

**Fill In Form**

Certified Nursing Assistant– Health Occupations  
 Proposed Program Title  
Los Angeles Harbor College  
  
Los Angeles Community College District  
 District  
Fall 2015  
 Projected Program Start Date

Sandra Sanchez  
 Voting Member  
Dean, Economic & Workforce Dev  
 Title  
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**Goal(s) of Program (Check all that apply):**

Career Technical Education (CTE)  Transfer  Other  
**X**

**Type of Program (Check all that apply):**

A.S. Degree  A.A. Degree  Certificate of Achievement:  
 18+ semester (or 27+ quarter) units  
 12-18 semester (or 18-27 quarter) units  
**X**

**Reason for Approval Request: (Check One)**

New Program  Substantial Change  Locally Approved  
**X**

**Program Information**

Recommended Taxonomy of Program (TOP) Code 1230.30  
 Units for Major-Degree [Click here to enter text.](#)  
 Total Units for Degree [Click here to enter text.](#)  
 Required Units-Certificate 12.5

**Written Form**

1. Insert the description of the program as it will appear in the catalog.

Courses in Health Occupations are designed for students who wish to enter one of the many health career programs in the Los Angeles Community College District and/ or prepare for a job in a related health care position in the Los Angeles area. These courses serve as the foundational knowledge base to enter the Certified Nursing Assistant (CNA) and Certified Home Health Aide (HHA) courses and to achieve Certificates of Achievement in each.

The Certified Nursing Assistant (CNA) certificate prepares students for a career in an area with a high demand for employment. The CNA provides basic nursing care for patients in hospitals, assisted living, or long-term care.

The CNA course consists of both classroom and clinical experiences. The course covers basic theory and skills such as patient rights, interpersonal skills, infection control, emergencies, body mechanics, patient care skills and procedures, vital signs, nutrition, observation and charting, long-term care, and rehabilitation.

The program is approved by the California Department of Public Health. Upon successful completion of the course, students are eligible to apply to take the state of California certification examination for CNA.

Upon successful completion of the CNA certification, students may opt to enter the HHA course. This course prepares CNAs for certification as a Home Health Aide (HHA) by the state of California Department of Public Health. HHAs function as an entry-level worker on a health care team in a home health agency. This course includes both classroom and clinical experiences.

In addition to the policies and standards of Los Angeles Harbor College, the CNA and HHA courses have policies and requirements based on professional standards, clinical agencies, and the state of California.

The student must submit verification of specific health requirements, obtain First Aid and basic life support training, and provide a clear background check prior to clinical placement.

2. Provide a brief rationale for the program.

The Certified Nursing Assistant combines the basic nursing skills, clinical experiences, along with four competency foundational courses that will improve a students' chance for employment. The first four courses are competency-based and together form the Health Science Foundation Credential. A student completing the Health Science Foundation Credential will have achieved the following competencies: Professionalism/Ethics/Integrity; Customer Service/Empathy/Compassion; Teamwork/Conflict Resolution/Collaboration; Diversity and Cultural Awareness; Safety/Infection Control; Assessment Skills/ First Aid; Basic Medical Terminology; HIPAA; and Digital Literacy. Upon completion of the Health Occupations courses, students will earn an industry recognized "digital badge" which will be imprinted on the student's transcript. Once the program has been completed, students can take the State of California Certification Examination from the California Department of Health to become licensed as a Certified Nursing Assistant.

3. List all courses required for program completion, including core requirements, restricted electives and prerequisites. (Push Enter after each entry to begin a new line)

Courses	Course No.	Course Title	Units
Health Occupations	62	Skill Set for the Health Care Professional	2.0
Health Occupations	63	Basic Medical Terminology, Pathophysiology and Pharmacology	2.0
Health Occupations	64	Cultural and Legal Topics for the Health Care Professional	1.0
Health Occupations	65	Fundamentals for the Health Care Professional	2.5
Nursing	399 A	Certified Nursing Assistant	5.0

3. Summarize the Labor Market Information and employment outlook (including citation of the source of the data) for students exiting the program.

According to the California Labor Marketing Information Department provided by the Center of Excellence for Los Angeles County, jobs for Certified Nursing Assistants (SOC 31-1014), are projected to grow 17% in the next 5 years (2013 – 2018) from 34,332 to 40,055. The median average hourly wage for a CNA is \$13.11 – 13.67 per hour, with an estimated average annual salary of approximately \$20,000 - \$27,000 per year. It is estimated that there will be 9,322 job openings, whether they are newly created or job openings due to separations. The job outlook is positive for CNA students graduating and seeking employment over the next five years.

3. List similar programs at other colleges in the Los Angeles and Orange County Region which may be adversely impacted. (Push Enter after each entry to begin a new line)

College	Program	Who you Contacted	Outcome of Contact
Southwest College	CNA	Rick Hodge	Will collaborate and partner.
Mission College	CNA	Cathy Brinkman	No impact
West Los Angeles College	CNA	Aracely Aguiar	No impact/will collaborate
Long Beach City College	CNA	Paul Creason	No impact

4. Include any other information you would like to share.

Los Angeles Harbor College began offering the CNA program in 1994. The California Department of Health approved the program as a 2 course program for LAHC as part of the Health Sciences division. Since the program was less than the 12 unit required for State Approved Certificates of Achievement, the College has not brought it to the region for approval but discussions had taken place regarding the sustainability of the program and the overall employability of candidates produced in such a short amount of time. Due to the CNA courses being less than 9 units, it has not allowed for students to qualify for financial aid. In 2013, the Los Angeles Community College District received a \$19 million Department of Labor grant to establish innovative competency-based Health Sciences education that will provide stacked and latticed programs to enable unemployed, underemployed, veterans and other adults to earn credentials that lead to employment and career ladder progressions. The CNA is one of many programs that were selected to expand opportunities in the health care career pathway. The health care industry expressed the need to enhance the current CNA program to ensure a more qualified and employable workforce. This prompted the development of the HOC courses and has allowed LAHC to create a more robust offering for the CNA Certificate of Achievement and at the same time allow more students to access financial aid when enrolling in the program.

Below is a summary of comments from CNA Advisory Board members on May 29, 2015:

Attendees: Sharon Pewtress, Canterbury; Melissa Ponousse, Little Company of Mary, San Pedro; Brad Brown, Little Company of Mary, Torrance; Beth Rohrbach, Harbor UCLA; Bernard Llantero, The Earlwood

Advisory board members received an overview of the program, including the transcription of digital badges on student transcripts showing completion of milestones pertinent to the health care industry. Advisory board members gave nods of approval with regards to the digital badges. The advisory board members also gave comments such as: "It is very exciting to hear that LAHC is doing these Certificates of Achievement and has included these type of Health Occupation courses to address soft skills." There was a consensus amongst the advisory board members that they are moving to a patient focused, more inviting environment and away from a structured, cold, task oriented atmosphere. The employers are looking for candidates that have soft skills and a friendly bed side manner, who will remember to put the patient first. One employer said that they are looking for students who are flexible and can communicate well with patients. To sum up the reaction to the Health Occupations courses, one employer stated, "The courses sound good and are very timely."

The advisory board was also asked if they are planning to hire Nursing and CNA students and if so how many students they are looking to hire. One employer is looking to hire 2-3 CNAs per quarter and another said that due to high turnover, they are in a constant state of hiring new CNAs.