

## CAREER AND TECHNICAL EDUCATION – SUPPLEMENTAL QUESTIONS

Use labor market data, advisory committee input, institutional data, and the provided CTE 2-year Program Review data to respond to the following questions:

### 1. How strong is the occupational demand for the program?

The Bureau of Labor Statistics (BLS) states that nursing employment will go up by [19%](#) from 2012-22. The program address the projected demand of an aging population which is likely to increase the demand for health care services and nurses. Californians ages 65 and older are expected to grow at a rate much faster than the overall population. By 2030, the number of Californians aged 65 and over is projected to double. However, the supply of nurses will only grow by 10% before this time.

The healthcare practitioners and technical occupations group is projected to add 1.3 million jobs between 2014 and 2024, the most new jobs of any group. Employment is projected to grow 16.4 percent, much faster than the average of 6.5 percent growth for all occupations. More workers will be needed to help an aging population stay healthy and active. In addition, the number of individuals who have access to health insurance is expected to continue to increase because of federal health insurance reform, which will increase demand for healthcare occupations. The registered nurses occupation, the largest in the group and fifth largest overall, is projected to add 439,300 jobs, or roughly the same number of new jobs that all office and administrative support occupations (the largest major group) is projected to add.

Employment of registered nurses is projected to grow 7 percent from 2019 to 2029, faster than the average for all occupations. Demand for healthcare services will increase because of the aging population, given that older people typically have more medical problems than younger people. Nurses also will be needed to educate and care for patients with chronic conditions, such as arthritis, dementia, diabetes, and obesity.

Growth is also expected to be faster than average in outpatient care centers, where patients do not stay overnight, such as those that provide same-day chemotherapy, rehabilitation, and surgery. In addition, a large number of procedures, including sophisticated procedures previously done only in hospitals, are now done in ambulatory care settings and physicians' offices. About 175,900 openings for registered nurses are projected each year, on average, over the decade. Many of those openings are expected to result from the need to replace workers who transfer to different occupations or exit the labor force, such as to retire.

### 2. How does the program address needs that are not met by similar programs in the region?

Many of the students receive financial aid while in the program. However, this amount is not enough to support them or their families during their time in the program. The student must continue to work that impacts their ability to seek assistance. The program receives grant funds from the Department of Health Services for Retention and Student Success. These monies are used to provide faculty directed workshops and classes to facilitate student success during staggered times to capture those students who would otherwise be unable to obtain assistance during normal course times.

As one of five community colleges in the South Bay region, (El Camino College, Compton College, Los Angeles Harbor College, Los Angeles Southwest College, and Long Beach City College), El Camino College and Compton College are unique in their admissions' policy.

For example, Long Beach City College requires applicants to be on a career path (e.g. certified nursing assistant, licensed vocational/practical nurse, etc.). Also, Los Angeles Harbor College and Los Angeles Southwest College (part of the Los Angeles Community College District) do not allow nursing students to continue in their program once they fail a course in the first semester.

In contrast, El Camino College and Compton College are willing to accept applications from students who have failed out of other programs within the first two semesters of a four-semester program.

**3. What are the completion, success, and employment rates for the students? Discuss any factors that may impact completion, success, and employment rates. If applicable, what is the program doing to improve these rates?**

The California Community College Chancellors Office grant is for retention and remediation of students admitted into the nursing program. One of the major ways the grant is implemented is through our Student Success program, where students are taught test-taking strategies, time management skills, and additional course assistance to help ensure successful completion of the nursing program. Students with a grade of 76% or lower are required to attend Student Success. In addition, the nursing department helped the graduates pay for the Kaplan Review Course and U-world NCLEX Review through grant-funded monies.

Success is defined as the successful passing of the National Council Licensure Examination (NCLEX). From the period of 7/15/2019 to 6/2020, according to the National Council of State Boards of Nursing (NCBSN), 50 of 53 first timers passed the NCLEX.

