

Chaffey College

HEALTH SCIENCE CAREER LADDER PROGRAM

A Career Ladder for the Healthcare Professional



Shortage of Healthcare Professionals

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ADDITIONAL BENEFITS:

Chaffey College has a long tradition of educational excellence. Faculty and staff are highly qualified and committed to helping students achieve their educational and professional goals. In addition to excellent instruction, students are offered a number of services including:

Professional Development

The Career Ladder Program offers to students a professional development class. This program features:

- Critical Thinking/Problem Solving
- Fundamental Employer Expectations
- Resume Preparation
- Employment Application Completion
- Interviewing Techniques
- Professionalism & Attire

Job Placement

Job placement specialists help nursing students identify where to apply for a position depending on their needs and expectations (job description, working conditions, geographic location, schedules and benefits). They keep updated a list of job openings for CNAs, MSNAs, HHAs, LVNs, and RNs and guide students through the application process.

PARTNERSHIPS WITH LOCAL HEALTHCARE FACILITIES

Chaffey College Health Science Department works very closely with local healthcare facilities. Partnerships have been developed for job placement, clinical rotations or on-site training with many facilities including:

- Arrowhead Regional Medical Center
- Canyon Ridge Hospital
- Chino Valley Medical Center
- Inland Christian Home
- Kaiser Permanente
- Kindred Hospital
- Laurel Convalescent Hospital
- Mt. San Antonio Gardens
- Pilgrim Place
- Pomona Valley Medical Center
- San Antonio Community Hospital
- Upland Rehabilitation and Care Center
- Visiting Nurse Association

SHORTAGE OF HEALTHCARE PROFESSIONALS

It is estimated that by 2020, there will be a shortage of at least 400,000 nurses in the country.

In a recent study conducted on behalf of the American Hospital Association, respondents reported that the nursing shortage has caused emergency department over-crowding in their hospitals (38%); diversion of emergency patients (25%); reduced number of staffed beds (23%); discontinuation of programs and services (17%); and cancellation of elective surgeries (10%).

(Source: Health Careers at the Crossroads: Strategies for Addressing the Evolving Nursing Crisis, Joint Commission's new Public Policy Initiative, 2001).

Ninety percent of long-term care organizations lack sufficient nurse staffing to provide even the most basic care; home health care agencies are being forced to refuse new admissions; and there are 126,000 nursing positions currently unfilled in hospitals across the country.

Employment in home healthcare is expected to grow rapidly. This is in response to the growing number of older persons with functional disabilities, consumer preference for care in the home, and technological advances that make it possible to bring increasingly complex treatments into the home. The type of care demanded will require nurses who are able to perform complex procedures.

The financial pressure on hospitals to discharge patients as soon as possible should produce more nursing home admissions. Growth in specialized long-term rehabilitation (for stroke, head injury patients or Alzheimer's victims) will increase employment opportunities.

Completing educational programs in nursing will virtually guarantee not only a job but a career.



CAREER LADDER APPROACH

The career ladder approach offers a lot of flexibility. For example, an individual can become a CNA after only 8 weeks and decide to work in a long-term care facility, or take the Home Health Aide Course, or the Medical/Surgical Nursing Assistant course. After completing the MSNA course (9 weeks), that person can work in a hospital or do the Vocational Nurse program to become an LVN in one year. The courses completed will also give students credits counting towards an Associate Degree in Nursing for those wishing to become a Registered Nurse.

Students do not have to go up the ladder in a pre-determined period of time; they can enter the workforce at any time, and come back to college at a later time, or work and study at the same time, depending on their personal objectives and situations.

The various programs, with different timeframes and levels of skills offer a wide range of options to all individuals wishing to prepare for a career in healthcare.

CHAFFEY COLLEGE HEALTH SCIENCE CAREER LADDER APPROACH



NURSING ASSISTANT 8 WEEKS

A Nursing Assistant (NA) assists nursing service personnel with a variety of patient care activities and related nonprofessional services necessary in caring for the personal needs and comfort of

patients. Bathes, assists with personal hygiene, takes and records temperature, pulse, changes bed linen and runs errands. A NA working in San Bernardino County is expected to earn a median base salary of \$21,659 per year (the range is \$19,904 to \$23,713). Source: Nurse Week.Com, February 2003

Requirements

To start the CNA program you need to be at least 16 years of age, complete an application to the California Department of Health Services which includes a criminal background screening. You do not need a high school diploma or GED.



HOME HEALTH AIDE 4 WEEKS

Home Health Aides (HHA) provide patients with personal care in the home environment. They help elderly, convalescent, or disabled persons live in their own homes instead of in a healthcare facility.

Under the direction of nursing or medical staff, they provide health-related services, such as checking pulse, temperature, and respiration; help with simple prescribed exercises and help patients move from bed, bathe, dress, groom and assist with providing oral medications. A HHA working in San Bernardino County is expected to earn a median base salary of \$21,980 per year (the range is \$20,161 to \$24,251). Source: Nurse Week.com, February 2003.

