



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

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Aligning Education to Build an Innovative Workforce

PATHWAYS ACCOMPLISHMENTS

Center of Workforce Innovation
for Patient Care



Catherine Starghill, Esq.

Vice President

*New Jersey Council of
County Colleges*

Executive Director

*New Jersey Community College
Consortium for Workforce &
Economic Development*

WELCOMING REMARKS



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WELCOMING REMARKS





Center of Workforce Innovation for Patient Care

Catherine Starghill, Esq.



Our Education Partners

Atlantic Cape Community College
Bergen Community College
Camden County College
Mercer County Community College
Passaic County Community College

Rowan College of South Jersey
Union College
RURCBOG
Rowan University
Thomas Edison State University



Our Industry Partners



A Clinical Affiliate of **RUTGERS**





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

Janet Albrecht, Passaic County Community College



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Pathway 1 – Certified Nursing Assistant (CNA) to Bachelor of Science in Nursing (BSN) Connection to High School (Non-Credit)

Bergen Community College created a **Healthcare Explorer Program** designed to expose high school students to various health career pathways including Nursing, Respiratory Care, Nursing Assistant, and Patient Care Technician. Lectures include presentations from current health care professionals. This program will run Summer 2023.

Bergen Community College also developed the **Health Professions Smart Start Program** for local high school students who are interested in various health care careers. The Health Professions Smart Start Program will serve as a **career readiness program** for students accepted into Health Professions programs and be offered the summer prior to beginning the health career program.

The program will highlight Career Readiness Skills and foundational knowledge that contribute to retention and student success. The program is a hybrid program with on-line and on-campus components.

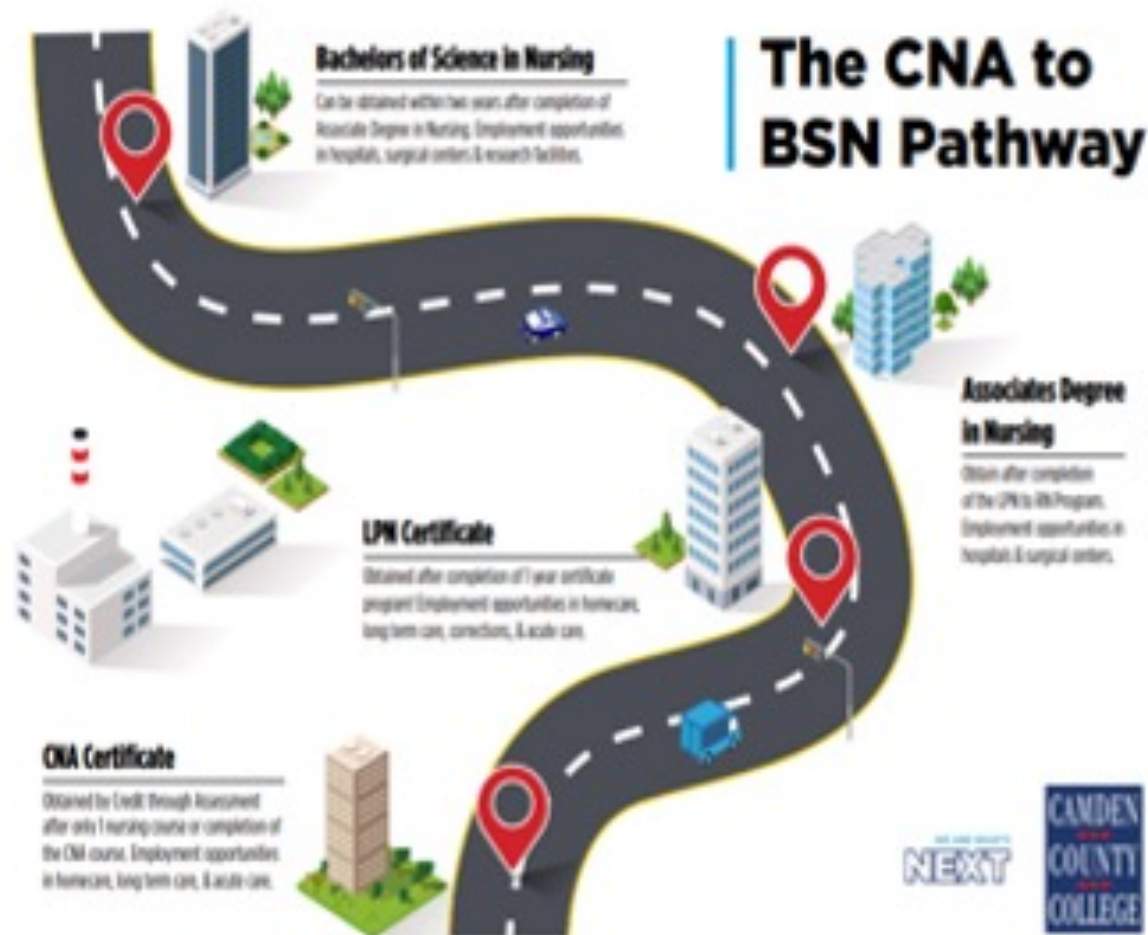
This program will run Summer 2023.

