Career Readiness Indicator Questionnaire

This questionnaire is designed to help guide the process for review of a Career Readiness Indicator (CRI). It is the responsibility of the local education agency proposing the addition of the CRI to gather the information and submit it to Josh Laney, Assistant Director for Workforce Development. Answers should be as concise as possible. Information should be submitted as a completed packet, not piecemeal. Additional information may be included at the discretion of the applying agency if it might be pertinent to the evaluation process.

Contact information for person filling out questionnaire
Agency: SDE  Email: mbrown@alsde.edu  Phone number: 334-353-8949  Date of submittal: 09-09-15
CRI: Certified Nurse Aide (CNA)

Why do we want this CRI?
1. **What industry is asking for the CRI? (List multiple if applicable.)** All long-term care facilities require an individual to complete the training and credentialed as a Certified Nurse Aide in order to be employed in the facility. This includes nursing homes. Other industry requiring this certification include assisted living facilities, hospice, home health care, hospitals, mental health facilities, and medical clinics.

2. **What companies within the industry are requesting this CRI?** Letters of Support attached for the following: 1) Alabama Hospital Association, 2) University of South Alabama Department of Physician Assistant Studies, 3) Infirmary Health, 4) Wetumpka Health and Rehabilitation, LLC, and 5) Clay County Healthcare Authority.

3. **What entity, company, or testing agency is the “owner” of the CRI? (Who determines what it takes to earn the CRI?) Provide contact numbers, names, websites, or other info for inquiries.**
   - Contacts
     - Alabama Certified Nurse Aide Registry
       - Alabama Department of Public Health
         - Division of Health Care Facilities
         - The RSA Tower, Suite 710
         - 201 Monroe Street
         - Montgomery, AL 36104
         - Phone: (334) 206-5169
         - Fax: (334) 206-0361
   - Nurse Aide Registry Coordinator
     - Suniaja Smith, ASA
     - Phone: (334) 206-5169
     - E-mail: NARCorrespondence@adph.state.al.us
   - Website
     - https://dph1.adph.state.al.us/NurseAideRegistry/

This certification is mandated by the federal government and is required based on the Federal Regulations for Long-Term Care Facilities (§483.151 and §483.152).

4. **For what career technical program(s) is the CRI being requested?** Health Science

Rev: 7/27/15
How does one actually get the CRI?

5. How long does it take for a student to earn this CRI? (Answer in approximate hours of instruction, not school years or terms. Give an average or best estimate.)
   - Total Hours 90
     - Theory Hours 37
     - Lab Hours 29
     - Clinical Hours 24
   - Based on the Federal Regulations for Long-Term Care §483.152, a nurse aide training and competency evaluation program to be approved by the State, it must, at a minimum consist of no less than 75 clock hours of training.
   - The current program outlined for Health Science programs requires a total of 90 clock hours of training unless otherwise submitted by the individual program teacher and approved by the Alabama Department of Public Health.

6. How does the student earn the CRI? (Does the student have to take a written exam, log a certain number of hours, complete a skills demonstration, some combination of these, etc?)
   The student must complete the hours as stated in question #5 and successfully complete a written exam and a skills demonstration test.

7. Is there a minimum age requirement for gaining the CRI? No, but recommended to be a senior.

8. Are students required to be graduates before earning the CRI? No

9. Are there minimum pre-requisite course requirements for earning the CRI? In order to remain in compliance with the current State Course of Study for Health Science, a student must have earned a minimum of one credit in Health Science before they are eligible to complete an internship based course.

10. What equipment is required to train for this CRI? (Only list items which are different than what would be found on the standard equipment list for the program.)
    Equipment required in noted on the Health Science standard equipment list. Also, the following are required for training: Food Items for feeding in small amounts, such as jello, pudding, or juice; Shampoo; Lotion; Emery Board; Towels; Washcloths; Graduated Cylinder; Dentures; Denture Cup; Button Up Shirt; Pants; Socks

11. Does the earning of the CRI require the student to have computer access for the testing? Yes

How much does it cost and what resources are required?

12. What is the cost of the exam for earning this CRI? $105.00

13. Is there a practice test available from the CRI issuer or from other parties? Yes
    a. If yes, does the practice test have a cost in addition to the actual exam and if so, how much? No
    b. Can rights to the practice material be purchased once or is there a recurring fee? N/A

14. Who can administer the exam? (Some CRIs prohibit the person who trained the student from administering the exam.)
    - The person who trained the students cannot administer the exam.
    - There are two certification resources approved by the Alabama Department of Public Health that Health Science programs may use include Pearson VUE and Prometric.

15. Is special certification or licensure required for a teacher to administer the CRI? Yes
    a. If yes, what is the cost for gaining the appropriate licensure?
Certification is based on education and professional healthcare license.