Data about employment rates is gathered on Code 9 from the nursing program. The nursing program has experienced multiple challenges gathering data about the employment rates of our graduates. This was also evident during the partnership with El Camino College. A variety of tools have been utilized to encourage employers to release information regarding graduate nurses from our nursing program. Students have signed consents authorizing employers to complete surveys regarding their employment, however unfortunately, employers have their own rules and regulations about releasing employee information, which prevents them from complying with our requests. Data provided by the Institutional Effectiveness Committee ([InstitutionalReportCard2020.pdf \(compton.edu\) http://www.elcamino.edu/administration/ir/acadperformance.asp](http://www.elcamino.edu/administration/ir/acadperformance.asp)) from 2019-2020 demonstrates that the Nursing Programs' success rates are consistently higher than that of the college's success rates (the college success standard is 77%). From 2011 – 2016, IRP trended a minimum five-year success rate of 82.1% among students in the nursing program and an average student success rate of 85.3%. Data for previous years is not available due to El Camino College and Compton College separation in June 2019. The nursing program strives to maintain a minimum success rate of 75% which it has achieved since the spring 2020.

Obtaining information of employment rates has not been good as stated previously. Upon graduation and successfully passing the NCLEX, the survey that is sent to the graduate usually is not returned. The department is working on another method to obtain data. Faculty are aware that the students are obtaining employment as the student is seen in many of the clinical facilities the instructors practice. With the formation of a partnership with the universities for the students to obtain a higher degree, employment rates for our student will steady increase as many of the health care facilities are asking for bachelor prepared students.

**4. If there is a licensure exam for students to work in their field of study, please list the exam and the pass rate. If there are multiple licensure exams in the program, include them all. Discuss any factors that may impact licensure exam pass rates.**

Upon completion of the program and compliance with the state board of nursing, students are eligible to take the NCLEX-RN examination. This is the only exam required upon completion of the program to work in this field. According to the Board of Registered Nursing (BRN) for California, 94.4% of students passed the NCLEX during the 2019-2020 academic year ([www.rn.ca.gov/education/passrates.shtml](http://www.rn.ca.gov/education/passrates.shtml)). The pass rate range is from 2015 to 2020: 71.67% to 95%. Factors affecting pass rates include; candidates delay in taking the NCLEX-RN; low grade point average in nursing and science courses; unsatisfactory clinical nursing grades, low predictor test scores, and working too much while in the program. The student is required to take and pass an exit examination to order to exit the program. In their last semester the student takes an assessment test that has NCLEX type questions which develops a plan of remediation. The assessment module(s) is completed weekly in the Computer Lab, but it is taken remotely during the pandemic. The weekly modules have proven to increase students' success on the exit exam for the program. Research has also shown that graduate nurses who take the NCLEX within three months of graduation have a higher passing rate on the first attempt. Taking the NCLEX process is delayed when the graduate must take the exit exam multiple times to pass.

**5. Is the advisory committee satisfied with the level of preparation of program graduates? How has advisory committee input been used in the past two years to ensure employer needs are met by the program? Describe any advisory committee recommendations that the program is either unable to implement or is in the process of implementing.**

The Nursing Program has had its own Advisory Committee but is associated with several different Advisory Committees such as the Los Angeles Regional Nursing Advisory (LARNA). The Nursing Director and nursing faculty have been actively participating in various hospital advisory board meetings as a way to enhance partnerships between health care agencies, other nursing programs, colleges and the community. The Advisory Committee is traditionally hosted bi-annually unless due to the operation of the program cannot be held.

Comments from some of the committee members are as follows which will continue to be addressed in the program:

S. Stienberg (Avanti Hospitals) they are good with associate degree educated students but would like to see the graduates make more of a long-term commitment to the facility once they have been trained.

S. Sunada (Physician's Choice Home Health) spoke of a totally different ballgame. When the patient does home and the nurse has to care for them, they have just invaded their personal space. Now that nurse has to communicate and gain the trust of the patient and family. This could be a new challenge to the new graduate. Soft skills is very important.

T. Ekwegh (I-HELP Foundation) spoke on another challenge for the younger generation in the community – the cellphone. Many have lost the ability to speak publically. They have to learn to command respect, they are our future leaders so they need to become an adult, dressing trends change and don't really know what is acceptable in an interview. I-Help develops those life skills and so they invest in the community with the youths.