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Pathway 1 – Certified Nursing Assistant (CNA) to Bachelor of Science in Nursing (BSN) Connection to 4-Year College/University

Camden County College partnered with Rutgers University – Camden to determine that CNA credits are eligible to be transferred into the Bachelor of Health Science degree program. Students can earn CNA credits at Camden County College as an entry point to higher education in the field of nursing.

Camden County College and Rutgers University – Camden amended their premier partnership agreement to include RN to BSN for the current LPN to RN students to be able to pursue a BS degree in nursing. CNA to BSN pathway infographic material was created.



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Pathway 1 – Certified Nursing Assistant (CNA) to Bachelor of Science in Nursing (BSN) Prior Learning Assessment for Apprenticeship Related Technical Instruction (RTI)

Camden County College partnered with Thomas Edison State University to complete the college credit evaluation/prior learning assessment for the **CNA Apprenticeship** related technical instruction (RTI). It is recommended that students earn **2 college credits** for completion of the related technical instruction portion of the CNA apprenticeship program.

It is further recommended that the “on-the-job learning” portion of the apprenticeship program requires a portfolio assessment for each individual student in order to determine the amount of college credits earned due to the nuances that occur from employer to employer.

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Pathway 1 – Certified Nursing Assistant (CNA) to Bachelor of Science in Nursing (BSN) Prior Learning Assessment (Other)

The Center's **Community Colleges** partnered with **Thomas Edison State University (TESU)** to complete the college credit evaluation/prior learning assessment for the non-credit **NJ Pre-Apprenticeship Career Education (NJPACE) Healthcare Boot Camp Program** sponsored by grant funding from the **NJ Department of Labor and Workforce Development**. TESU is in the process of evaluating the **Home Health Aid and CPR portions** of the Boot Camp for college credit. This evaluation will be complete by May 30, 2023.

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Pathway 1 – Certified Nursing Assistant (CNA) to Bachelor of Science in Nursing (BSN) Professional Development

IMPLEMENTING NEW JERSEY PATHWAYS CNA TO BSN PATHWAY

STEP 1: CNA CERTIFICATION

CNA certification is obtained through a New Jersey Department of Health (NJDOH) approved instructor/program. Community colleges wishing to offer certification programs please consult [NJDOH's CNA Certification Handbook](#) for guidance on starting a program. Evaluator workshops are offered by the NJDOH. Email nlc@doh.state.nj.us for details.

NOT: Not all states will accept out-of-state CNA certification.