The teacher must submit application to the Alabama Department of Public Health in order to become an approved Nurse Aide Training Instructor.

The school must be approved as a training site.

The teacher must meet requirements based on the Federal Regulations for Long-Term Care §483.152.

- Training of nurse aides must be performed by or under the general supervision of a registered nurse who possesses a minimum of 2 years nursing experience, at least 1 year of which must be in the provision of long term care facility services.
- Instructors must have completed training in teaching adults or have experience in teaching adults or supervising nurse aides.

b. Is this a one-time or recurring fee? N/A

16. Is site, facility, or equipment certification required for administering the CRI? Yes, if a school proposes to become a test site. However, a school is not required to be a test site and students will test at an approved testing center with Pearson VUE or Prometric.

a. If yes, what costs are included? Will be determined by the certifying agency if improvements are required for lab and equipment for testing purposes.

b. Is this a one-time or recurring fee? N/A
Clay County Healthcare Authority
83825 Highway 9
P. O. Box 1270
Ashland, Alabama 36251

September 17, 2015

Dr. Philip Cleveland, Deputy State Superintendent
Alabama State Department of Education
Office of Career and Technical Education/Workforce Development
P. O. Box 302101
Montgomery, AL 36130-2101

Dear Dr. Cleveland:

Due to the tremendous shortage in healthcare and the need for qualified workers, the State of Alabama is experiencing a shortage of certified nursing assistants. Based on the Federal Regulations for Long-Term Care Facilities (483.151 and 483.152), in order to be employed in the healthcare industry as a nursing assistant in long-term care, the individual must complete a nurse aide training program approved by the Alabama State Department of Public Health. The individual must also take and successfully complete the competency evaluation to include a written examination and demonstration of skills. Upon successful completion of the evaluation program, the individual will be included in the State's nurse aid registry and eligible for employment.

Clay County Nursing Home requires an individual to be a Certified Nurse Aide (CNA) in order to be employed as a nursing assistant. We have a great partnership with Central High School of Clay County in which they train high school students to sit for the nurse aide certification exam. These students complete their required clinical component in our facility.

The ability for secondary students to complete a certified nurse aide training program will positively impact Alabama and be very beneficial to our community. By creating a qualified program for healthcare, CNA's Career and Technical Education can help address the shortage and increase employment of high school graduates.

Sincerely,

[Signature]
Linda U. Jordan,
Administrator
August 27, 2015

Dr. Philip Cleveland, Deputy State Superintendent
Alabama State Department of Education
Office of Career and Technical Education/Workforce Development
P.O. Box 302101
Montgomery, AL 36130-2101

Dear Dr. Cleveland:

The Alabama Hospital Association strongly and actively supports the Health Science Programs sponsored through the Alabama Department of Education’s Career and Technical Education. Specifically, we support the Career Readiness Indicators (CRI’s) initiative that helps to identify and prepare students to be college and career ready in the following areas:

- Certified Billing and Coding Specialist (CBCS)
- Certified Patient Care Technician (CPCT)
- Certified Nursing Assistant (CNA)
- Certified Electronic Health Records Specialist (CEHRS)
- Certified Medical Administrative Assistant (CMAA)
- Certified EKG Technician (CET)
- Certified Pharmacy Technician (CPhT)
- BLS Instructor with Healthcare Provider
- National Emergency Medical Responder (EMR)
- National Emergency Medical Technician (EMT)

The Alabama Hospital Association supports this initiative, due to the intense shortage of nurses and other allied health professionals in Alabama. The demand for these health professionals far exceeds the supply in our state. Our hospitals are currently experiencing significant staffing shortages and projections for the future describe a worsening crisis unless steps are made to increase the supply.

Although each of these certifications may not be a requirement to work in Alabama hospitals, each certification is indicative of a better-prepared student who is available for immediate employment and may also be the gateway to future education in the area of
healthcare. Our hospitals may particularly be interested in considering students with the following credentials:

- Certified Billing and Coding Specialist (CBCS)
- Certified Electronic Health Records Specialist (CEHRS)
- Certified EKG Technician (CET)
- Certified Pharmacy Technician (CPhT)
- BLS Instructor with Healthcare Provider
- National Emergency Medical Technician (EMT)

In addition to bringing potential of health careers into the focus of high school students, graduates with industry recognized CRI’s can provide much needed support to many areas of patient care in our state. As the population in our state continues to grow and age, it is imperative that we seek ways to increase the number of students who will be prepared to care for our expanding and aging population. Your support of this initiative allows healthcare providers more access to competent, well trained workers.

If I can provide further information about our support of this initiative and Alabama’s Career and Technical Education programs, please feel free to contact me.