J. Gladney (National University) most times the students are missing the general education courses and the arts and humanities requirement (critical thinking and statistics).

Source: Advisory Committee Minutes: April 16, 2019

Minutes Attached

Unfortunately with the separation of El Camino College and Compton College, the sign in sheets are not available.

California Education Code 78016 requires that the review process for CTE programs includes the review and comments of a program's advisory committee.

**Provide the following information:**

- a. Advisory committee membership list and credentials (Appendix B)
- b. Meeting minutes or other documentation to demonstrate that the CTE program review process has met the above Education Code requirement. (Appendix C)



**El Camino College Nursing Department  
Advisory Meeting  
April 16, 2019  
1100 - 1330**

**ECC Members Present:** W. Morris, Y. Kawasaki, P. Kidwell-Udin, Z. Mitu, E. Mitu, and S. Thomas

**Guest:** Ahmed Ayoub, Joy Bostic, Kimberly Bradley, Diane Breckenridge, Jeff Briones, Mona Clayton, Tavonia Ekwegh, Antaniya Fields, Ruby Gabbedon, Jessica Gladney, Beth Marshall, Kim Moore, Eleanor Morgan, Michelle Pascascio, Tricia Penner, Jane Sands, Aries Serafin, Pattie Soltero-Sanchez, Susan Steinberg, Shari Sunada, Ebere Ume, Sharon Cobb, Willie Watts-Troutman

Topic	Summary of Discussion	Action
I. Welcome and Introductions	S. Thomas introduced herself and thanked everyone for attending the luncheon. She asked that each committee member introduced themselves and the agency he/she represented. Director Morris was introduced and welcomed everyone and thanked them for taking time out of their day to attend this event.	Informational
II. Update and Announcements		
A. Goals of Advisory Committee	Director Morris presented the goals of the Advisory Meeting which is to ensure our program is current and meeting the needs of the community and industry. It also provides an opportunity for the community and industry to provide feedback and ensure they are meeting the needs of our students.	Informational
B. Program Update	Director Morris revealed a little of the history of Compton Center, the history and partnership between El Camino College (ECC) and Compton Center (CC) from 2006 through 2019. Director Morris announced that Compton	Informational

<p>C. Programs Update</p> <p>1. Simulation at El Camino College and Compton</p> <p>2. Veteran Policy</p> <p>3. Community Partnerships</p> <p>4. Admission Criteria</p>	<p>Center will separate and become a lone college district on June 7, 2019. At that time the Nursing Programs will officially separate and function independently from each other. She also reinforced the same quality will be consistent as both programs share a common curriculum.</p> <p>E. Rivera-Mitu showed a brief video introducing the newest high tech simulation mannequins purchased through grant money. These mannequins are state-of-the-art. Hal, a pediatric mannequin, can display emotions, cry, have palpable pulses, perform an accu-check, and has the capability of inserting chest tubes, interosseous catheters and more.</p> <p>A new Obstetrics mannequin, Victoria, was purchased that can deliver a full-term baby breech or by cesarean section. The student can insert a foley catheter as well as perform IV therapy. E. Rivera-Mitu presented a video of simulation during which ECC students assisted Victoria through the birth experience and caring for baby Hal after the delivery.</p> <p>Director Morris shared information regarding the policy giving priority admission and credit for pre-nursing courses taken in the military to veterans.</p> <p>Director Morris discussed the new curriculum and how the future of nursing will become more community driven. The nursing program is actively seeking clinical experiences for the students at all levels in the community. However, there is an urgent need for Pediatrics and Obstetrics' clinical experience. If the Board of Registered Nurses would allow a greater percent of simulation, this issue could be addressed more favorably.</p> <p>Director Morris noted that the Chancellor's Office renewed the use of the multi-criteria option used for screening nursing program applicant's until 2025. (The multi-criteria application process was created to decrease attrition rates in community colleges throughout California.) She described the criteria standards including a minimum overall GPA of 2.5 and a Science GPA of 2.5. Director Morris stated that</p>	<p>Informational</p> <p>Informational</p> <p>Director Morris requested the community agencies to provide any opportunity to the program to help address this issue.</p> <p>Informational</p>
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<p>5. New Curriculum Plan</p>	<p>student applicants who are tentatively accepted into the ECC nursing program tend to have 3.0 to 3.5 GPA's.</p> <p>Other criteria utilized includes the ability to speak another language, life experience, financial hardship, first generation to attend college, previously earned college degrees, and healthcare experience.</p> <p>The highest points before taking the TEAS exam have been in the 60's. A high score on the TEAS exam can move an applicant to the top of the acceptance list. It was noted that the area exam in which students appear to struggle the most is in reading and reading comprehension. The total point scores for the final admittance has been between 57 to the high 70s and 80s.</p> <p>One hundred to 150 students apply bi-annually for a seat in the Nursing Program. The ECC campus accepts 40 students during for Spring and 40 students for Fall. The Compton Center campus accepts 30 students for Spring and 30 students for Fall.</p> <p>The new nursing curriculum is a concept based curriculum with a total of 36 units for the nursing program content. The total degree unit requirement is 69 units. Pre-nursing student requirements have been strengthened, in addition to Introduction to Nursing and Dosage Calculation (currently offered for pre-nursing students) pre-nursing students are required to take and complete Lifespan Psychology Course (Psych 16), Medical Terminology and Health Assessment. The current math requirement will be changed from Math 73 (Intermediate Algebra) to a Statistics.</p> <p>All El Camino College nursing students are encouraged to participate in concurrent enrollment to complete their Bachelor of Science of Nursing (BSN) degree. Most of the concurrent BSN Programs schedule coursework during the Winter and Summer semesters. Scheduling it this way will allow the student to complete their BSN degree requirements within a year after completing the ADN Nursing degree. At this time, the program currently has MOU (Memo of Understanding) with several BSN programs within the public and private sector. The ECC</p>	<p>Informational</p>
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III. Industry Input- Hospital and Ancillary Facilities

