Welcome Ohio Healthcare Education & Workforce Leaders!

Today's meeting is hosted by the SW Ohio Healthcare Education & Workforce Coalition

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Executive Director, Workforce Innovation

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Health Care Management Group
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Teaching & Learning, Director

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Associate Provost of Assessment

Ann Rush
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Programming Coordinator

Bonnie Smith
Cincinnati State
Dean, Health & Public Safety
Nursing Program Director

Harry Snyder
Great Oaks Career Campuses
President & CEO

Mike Turner
Cincinnati Public Schools Career Tech
Technical Manager

Working together to increase the health education pipeline through…

- **Advocacy** for smart regulations
- **Collaboration** with regional and state partners
- **Sharing** innovative practices
- **Pursuing** resources

Welcome Ohio Healthcare Education & Workforce Leaders

AGENDA

September 17, 2024

- Welcome
- Increasing Nursing Capacity at Cincinnati State
- Implementing Hybrid CNA at Warren County Career Center
- Summarizing SB 144 Changes and Next Steps
- Closing Remarks

Working together to increase the health education pipeline through…

⁘ **Advocacy** for smart regulations ⁘ **Collaboration** with regional and state partners

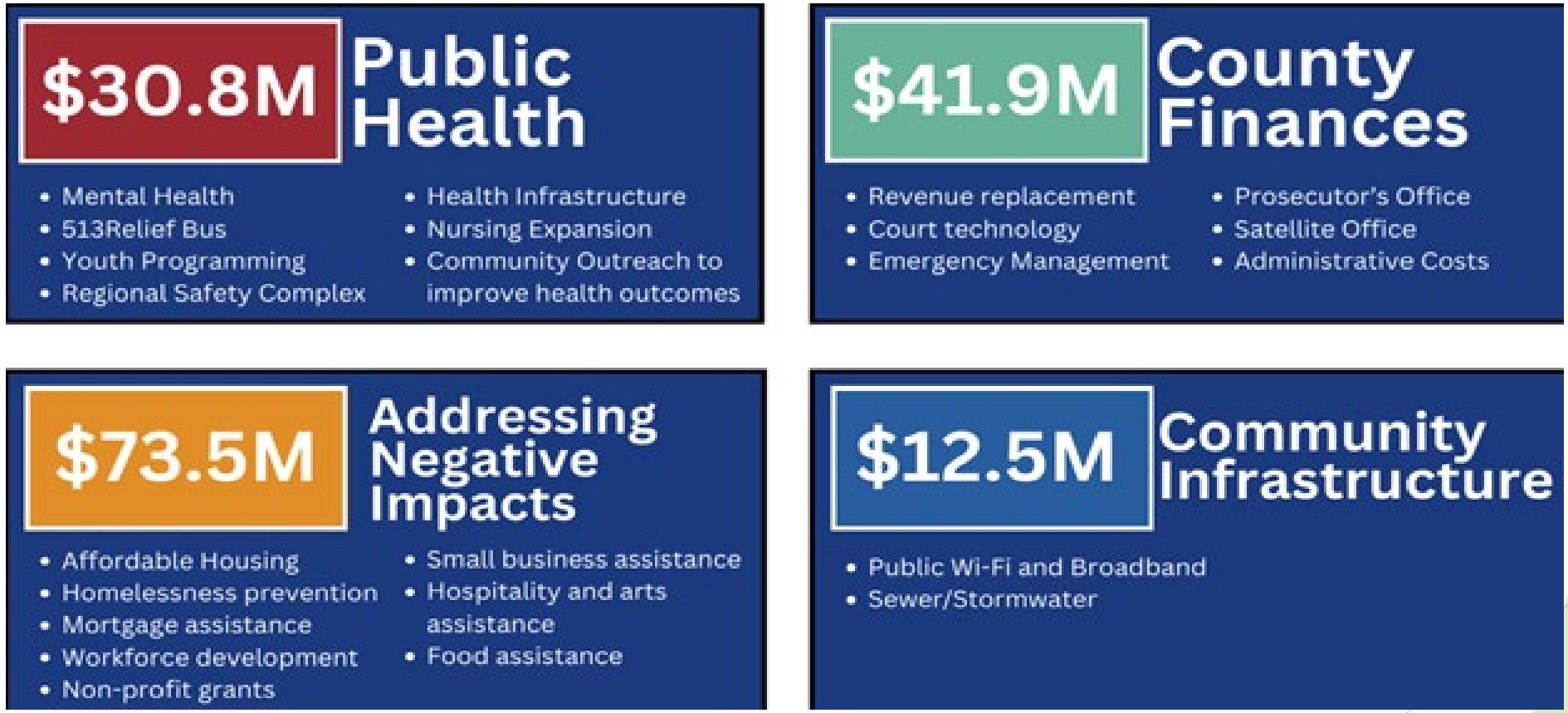
⁘ **Sharing** innovative practices ⁘ **Pursuing** resources