Sincerely,

[Signature]

Lacy D. Gibson
Director of Human Resources and Workforce Development
April 14, 2015

Mobile County Public School System
Attn: Ms. Terria Moore, M.S., RN
1 Magnum Pass
Mobile, AL 36618

RE: Letter of Support (Health Science Cluster – Alabama Certified Nursing Assistant Credentialing)

To Whom It May Concern,

I am writing this letter to show my support for the Mobile County Public School Secondary Health Science Cluster (Certified Nursing Assistant Credentialing).

I fully support the aforementioned program as it provides a strong health science foundation in preparing students for the rigors of post-secondary education. With the Mobile County Public Schools Health Science Academies being feeder schools for the university, the CNA credentials serve students well as they apply for the Physician Assistant (PA) Studies program at USA as our program mandates that applicants accrue a minimum of 500 hours of direct patient care.

Graduates of the health science clusters receive invaluable training that will set them in good stead as they pursue careers in any health-related discipline. The Health Science pathway exposes students to medical terminology, disease processes and disorders, human body functions and the like. Skill sets and knowledge acquired throughout the Health Science pathway will prepare students for many of the courses they will encounter as they satisfy science pre-requisites for allied health programs namely, medical terminology, human anatomy and physiology, pathophysiology, issues and trends in healthcare.

In my role as Educational Outreach Specialist with the Department of Physician Assistant Studies I have worked closely with Ms. Moore and the Health Science Clusters in order to bolster support in preparing their students for graduation. It is our joint aim to ensure that all students graduate college and career ready and we at the University of South Alabama will only benefit if students are prepared for post-secondary education at the secondary level and the work that the MCPSS Health Science Cluster is leading the charge.

I am pleased to offer my full support for the CNA credentialing program.

Regards,

Cheryl Mitchell,
April 14, 2015

Mr. Larry Mouton
Executive Director, Workforce Development and Career Technical Education
Mobile County Public School System
1 Magnum Pass
Mobile, AL 36618

Dear Mr. Mouton:

As Workforce Development Coordinator for Infirmary Health, it is my pleasure to express my strong support for the Mobile County Public School System’s secondary Health Science Cluster that includes Alabama Certified Nursing Assistant certification.

Over the next decade, almost half of America’s workforce will reach age 65 and be eligible for retirement. With a workforce already older than that found in many other industry sectors, the growing aging population, and an expanded group of patients covered by the Affordable Care Act, healthcare employers must maintain an adequate supply of skilled workers at all levels while meeting increased demand for high-quality health care services. It is imperative that students with an interest in healthcare be offered appropriate training opportunities at the high school level to allow them to successfully move into the workforce as soon as possible. The Mobile County Public School System is doing just that.

The Health Science pathway prepares students for diverse post-high school education and training opportunities in the field of healthcare. Courses include anatomy and physiology, medical terminology, diseases and disorders, diagnosis and treatment along with the business side of healthcare as it relates to patients in any setting. These courses are part of the required curriculum for all post-secondary certificates, associate degrees or bachelor degrees in healthcare.

Whether a student is considering a career in direct patient care, a non-clinical role or still undecided, the ability to earn the Alabama Nursing Assistant Certification opens up many post-secondary opportunities. Many states require students obtain this certificate in order to apply for nursing programs. Several of the schools in our area have also adopted this policy. Passing the certification exam also allows students to begin working as nursing assistants either as their chosen career or to supplement their income while attending some form of post-secondary education.

The Mobile County Public School System’s secondary Health Science Cluster that includes Alabama Certified Nursing Assistant certification not only serves the healthcare workforce needs and the economic outlook of our area, but most importantly, it also serves to improve the careers, income and quality of life of the participants. Again, I fully support this program.

Sincerely,

Carol Statter
Workforce Development Coordinator

Human Resources
One Mobile Infirmary Circle | Mobile, AL 36607 | P.O. Box 2226 | Mobile, AL 36652 | (251) 435-2211 | fax (251) 435-2247
Mobile Infirmary | Thomas Hospital | North Baldwin Infirmary
infirmaryhealth.org
September 8, 2015

Dear Dr. Cleveland,

I am the administrator of a Long Term Care Facility and have worked in this industry for twenty five years. I want to present some of the benefits of continuing paying for the certification testing on CNA's.

Certified nursing assistants are the foundation of a medical team who not only help the medical doctors and nurses for completing medical procedures but also perform a lot of varying responsibilities.

They earn a good salary and have many other additional benefits. The career as CNA is a rewarding career. CNA training programs is much cheaper than other course in the nursing field.

We are constantly looking for certified nursing assistants. A quality training program enables our LTC industry to hire these certified nursing assistants. By continuing to pay for the testing this will enable the prospective nursing assistants to work in almost all kinds of healthcare facilities. These programs pave avenue for higher career options with advance degree.

Please continue to pay for certifications of our future CNA's. This could be the only way some students are able to pursue a career.

Thank you,

Sandra Cousins RN, NHA

Sandra Cousins RN, NHA