A. Projected Hiring Pattern for Nurses (RN)

Nursing Program hosts BSN Collaborative Program information sessions throughout the school year. Nursing students who wish to participate in a BSN Collaborative Program must apply to that program and begin to take the BSN coursework during the first and second semester of the ADN Program.

S. Stienberg (Avanti Hospitals) they are good with associate degree educated students but would like to see the graduates make more of a long-term commitment to the facility once they have been trained.

L.A. County (J. Bostic) are currently taking all levels of nursing graduates without experience because they will train new nurses to their hospital and needs as it is a teaching facility. However, they are on a Magnet Journey.

B. Marshall noted that Torrance Memorial Medical Center is a Magnet Hospital and requires a BSN degree. They hire 20 – 35 new graduates twice a year mostly in Tele and Med-Surg. Recruitment starts in March.

Kaiser Hospitals (M. Pascascio) are particularly interested regionally in hiring ADN graduates who are actively pursuing or completing a BSN degree. Each applicant is required to participate in an interview process. Their recommendation for applicants include presenting professionally dressed and prepared to be interviewed. Kaiser Hospitals do offer practice interviews to the applicant to understand what to say and how to best claim the job is yours. They hire 30 – 40 graduates per year with the majority beginning work on the medical-surgical units.

D. Breckenridge (Charles Drew University) stated she wrote pathways to become magnet.

M. Clayton (Nurses 2Rock Pub) encouraged the Deans to attend and also encourage the students to attend the networking event (pamphlets passed out). There will be

Feedback will be utilized amongst all participants. Network/connections formed of all participants as there was something each could benefit from their business.

mentors there to share their own person experience of the how, why, where and who.

K. Bradley (LACUSD) Magnet Committee just started on this committee but said it takes everyone to educate the student to pursue higher education.

J. Bostic (LA County) said the pathway for employment with the county is to become a senior student worker nurse because they are actually employees. K. Moore (L.A. County) said the students do not have the soft skills and this would provide a venue for them to acquire these skills.

S. Sunada (Physician's Choice Home Health) spoke of a totally different ballgame. When the patient does home and the nurse has to care for them, they have just invaded their personal space. Now that nurse has to communicate and gain the trust of the patient and family. This could be a new challenge to the new graduate. Soft skills is very important.