ARPA NURSING EXPANSION GRANT

Bonnie Smith
Cincinnati State

Hope Arthur
The Health Collaborative

Hamilton County Commissioners Plan ARPA Grants



Creating the Concept

Hope Arthur

Robbin Hoopes

Hamilton County invests $1.5M in pandemic-relief funds to address nursing shortage

Grant Deliverables Leading to Nursing Program Expansion

- New Nursing Skills Lab
- Student Scholarships
- Student Success Course
- New Faculty
- Partnerships

New Nursing Skills Lab-Open Fall 2024

Nursing Student Scholarships

Associate Degree Students

- 20

Practical Nursing Students

- 15

Fall 2024

New Nursing Course

Partnerships

BNAGC

BLACK NURSES ASSOCIATION OF GREATER CINCINNATI

The Center for
Closing the Health Gap
in Greater Cincinnati

Your Health, Your Future.

THE HEALTH COLLABORATIVE | WORKFORCE INNOVATION

Increasing Nurse Educators and Preceptors

Convening Nursing Educators and Employers

- In January, The Health Collaborative began bringing together our region's nursing program leaders and employers' chief nursing officers and HR leaders.

- Currently working two paths forward to increase our region's nurse educators and preceptors

#1 - Missouri Hospital Association

We are evaluating purchasing the following content from the MHA:

- Clinical Faculty Academy (2 days)
- Preceptor Academy (1 day)
- Mentoring Toolkit

Sample Agenda

Day One

7:30 – 8:00 a.m.	Registration and Coffee
8:00 – 8:30 a.m.	Welcome and Introductions *Instructor Name / School*
8:30 – 9:45 a.m.	Why Are We Here: The Purpose of the Clinical Faculty Academy *Instructor Name / School*
9:45 – 10:00 a.m.	Break
10:00 – 11:15 a.m.	Developing Clinical Judgment *Instructor Name / School*
11:15 a.m. – 12:00 p.m.	Lunch
12:00 – 1:30 p.m.	Legal Issues in Clinical Education *Instructor Name / School*
1:30 – 3:00 p.m.	Clinical Teaching and Evaluation: The Basics *Instructor Name / School*
3:00 – 3:15 p.m.	Break
3:15 – 4:15 p.m.	Clinical Evaluation Tools *Instructor Name / School*
4:15 – 4:30 p.m.	Summary and Adjournment

Day Two

8:15 – 8:30 a.m.	Opening Announcements
8:30 – 9:45 a.m.	Conducting Pre- and Post-Clinical Conferences *Instructor Name / School*
9:45 – 10:00 a.m.	Break
10:00 – 11:15 a.m.	Creating a Positive Learning Environment *Instructor Name / School*
11:15 a.m. – 12:15 p.m.	Lunch
12:15 – 2:30 p.m.	Dealing with Challenging and Complex Situations in the Clinical Environment *Instructor Name / School*
2:30 – 2:45 p.m.	Break
2:45 – 4:00 p.m.	Challenges and Opportunities-Academia + Practice: Maintaining a Work/Life Balance
4:00 – 4:15 p.m.	Summary and Adjournment

#2 - Partnering on a Nurse Educator Campaign

In October, we will host 2 Information Sessions on how to become a nurse educator.

These sessions will be:

- Jointly presented by our employer and educator partners
- Marketed through employers to existing RNs and through educators to nursing alumni
- Promoted regionally through THC's marketing channels

THC worked with partners to create the following web page to serve as a 1-stop source for more information

NURSING INSTRUCTORS

Increasing our region's nurse educators

Why Ohio needs you to teach future nurses

Ohio is facing a significant shortage of nurses, with numerous vacancies for RNs, LPNs, and STNAs – and the demand is rising.

To address this shortage, more nursing instructors are needed to train the next generation of nurses.

Your first-hand experience as a nurse is an excellent opportunity to share the practical knowledge you have gained in real-life experiences with those who are also interested in a career in healthcare.

