)

Prior Learning Assessment (Other)

Update the evaluation for the National Healthcareer Association (NHA) CCMA credential for credit.



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PATHWAY:

Certified Clinical Medical Assistant (CCMA)

Connection to Community College (Credit)

Evaluate non credit Medical Assistant program to create credit courses for transferability to a BS in Health Sciences, Public Health & Health Administration.

PATHWAY:

Certified Clinical Medical Assistant (CCMA)

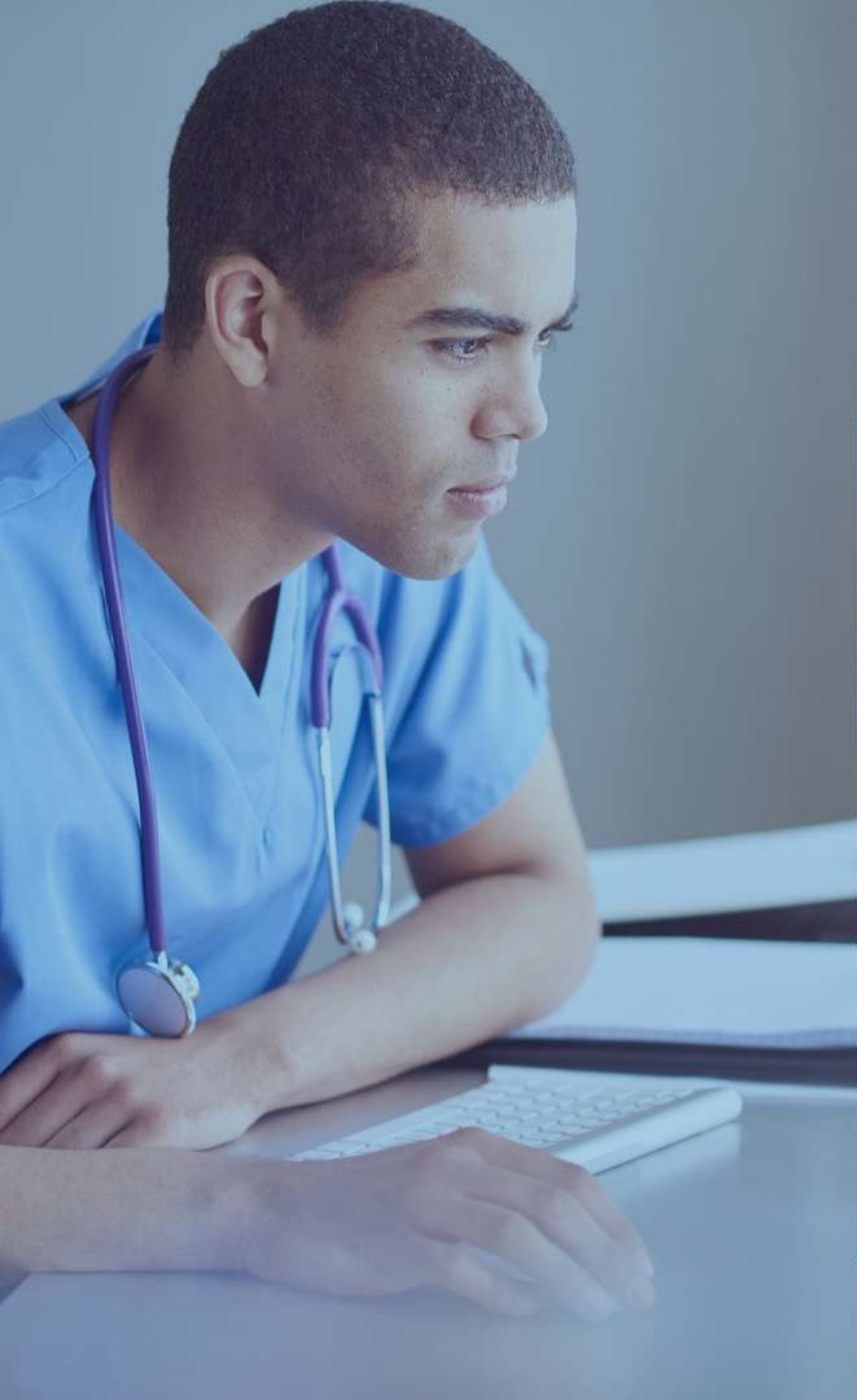
Connection to Four-Year University

Develop a model articulation agreement for a BS in Health Sciences, Public Health & Health Administration.