T. Ekwegh (I-HELP Foundation) spoke on another challenge for the younger generation in the community – the cellphone. Many have lost the ability to speak publically. They have to learn to command respect, they are our future leaders so they need to become an adult, dressing trends change and don't really know what is acceptable in an interview. I-Help develops those life skills and so they invest in the community with the youths.

B. Industry Input – University Schools

T. Penner (University of Phoenix) spoke on the future project of RNCC and want to speak offline for involvement. They have a set fee for students even if they leave and return, it does not change. They have a Bachelor in Health Management, Dental Assistant, etc. They accept 60 transferrable credits. Hope to partner with T. Ekwegh to help the younger students (middle and high school) become more prepared for their future.

J. Gladney (National University) most times the students are missing the general education courses and the arts and humanities requirement (critical thinking and statistics).

C. Share Ideas

A. Ayoub (Kaplan) if the BRN would allow more than 25%,



	<p>they have so many other option and opportunity. Director Morris had a length discussion on this topic but also stated they may allow the greater percent only in the specialty units.</p> <p>J. Briones (F.A.Davis) have resources to cover all programs from the ADN to DNP.</p> <p>Community Events – Council of Black Nurse’s is offering scholarships to nursing students but the deadline is rapidly approaching with only 1 student making application. The deadline is May 5<sup>th</sup>. Director Morris said the information has been sent twice to the students.</p> <p>Director Morris spoke to both campuses acquiring ACEN accreditation which would greatly benefit our graduates.</p>	
Respectfully submitted P. Kidwell-Udin and S. Thomas		



## Los Angeles County Nursing Advisory Committee Minutes

September 16, 2019

Quiet Cannon –Sunset Room, Montebello, CA

### Attendees

College/Schools	Name	Industry Partners	Name
Charles R Drew University	Sharon Cobb, Karen Jackson	Beverly Hospital	Charlene Chu, Vivian Rollins, Stephanie Wilcher
Cerritos College	Kelli Brooks	California Hospital Medical Center	Amrit Kamboj
Citrus College	Dalvir Dhillon, Sonia Kibbe, Salima Allahbachayu	Community Clinics Association of Los Angeles County	---
East Los Angeles College	Lurelean Gaines	Goodwill SOLAC/College of Good Hope	Susan Gavel
El Camino College	Yuko Kawasaki, Russell Serr, Wanda Morris	East San Gabriel Valley ROP/TC	Karin Reynoso
Glendale Community College	Emelyn Judge	Health Workforce Initiative	Laurie Sienkiewicz
Long Beach City College	---	Hospital Association of Southern CA	Lisa Mitchell
Los Angeles City College	Laura Berry	Jobs.Vision.Success-So- Cal(JVS-SoCal)	Karen Stoyer, Mary Ann Kenney
Los Angeles Mission College	---	Kaiser Permanente	Maureen Pryor, Jenevive Sandoval,
Los Angeles Southwest College	Catherine Azubuike	Kaiser Permanente South Bay Medical Center	Colleen Wyllie
Los Angeles Trade Technical College	Paula Johnson, Carolyn Washington	Los Angeles Mayor's Office	---
Los Angeles Unified School District	Jose Artiles, Jacob Guthrie, Donna Horowitz, Derik Ranage, Clare Reid	Los Angeles Region	Shari Herzfeld
Mt. San Antonio College	Connie Kunkler, Billie Lynes, Jondea Orr	Los Angeles Area Chamber of Commerce	Julian Lucas
Pasadena College	Marylynn Aguirre	Personal Assistance Services Council - Homecare	Layla Gonzalez
Pierce College	---	TELACU Education Foundation	
Rio Hondo College	Gail Biesemeyer, Catherine Page, Karla Bermudez		
Santa Monica College	Dr. Eric Williams		