STEP 2: STARTING A NEW NURSING PROGRAM IN NEW JERSEY

Determine program type (Certificate/LRN/MS/AA/BSN) and develop curriculum according to the [New Jersey Administrative Code Title 17, Law and Public Safety Chapter 17 New Jersey Board of Nursing Education](#). Acquire internal approval through college, then external approvals from New Jersey Board of Nursing, the Academic Issues Committee of the New Jersey President's Council, and national accreditors for nursing programs (optional).

STEP 3: FACILITATE PROGRAM AWARENESS

Explore ways to promote the newly developed program. Advertise through college's printed and digital publications, website, and social media accounts.

STEP 4: PROVISIONAL ACCREDITATION

Once granted provisional accreditation the college must demonstrate that students are able to achieve/maintain minimum NCLEX pass rates per NJDOH regulations.

STEP 5: DEVELOPING AN RN TO BSN PROGRAM

Community college administrators collaborate with the 4-year institutions to align curricula so that the RN or AAS prepared RN can seamlessly transition into a 4-year BSN degree program. The 4-year institution must follow internal and external institutional protocols for program approval.

HELPFUL LINKS

- [NJDOH website](#)
- [New Jersey Board of Nursing](#)
- [New Jersey Board of Nursing website](#)
- [Academic Issues Committee for Student's Access \(AISC\)](#)
- [National League for Nursing website](#)



To assist education institutions in the understanding and implementation of a **CNA to BSN Pathway**, infographic material was created to show the standard progression between the levels of education/certification needed for a student to advance through the pathway toward attaining a BSN.

A Curriculum Implementation Guide was created that includes links to the various agencies that need to be contacted throughout the implementation process when starting programs from CNA to the Associate level nursing degree programs. The guide is customizable so any education institution can easily edit as needed for their purposes. Additional materials were created to assist in the process of program justification including an employer questionnaire regarding workforce needs.



Certified Clinical Medical Assistant (CCMA)

Kaina Hanna, Camden County College



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Pathway 2 – Certified Clinical Medical Assistant (CCMA) Connection to High School (Non-Credit)

In partnership with Camden County College, Rowan University Rutgers-Camden Board of Governors (RURCBOG) created a **Summer Bridge Program** to transition students from Camden City High Schools into the **accelerated Medical Assistant** non-credit workforce development training program at Camden County College (CCC). This Summer Bridge program **prepares students for the academic rigors** of the accelerated CMA training program, but also **helps students build professional skills** that will aid them as they transition to a new career in healthcare. The content of the program focuses on time management, interpersonal/social skills, professional etiquette, financial literacy, team skills, resume writing/interview skills, introductions to medical terminology, anatomy and physiology, as well as provide numerous employer engagement sessions. **Students are also paired with a mentor** from the healthcare field to provide assistance as the students navigate their new career.

RURCBOG also partnered with the Center for Family Services (CFFS) to ensure that students continue to have access to **support services throughout the training program** as personal challenges arise that may otherwise impede their ability to remain focused on their studies. Students receive a laptop, living stipend, and transportation benefits while they participate in the Summer Bridge Program.

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Pathway 2 – Certified Clinical Medical Assistant (CCMA) Connection to Community College (Non-Credit)

Union College of Union County, NJ reviewed and updated the non-credit workforce development training program for **Certified Medical Assistant (CMA)**. The CMA Program is a 620-hour training program providing instruction in the fundamentals of the role of a Medical Assistant. **Job development and a clinical internship** are included in the program. Upon successful completion of the course work and exam eligibility requirements, **the students earn 3 industry valued credentials from the National Healthcareer Association (NHA) and 1 industry credential (Basic Life Support /CPR) from the American Heart Association (AHA)**. The course material and online resources align with the certification test plan for the NHAs Certified Clinical Medical Assistant (CCMA) exam, Certified Phlebotomy Technician (CPT) exam, and the Certified EKG Technician (CET) exam.