Visit: workforce.healthcollab.org/nursing-instructors

Nursing educator vacancies are on the rise

The average age of nursing faculty today is 62 and many are preparing for retirement. This means the shortage of nursing educators is expected to get worse over the next few years, further decreasing the number of people that can enter nursing school and adding to the current nursing shortage.

Source: Leadnursingforward.org

Why teach?

You can make a difference in the lives of the people who become nurses, and the patients they care for.

Your passion for healthcare can be an inspiration to future nurses and lead them to a fulfilling career as a nurse!

Nurse educators also receive great personal satisfaction and professional benefits, often including free or reduced tuition at their institution.

Education requirements to teach nursing

If you have a Registered Nursing License without practice restrictions and 2 years RN work experience, you are eligible to become an instructor! Below are baseline education and experience requirements for various positions. In many cases, you can even teach while continuing to practice nursing.

Clinical Instructor

Education Required:
BSN or higher
MSN preferred

Preferred Experience:
2 years in clinical setting

Adjunct Faculty

For Lecture: MSN or higher
For Lab: BSN or higher

Minimum Experience:
2 years clinical;
2 years teaching

Practical Nursing

Education Required:
BSN or higher

Minimum Experience:
2 years clinical;
2 years working with nursing students

Certified Nurse Aide

Required:
Registered Nursing License
Minimum Experience:
2 years RN
3200 hours LTC experience

Visit: workforce.healthcollab.org/nursing-instructors

THE HEALTH COLLABORATIVE | WORKFORCE INNOVATION

Ohio Nurse Educator Training Programs

Ohio has a number of colleges and universities that offer training programs for becoming a nurse educator. These are just a few of the many programs offered statewide. Coursework is typically completed online, while required experiential learning is in person.

- University of Cincinnati
- Mount St. Joseph University
- Xavier University
- Ohio University
- Ohio State University

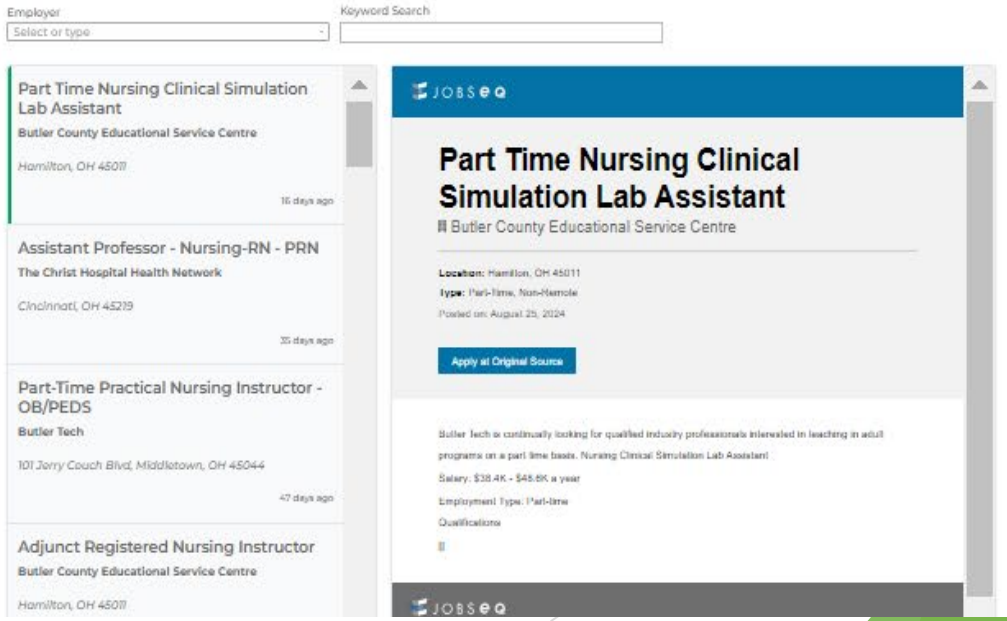
FULL LIST OF NURSE EDUCATOR PROGRAMS FROM THE OHIO BOARD OF NURSING

Visit: workforce.healthcollab.org/nursing-instructors

Search real-time, regional nursing educator job postings

We have created this search tool to help you find open nursing education positions in the Greater Cincinnati MSA (Southwest Ohio, Southeast Indiana, and Northern Kentucky). You can narrow your search to a specific employer &/or with a keyword, if you are looking for results related to a particular employer or specialty.