Agenda	Discussion	Follow-up
<b>I. Welcome and Introductions</b>	Welcome & Introductions – Shari Herzfeld, Regional Director, Employer Engagement, Los Angeles Region - Health, hosted by Rio Hondo College	
<b>II. Minutes Approval</b>	Approval of Minutes from October 5, 2018, Meeting – <b>Approved Unanimously</b>	
<b>III. Updates and Announcements</b>	<p>Updates and Announcements</p> <ol style="list-style-type: none"> <li>1. <b>Goal of advisory</b> - Insure that... <ul style="list-style-type: none"> <li>Programs are current and meeting industry’s needs</li> <li>Program completers are obtaining jobs and meeting employers’ expectations</li> </ul> </li> <li>2. <b>LAUSD School Nurse opportunities</b> – <p><b>Donna Horowitz</b>, RN, MA, BSN, PHN, Administrative Coordinator, District Nursing Services, <b>Clare Reid</b>, RN, MA, MSN, Nursing Specialist, and <b>Jacob Guthrie</b>, Assistant Director Human Resources Certificated Workforce Management</p> <p>Overview of goal to hire 150 new school nurses this year and the next two years. Will hire new graduates. Must have a BA or BS, but it does not have to be in nursing. Multiple opportunities for variety of school nurse roles (see PPT/shared with attendees). LAUSD team is willing to come to community college campuses to meet with students (such as a Career Day). Currently working on the potential for affiliation agreements with nursing programs for clinical experiences. LVNs are also being hired; they travel to other sites to attend to the diabetic needs of students. One of the biggest issues for new hires and new graduates is timidity and fear of being alone on site. Skills needed include: G-Tubes, responding to allergies, dealing with oxygen, dealing with ventilators, catheterizations. Characteristics needed: integrity, admitting that you don’t know, persistence, advocacy</p> </li> <li>3. <b>Regional Nursing Curriculum Consortium (RNCC)</b> <p>The consortium is in process to re-design a common regional curriculum (17 Community colleges) to articulate with BSN programs in the community. The goal is to avoid redundancy and create a streamlined, efficient pathway to the BSN in a financially efficient manner. Next meetings: Sep 20, Oct 25, and Nov 22)</p> </li> <li>4. <b>Soft Skills Train the Trainer</b> program available through HWI to colleges and employers <ul style="list-style-type: none"> <li>Contact Shari Herzfeld, if interested</li> </ul> </li> <li>5. <b>HOSA RLC with Career Fair</b> October 12<sup>th</sup> at Rio Hondo College <ul style="list-style-type: none"> <li>Schools and employers invited to participate in the Career Fair</li> </ul> </li> </ol>	
<b>IV. Industry Input</b>	<p>Industry Input</p> <ol style="list-style-type: none"> <li>1. <b>Projected hiring pattern for nurses (RN/LVN/CNA/HHA/ACNA)</b></li> <li>2. <b>Projected trends and impact on workforce</b></li> <li>3. <b>What characteristics are desired in new hires?</b></li> <li>4. <b>What characteristics are current new graduate hires lacking?</b></li> </ol>	