The Certified Medical Assistant Program is instructor-led and delivered through classroom learning, in-person, or remote-live. Students will have access to the Union College learning management system for each course and vendor provided portals for **electronic textbooks, online exams, study guides and online practice certification exams** throughout the program.

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Pathway 2 – Certified Clinical Medical Assistant (CCMA) Prior Learning Assessment for Apprenticeship Related Technical Instruction (RTI)

Camden County College partnered with Thomas Edison State University to complete the college credit evaluation/prior learning assessment for the **Certified Clinical Medical Assistant Apprenticeship** related technical instruction (RTI). It is recommended that **students be awarded 9 college credits** upon obtaining the National Healthcareer Associate Certified Clinical Medical Assistant credential.

It is further recommended that the “on-the-job learning” portion of the apprenticeship program requires portfolio assessment of each individual student in order to determine the amount of college credits earned due to the nuances that occur from employer to employer.

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Pathway 2 – Certified Clinical Medical Assistant (CCMA) Connection to Community College (Credit)

Atlantic Cape Community College engaged in an extensive review of the non-credit workforce development training program for the **Certified Clinical Medical Assistant** curriculum **to determine a more equitable prior learning assessment evaluation** that would afford students college credits associated with courses instead of free electives toward an Associates of Health Sciences degree.

The opportunity to translate this non-credit curriculum into college credit value was undertaken using the process of “**course to credit course equivalency**”. During the review, it was noted that the curriculum also included the course work required for the Phlebotomy Technician Certification not included in the previous American Council of Education (ACE) evaluation. The credit course equivalents include: (1) Professional Office Procedures for the Medical Assistant (**2 credits**), (2) Medical Assisting Administrative and Clinical Procedures (**9 credits**), and (3) Fundamentals of Phlebotomy (**3 credits**). Additionally, students earn **3 credits for medical terminology** for a **total of 17 college credits**.

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Pathway 2 – Certified Clinical Medical Assistant (CCMA) Adult Literacy

Rowan College of South Jersey created the Clinical Medical Assistant “Integrated Education and Training” (IET) Program. An IET program is an education model that combines occupational skills training and basic academic skills instruction to increase and expedite the education and career advancement of adult learners. **IET programs combine education and job skills training necessary to transition adult learners beyond adult basic education and through a career pathway that can offer them job training and gainful employment.**

The Clinical Medical Assistant IET Program combines **front end and clinical medical assisting skills while also including mathematics, language arts, and workplace learning skills.** By the conclusion of the IET program, adult learners have the foundational knowledge to enter a Certified Clinical Medical Assistant training program, apprenticeship program, or entry level employment.

RCSJ will pilot this program in FY24.

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Pathway 2 – Certified Clinical Medical Assistant (CCMA) Professional Development

Rowan College of South Jersey worked with the Riggs Creative Group to create a **marketing campaign toolkit for the Medical Assistant Apprenticeship Program**. The toolkit was created to make job seekers aware of work and learn opportunities, as well as for employers to understand another opportunity to fill their talent pipeline.

The marketing toolkit informs about what an apprenticeship is, the benefits of an apprenticeship, the step-by-step process to launch an apprenticeship, and how to work with Community Colleges to deliver the related technical instruction.

The toolkit includes flyers, checklists, banner ads, brochures, and social media graphics. **All of the marketing materials may be branded by any education institution or community-based organizations to use.**



Mental and Behavioral Health

Chelsea Escudero, Camden County College



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Pathway 3 – Mental and Behavioral Health Connection to High School (Dual Enrollment)

Camden County College (CCC) in partnership with Rowan College of South Jersey (RCSJ) created a new model dual enrollment pre-vocational **addiction care** training program approved by the **New Jersey Mental Health and Addiction Services**. This dual enrollment program is an introduction for high school students to the mental and behavioral health education and career pathway. An **implementation plan** was also created for utilization by other education institutions for the establishment of this program.