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PATHWAY:

Certified Clinical Medical Assistant (CCMA)

Adult Literacy

Develop a short-term Integrated Education and Training Program (IET) for individuals working on obtaining their HSE* to provide basic medical office knowledge and CPR/First Aid to transition to post-secondary MA Training.

PATHWAY:

Certified Clinical Medical Assistant (CCMA)

Professional Development

Create materials to explain the process and benefits of pre-apprenticeship & apprenticeship programs.



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PATHWAY: **Mental and Behavioral Health**

Adult Literacy

Develop a short-term Integrated Education and Training Program (IET) for individuals working on obtaining their HSE* to provide basic medical office knowledge and CPR/First Aid to transition to post-secondary MA Training.

PATHWAY: **Mental and Behavioral Health**

Connection to High School (Dual Enrollment)

Create a new dual enrollment program for Pre-vocational Training approved by the NJ Mental Health & Addiction Services.



PATHWAY: **Mental and Behavioral Health**

Connection to Community College (Credit)

Develop program implementation document for the Chemical Dependency Associate (CDA) certificate as a non credit program stackable to an AAS.

PATHWAY: **Mental and Behavioral Health**

Connection to Four-Year University

Develop an articulation agreement with Rowan University for the BS in Psychology or Psychological Services.



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PATHWAY:

Mental and Behavioral Health

Prior Learning Assessment for Apprenticeship Related Technical Instruction (RTI)

Evaluate Apprenticeship Standards for RTI and On the Job Training (OJT) of the Community Health Worker apprenticeship for credit toward an AAS.

PATHWAY:

Mental and Behavioral Health

Adult Literacy

Embed the Behavioral Health Aide credential for credit into adult literacy programs at Camden County College, Mercer County Community College, and Rowan College of South Jersey.



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PATHWAY: **Mental and Behavioral Health**

Professional Development

Create a degree/certification map outlining multiple career tracks in Mental Health to be distributed to unemployed individuals, adult learners and students.

PATHWAY: **Respiratory Care**

Connection to High School (Dual Enrollment)

Create SMART start career awareness program for high school students and guidance counselors.

Develop a Summer Health Explorer camp with Bergen Applied Tech.



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PATHWAY: **Respiratory Care**

Connection to High School (Dual Enrollment)

Expand Dual Enrollment agreements for science and prerequisite general education courses for health career programs suitable for any high school.

PATHWAY: **Respiratory Care**

Connection to Community College (Non Credit)

Develop an essential skills course to focus on critical thinking, communication, empathy, problem solving, cultural competence and leadership for credit and non credit students.



PATHWAY: **Respiratory Care**

Connection to Four-Year Universities

Develop an articulation agreement with Rowan University for the Bergen Community College and Union College Respiratory AAS for transferability into the Respiratory Therapy BS.

PATHWAY: **Respiratory Care**

Professional Development

Train and certify instructors to deliver the Clifton Strengths Champion Training Program focused on student engagement and well-being to help students identify career pathway compatibility.



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PATHWAY: **Respiratory Care**

Professional Development

Share Respiratory Care pathway widely with other education institutions across the state. Develop marketing materials and educational guides for clinical affiliates statewide to expand experiential learning opportunities.



***GIVE US YOUR
FEEDBACK***





Questions:

- **How can we better connect industry to education and training pathways to ensure that pathways prepare students/adult learners to be the best patient care employees to meet the industry workforce needs?**
- **If you could share one big idea to align education and workforce development training to build an innovative workforce in New Jersey, what is that one big idea?**



PATIENT CARE Industry Panel



Jeff Feldman

Director, Advocacy &
Communications
(NASW-NJ)



Belinda Cooper

Chief HR Officer
(NJHA)



Charles Larobis

Director of Quality,
Clinical & Regulatory
Services (HCANJ)



REGISTER FOR Upcoming Collaboratives



Additional Dates From
October 12 Through
November 16, 2022

Health Services Collaborative

November 9, 2022 | 10 AM - 1 PM
Brookdale Community College
Networking Lunch



THANK YOU

Bergen
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