- **Beverly Hospital:** Shortage of RNs, do hire new graduates. Looking for integrity, skills development, the capability to prioritize. There is a need for exposure to specialties during their academic preparation. Transition program for ER and ICU are in process. Perioperative is a difficult arena partially because of a lack of exposure. Clinical skills of ADN students are superior to BSN students, 90% of hires last year were from students who had had clinical at Beverly during their academic training
- **California Hospital Medical Center (CHMC):** Part of Dignity Health (6 different sites) Working on standardization within all of the Dignity sites. Currently, have several new graduate programs 10-12 weeks to onboard nurses. The goal is to ensure that they stay in the system. We do hire ADNs (especially those that have had clinical/s at one of the sites) as well as BSN new graduates. Also hire some LVNs and CNAs. No longer taking clinical rotations through CSPS. Instead using MyClinical exchange. Characteristics missing: Lack of confidence, especially with bedside skills. Lack of customer service and soft skills. 4-hour training on High Reliability (through AHRQ) to improve customer service, speaking up for safety, and HCAPS scores. We appreciate students! The huge positive difference with new hires who have had clinical experiences at their facilities.
- **Hospital Association of Southern CA:** Focused on specialty RNs: Surveys reveal that there is a lack of experienced RNs able to work in specialties. Large numbers of experienced RNs are retiring, leaving gaps in these specialties. This is particularly true of perioperative training. Mount St. Mary's and Azusa Pacific trained 20 nurses that were then able to move into positions. What is lacking in new hires: Need for certifications and credentials, soft skills, sufficient work experience for specialties, technical and occupational skills, teamwork, communication, and prioritization. A low number of applicants. Unwilling to pull call-in areas such as OR and Cath Lab. Wages are lagging statewide.
- **Kaiser Permanente South Bay Medical Center:** Need for Home health nurses, RNs, LVNs, CNA positions, MAs for medical offices, and ambulatory surgical units. Moving to Magnet status. Prefer BSNs for RNs. Better chance of being hired if the new graduate is currently in a BSN program. Do hire new graduates in all areas. Put them through a 6-week simulation and a 6-month orientation. Next year 2020, will run a perioperative program. Nurses are retiring quickly. Characteristics needed: professionalism, communication, teamwork, taking ownership of own education. Need more confidence and soft skills (answering phones, communication), also offering advanced certifications for all nurses. Important for new graduates to be realistic about their initial goals to work. We will continue to honor clinical for ADN students. We will not be expanding the number of clinical for ADN students.
- **Personal Assistance Services Council – Homecare:** Looking for home care providers: two tiers. 2<sup>nd</sup> tier: looking for CNAs and HHA license. Looking for people on the west side. Lots of recipients, but because this is a high-cost area, it is difficult to recruit CNAs and HHAs. Characteristics: Communication, ability to deal with mental health issues
- **JVS SoCal: Workforce Development:** Decrease in applicants who want to go into healthcare: Characteristics needed: Need for a heavy emphasis on soft skills, professionalism.

	<ul style="list-style-type: none"> <li>• <b>Harbor UCLA:</b> Central service technician needs, lots of vacancies, multiple retirements. New nurses lack skills, and then they leave for other hospitals after 6-months. Lack of commitment and loyalty. We have an excellent benefits program with retirement. Encourage basic skills such as catheterizations and NG placement. Lack teamwork. Many new grads have difficulty with stress and dealing with workload.</li> </ul>	
<p><b>V. Nursing Program Response</b></p>	<p>Nursing Program Response</p> <ol style="list-style-type: none"> <li>1. <b>Changes in program(s) over last year</b></li> <li>2. <b>Exit knowledge and skills</b></li> <li>3. <b>BSN collaboratives and partnerships</b></li> </ol> <ul style="list-style-type: none"> <li>• <b>Cerritos:</b> Kelli Brooks: Hired Simulation Specialist, part of RNCC, Dual enrollment (25) CSULA. 35% are in dual enrollment <ul style="list-style-type: none"> <li>○ ADN</li> </ul> </li> <li>• <b>Citrus College:</b> Salima Allahbachayu: Revision to program. Decreasing units from 41-38 units, launched this fall. Affiliations with APU, Mt. St. Mary's. More than 50% were in BSN programs. <ul style="list-style-type: none"> <li>○ ADN</li> <li>○ LVN (1 year)</li> <li>○ CNA/HHA/ACNA (7 weeks)</li> </ul> </li> <li>• <b>ELAC:</b> Lurelean Gaines: Working on decreasing units. BRN visit coming up. Collaborating with CSULA but more students are going to Fullerton and Azusa Pacific as well as Grand Canyon University <ul style="list-style-type: none"> <li>○ ADN</li> </ul> </li> <li>• <b>El Camino College:</b> Dr. Wanda Morris: Major change: concept-based curriculum started in the fall. Collaboratives with Dominguez Hills, Grand Canyon (40-50% are in collaborative) Working on collaborating with Drew University, University of Texas. Changed units from 48-36 units. Competencies are integrated into each semester, and students must pass these skills to move into next semester. Part of RNCC. <ul style="list-style-type: none"> <li>○ ADN</li> </ul> </li> <li>• <b>Glendale:</b> Emelyn Judge: Part of RNCC. Working on decreasing units. Have collaborative with 6 universities (National, Azusa, Cal State LA+). About 55% of students are in BSN collaborative. Received Gold Star Reward for employment. Postgraduate programs for ER for RNs license. Clinical is done at the hospital sites <ul style="list-style-type: none"> <li>○ ADN</li> </ul> </li> <li>• <b>LACC:</b> Laura Berry: Part of RNCC. Preparing for BRN visit in October. Moving toward reducing units. About 40% of students are enrolled in collaborative programs primarily in Cal State Dominguez Hills and the University of Phoenix. <ul style="list-style-type: none"> <li>○ ADN</li> </ul> </li> <li>• <b>LASW College:</b> Catherine Azubuike: Part of RNCC. New Facility. Labs need to be renovated. Collaboratives: (about 30%) Charles Drew (15 students) and also with CSULA, Dominguez Hills, Grand Canyon. Skills check-off is part of the student's contract as they exit from the program</li> </ul>	