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Pathway 3 – Mental and Behavioral Health Connection to High School (Dual Enrollment)

Camden County College created a new model dual enrollment program for **Introduction to Addictions & Behavioral Health Aide**. This dual enrollment program is an introduction for high school students to the mental and behavioral health education and career pathway. Addictions and Behavioral Health occupations are high demand opportunities that high school students may benefit from early exposure.

CCC also created an **implementation plan** to be utilized by other education institutions for the establishment of this program.

This dual enrollment program started in Spring 2023 at numerous high schools in the Camden County area.

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Pathway 3 – Mental and Behavioral Health Connection to Community College (Credit)

Camden County College (CCC) determined that the existing Certified Alcohol and Drug Counselor (CADC) credit courses meet the requirements of the existing **Certified Alcohol and Drug Counselor Apprenticeship** related technical instruction (RTI). As such, CADC apprentices who successfully complete the apprenticeship **earn 24 college credits** toward an **Associate of Applied Science for Addiction Counseling**.

CCC piloted the Certified Alcohol and Drug Counselor Apprenticeship program in the Spring 2023 semester with 9 apprentices.

Mercer County Community College (MCCC) is working in conjunction with Bergen Community College to offer the CADC (**Clinical Alcohol and Drug Counselor**) through the Center for Continuing Studies. As such, students who successfully complete the CADC certification will **earn 18 college credits** toward an **Associate of Applied Science in Health Sciences**.

The first CADC offering will begin in June 2023.

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Pathway 3 – Mental and Behavioral Health Connection to Community College (Non-Credit)

Rowan College of South Jersey revised the existing non-credit workforce development training program for Mental Health Technician to reflect current needs in the mental health industry and created the **Mental Health Support Technician** training program.

The newly revised Mental Health Support Technician program prepares students for the **Psychiatric Technician credential**, as well as an additional certificate in **Mental Health First Aid and Wellness Recovery Action Planning**.

Additionally, RCSJ aligned curriculum with apprenticeship standards for the **Certified Peer Recovery Specialist** training program.

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Pathway 3 – Mental and Behavioral Health

Prior Learning Assessment for Apprenticeship Related Technical Instruction (RTI)

Camden County College (CCC) partnered with Thomas Edison State University (TESU) to complete the college credit evaluation/prior learning assessment for the **Community Health Worker Apprenticeship** related technical instruction (RTI). Since there is no specific health industry credential awarded, TESU will evaluate the curriculum. A credit award recommendation is expected on or before May 1, 2023.

It is recommended that the “on-the-job learning” portion of the apprenticeship program requires portfolio assessment of each individual student in order to determine the amount of college credits earned due to the nuances that occur from employer to employer.

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Pathway 3 – Mental and Behavioral Health

Adult Literacy

Rowan College of South Jersey created mental and behavioral health **Career Awareness Workshops** to provide adult learners knowledge of the industry and career ladder opportunities. Through this awareness, adult learners will receive work readiness skills in communication, teamwork, integrity, problem-solving, work ethic and initiative. This “Integrated Education and Training” (IET) program combines education and job skills training needed to transition adult learners beyond adult basic education and through a career pathway that can offer them job training and gainful employment.

Adult learners will gain the foundational knowledge to enter the Mental Health Support Technician training program, apprenticeship programs, or entry level employment. This program will be available Fall 2023.

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Pathway 3 – Mental and Behavioral Health Professional Development

Rowan College of South Jersey created the **Registered Apprenticeship and Mentorship Program (RAMP) tool kit** in collaboration with employer partners and experts from the NJ Mental Health Association with feedback from representatives from the USDOL Office of Apprenticeship. This toolkit was created to ensure that employers become aware of the value of a “work and learn” model, as well as realize a key opportunity to fill their talent pipeline by upskilling current employees and on-ramping new employees by providing a pathway for career advancement.