Requirements

To start the HHA program you need to be a Certified Nursing Assistant and apply to the California Department of Health Services for the Home Health Aide Certificate.



MEDICAL/SURGICAL NURSING ASSISTANT 9 WEEKS

Medical/Surgical Nursing Assistants (MSNA) assist nursing service personnel in acute care facilities with a variety of patient

care activities and related nonprofessional services necessary in caring for the personal needs and comfort of patients. Bathe, assist with personal hygiene, take and record temperature, pulse, change bed linen and run errands. A MSNA working in San Bernardino County is expected to earn a median base salary of \$25,430 per year (the range is \$22,884 to \$27,258). Source: Industry Partners Survey, February 2003\

Requirements

To start the MSNA program you need to be a Certified Nursing Assistant and have a high school diploma or equivalency.



VOCATIONAL NURSE 1 YEAR

Licensed Vocational Nurses (LVN) work under the direct supervision of registered nurses and participate in the implementation and evaluation of patient care. They are familiar with standard concepts, practices, and procedures within a particular field. They prepare and give injections and enemas, apply dressings and monitor catheters. They observe patients and report adverse reactions to medications or treatments. They collect samples for testing, perform routine laboratory tests. They rely on experience and judgment to plan and accomplish goals. An LVN working in San Bernardino County is expected to earn a median base salary of \$37,108 per year (the range is \$35,511 to \$40,415). Source: Nurse Week.com, February 2003.

Under the direction of nursing or medical staff, they provide health-related services, such as checking pulse, temperature, and respiration; help with simple prescribed exercises and help patients move from bed, bathe, dress, groom and assist with providing oral medications. A HHA working in San Bernardino County is expected to earn a median base salary of \$21,980 per year (the range is \$20,161 to \$24,251). Source: Nurse Week.com, February 2003.

Requirements

To start the VN program you need to be a CNA, have completed NURAST 420, Math 401 and BIOL 424.



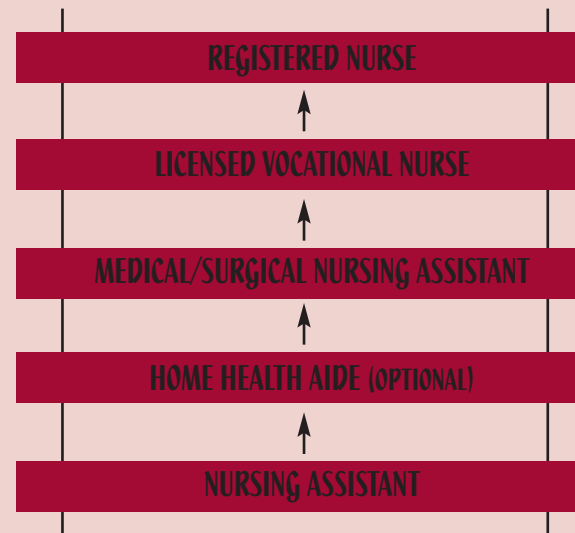
REGISTERED NURSE 1-2 YEARS (WITH PREREQUISITES)

Registered Nurses (RN) provide direct patient care, they observe, assess, and record symptoms, reactions, and progress; assist physicians during treatments and exam-

inations; administer medications; and assist in convalescence and rehabilitation. RNs also develop and manage nursing care plans and instruct patients and their families in proper care. An RN working in San Bernardino County is expected to earn a median base salary of \$47,741 per year (the range is \$44,441 to \$50,904). Source: Nurse Week.com, February 2003\

There are several ways to become a Registered Nurse. The career ladder offers the participants credit for courses completed.

- An LVN may work in the field and continue with educational opportunities at Chaffey College by completing the last 2 semesters of the nursing program and general education course for an Associate Degree in Nursing (ADN).
- A CNA or MSNA may elect to enter the ADN program directly and graduate upon completion of four semesters in the nursing major, plus requirements for the Associate Degree.



ADVANTAGES OF THE CAREER LADDER:

As a student you:

- Can work and get an education at the same time.
- Develop a better understanding of the job and gain valuable experience by working at a hospital or a long-term care facility.
- Select employers that offer tuition reimbursement and flexible schedule to their employees wanting to get a certificate or a degree in nursing, and promote them to a higher position after completion of the program.
- Develop at your own pace and have the opportunity to choose your work environment as the need for nurses is extremely high and employment opportunities in healthcare are tremendous.

WHO WILL BENEFIT FROM THE CAREER LADDER PROGRAM:

- Individuals seeking to achieve their professional development in healthcare.
- Hospitals employees wanting to upgrade their skills and advance their career.
- Individuals entering the workforce and wanting to prepare for a rewarding career in a fast growing industry (high school students etc.).
- Individuals striving for economic self-sufficiency.
- Those with or without a high school diploma can enroll in the Nursing Assistant program.

FOR MORE INFORMATION

Call the Chaffey College Health Science Career Ladder Program at **(909) 477-8950**.

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