- ADN
- **LA Trade Tech:** Paula Johnson (new director): Part of RNCC. Changing the curriculum to 37.5 units by Fall 2020. Collaborations with CSULA, Grand Canyon, University of Texas. Percentages are unknown.
  - ADN
- **Mt SAC:** Billie Lynes, Part of RNCC, getting ready to reduce units. Collaborating with other programs (about 59% by graduation), 20% are at Mt. St. Mary's. Currently, have 43 units and reducing to 37. Applying for ACEN accreditation. 4-week rotation for OR (64 hours in the clinical setting) Extern program that is also in OR.
  - ADN
  - CNA/HHA/ACNA
- **PCC:** Marylynn Aguirre: Part of RNCC. Stable year. Concurrent enrollment (around 25%), the biggest issue is cost. Currently investigating collaborative with Azusa Pacific. Also concerned about loss of clinical sites or reduction of clinical sizes allowed at clinical sites. This has been an on-going issue.
  - ADN
- **Rio Hondo:** Catherine Page: Stable program. BSN collaborative relationships with the University of Phoenix, Chamberlain, Cal State LA. (about 40% of students in collaboratives). Survey of last year graduates-most of the 79 students are in BSN programs. Skills checklists. Looking to bundle CNA, HHA, and Acute Care CNA for a certificate. Employers indicated that this would be a welcome addition.
  - ADN
  - LVN
  - CNA/HHA/ACNA
- **Santa Monica:** Dr. Eric Williams: Looking for adjunct faculty in OB. 3<sup>rd</sup> semester of a concept-based curriculum. Allied Health task force looking at other entities to expand healthcare options. Looking at one person to handle all of the personal information for students. i-Pads are available to students during the program. 9 concurrent enrollments. Exit skills with simulation for skills. Having issues with clinical placements. Currently OB is 7 pm-3 am
  - ADN
- **Charles Drew:** Karen Jackson: Allowing dual enrollment coming to campus for two Saturdays per month for 28-months. Stay in close relationship with ADN programs. Do have a clinical for their PHN, which they enroll in after completion of their ADN program. The cost is \$21,500. Provide scholarships, loans. Flexibility is a huge issue. Partnerships are essential for the success of the students.
- **Goodwill SOLAC / College of Good Hope:** Susan Gavel: 10 CNA programs/year (150 students). Starting in October 2019, we will be starting our acute care program with Dignity Health Run several through Dignity Health. Started a CEU program. We hired a Program Director for our LVN program which will start early 2020. Students are all low income. Goal: Economic self-sufficiency
  - LVN
  - CNA/HHA/ACNA

	<ul style="list-style-type: none"> <li>California Association of Healthcare Educators: California Consortium of NATAP. Karen Reynoso. May 1<sup>st</sup> was their meeting. The informational meeting went well.</li> </ul>	
<b>VI. Networking Lunch</b>	<ul style="list-style-type: none"> <li>ADN</li> <li>LVN</li> <li>CNA/HHA/ACNA</li> </ul>	
<b>VII. Adjournment</b>	Adjournment Next Meeting Date – Annual Advisory TBD in the Fall 2020, 10:00 am – 1:00 pm. Details to follow	

**Not Approved**

REV 9/14/2020

This program is funded by the California Community College Chancellor's Office Workforce & Economic Development Division to promote the advancement of California's health care workforce through quality education and services, pursuant to grant no. 18-207, Regional Director, Health awarded to Rio Hondo College, Shari Herzfeld, Project Manager

For Review Only