The toolkit can be branded by any education institution and is suitable for industry customization by incorporating an industry’s career map. Mental and Behavioral career mapping is included in the toolkit for Mental and Behavior Health providers and this industry.



Respiratory Care

Susan Barnard, Bergen Community College



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Pathway 4 – Respiratory Care Connection to Community College (Non-Credit)

Clifton Strengths is used in over 1,000 colleges and universities to deepen student and campus engagement, enhance campus culture, increase retention, improve wellbeing, develop leadership skills, guide pre-college advising, and to help students consider postgraduation possibilities.

Health Professions has been integrating Clifton Strengths assessment to students and faculty since 2018. It empowers students to identify what makes them work at their best and prepares them for job readiness. This program allows for more faculty and leadership to become involved in creating a strengths-based academic environment to engage more health profession students in the future.

Bergen Community College administered the 2-day **Clifton Strengths workshop to 38 respiratory care students in Fall 2023**. A discussion and overview of the assessment took place immediately following the assessment with those students. A second in-depth session will take place in the Spring 2023 semester. Overall feedback was positive and students were amazed at how closely their themes were on target. The assessment responses are evaluated by the Gallup scoring methodology and the themes are ranked ordered. The students see their top 5 strengths.

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Pathway 4 – Respiratory Care Connection to 4-Year College/University

Bergen Community College and Union College created model 2+2 articulation agreements, also known as a Degree Advancement Model, so that students with Associate of Science for Respiratory Care degrees may seamlessly matriculate into Rowan University's Bachelor of Science in Respiratory Care program. These 2+2 articulation agreements are pending the Rowan University program accreditation. The Rowan University bachelor program is scheduled to begin in Fall 2023 at which time the Degree Advancement program is also scheduled to begin.

To ensure that graduates of the Associate of Applied Science in Respiratory Care are skilled and eligible for employment, an industry roundtable was conducted with the human resource departments of 3 major health systems in the state (RWJBarnabas Health, Hackensack Meridian Health, and Atlantic Health Systems).

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Pathway 4 – Respiratory Care Professional Development

Throughout the implementation of this pathways initiative, prospective employer partners were continually engaged. As a result, several **clinical affiliation agreements** were established including new agreements created with Atlantic Health Systems and Care One. As part of the Employer Engagement initiative, **Respiratory Assistant** positions were also created to develop a direct pathway for future employment opportunities. Employer engagement will continue after the completion of this initiative to ensure that programs are established with employer needs and pathway opportunities at the forefront.

A **model agreement was created** to allow any education institution of higher education the ability to customize for future use. Additionally, the Pathway team has developed materials that explain the benefits of industry partnership and the viability of the Respiratory Care programs in the preparation of students for employment to aid in the process of employer engagement.



Q&A

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Closing Remarks

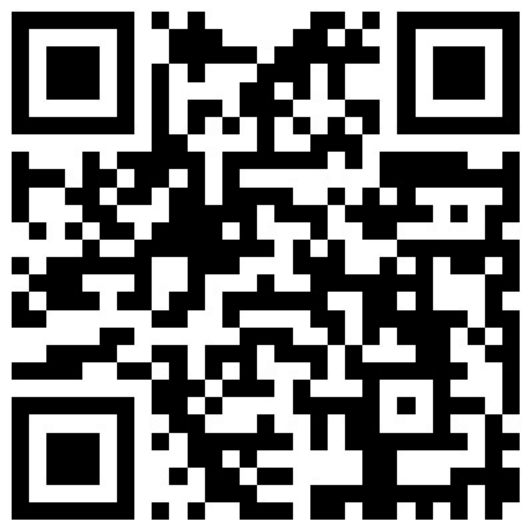
Catherine Starghill, Esq.



**GIVE US
YOUR
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UPCOMING EVENTS



STATEWIDE INDUSTRY COLLABORATIVE MEETINGS

Various Virtual Meeting Dates Spanning From
Monday, April 17, to Wednesday, April 26





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