The search tool pulls nursing educator jobs that are currently posted on major sites like ZipRecruiter, Monster, etc., saving you the effort of visiting each site individually.



Questions?

Thank
you

WARREN COUNTY CAREER CENTER

Kim Gambill | Hybrid STNA

Why a Hybrid delivery?

What would a hybrid look like for us?

Our Teresa/Theresa People Rule!

- **Adult Education as a True HS Partner** | Dr. Teresa Orloff is our AE Medical Programs Coordinator. (teresa.orloff@mywccc.org)
- **Cinematic Health** | Theresa Lawrence is our asynchronous partner in this endeavor. (theresa@cinematichealtheducation.com)
- **Importance of Advisory Councils** | Members of our Advisory Councils said they needed more STNA/CNA's in real time and we needed/wanted to fill that.

Hybrid STNA Year 1: By the Numbers

Hybrid STNA Breakdown
HS AND AE

- **Five Sessions were offered throughout the HS Year and Summer**
- **Numbers I 42 students participated**
- **82% Year 1 Overall Passage Rate**

Year 1 Takeaways

Any Questions?

Thank you!

kim.gambill@mywccc.org

WARREN COUNTY CAREER CENTER

Hands-on, relevant career tech for teens and adults.

Senate Bill 144

Changes for Nursing Assistants and Certified Medication Aides

Speaker

Erin Hart

Strategy Director

Ohio Health Care Association

ehart@ohca.org

Senate Bill 144

- “Regards immunizations by pharmacists, pharmacy interns and techs”
- Senator Mark Romanchuk
- Effective Date: October 24, 2024
- Statutory changes to the ORC

Rule and Law

❖**Ohio Revised Code:**
These are the statutes. They supersede rules

❖**Ohio Administrative Code:**
These are the rules. Statutes give authority for various authorities to make rules

Nursing Assistants

General Provisions

- Allowing SNFs to proctor nurse aide testing.
- Allowing a licensed nurse to be included on the nurse aide registry.
- Recognizing federal waivers of certain requirements for nurse aide training programs.

Nursing Assistants

General Provisions

- Allowing nurse aides who are in good standing on the registry to use the designations “certified nurse aide” and “CNA” that are in general use across the country.
  - Can be enacted immediately but officially takes effect on October 24, 2024
  - ODH will have to update the Nurse Aide Registry, which will take some time.

Nursing Assistants

- Permitting educational institutions that offer nurse aide training programs also to administer examinations if they are approved by ODH as being substantially similar to the state test.
  - *3721.31(C)(2) The director shall permit a training and competency evaluation program approved under division (A) of this section that is operated by a career center, community college, or similar educational institution to perform competency evaluations if the director determines that the program complies with federal laws and regulations relating to competency evaluations and the competency evaluation is substantially similar to the competency evaluation conducted by the director.*
  - **Requires that ODH establish a process by which they can approve the examination.**

Nursing Assistants

- Eliminating the requirement that nurse aide instructors have at least two years of experience in a SNF if the program is under the general supervision of a registered nurse who meets that standard.
  - *3721.30(C)(5) "The qualifications for instructors, coordinators, and evaluators of training and competency evaluation programs, except that the rules shall not require an instructor for a training and competency evaluation program to have nursing home experience if the program is under the general supervision of a coordinator who is a registered nurse who possesses a minimum of two years of nursing experience, at least one of which is in the provision of services in a nursing home or intermediate care facility for individuals with intellectual disabilities;*

Nursing Assistants

- Eliminating the requirement that nurse aide instructors have at least two years of experience in a SNF if the program is under the general supervision of a registered nurse who meets that standard.
  - **Required ODH to adopt rules and change current rules.**
  - **Have requested additional clarification from ODH as well.**

Nursing Assistants

- Replacing the current requirement for a Social Security number with other forms of identification.
  - 3721.31 (G) *Each participant shall provide evidence of the participant's identity by showing identification issued by this or another state or the United States citizenship and immigration services.*
  - Effective October 24, 2024

Certified Medication Aides

General Provisions

- Allowing certified medication aides to use the acronym “CMA.”
- Eliminating Board of Nursing (OBN) disciplinary procedures for CMAs, instead requiring continuing education and no findings of abuse, neglect, or misappropriation.
- Requiring OBN to maintain an online registry of CMAs.
- Removing ICFs/IID from the medication aide statutes because the Department of Developmental Disabilities has its own medication administration program.

Certified Medication Aides

- Reducing the required number of training hours from 70 to 30.
  - *4723.66 (B)(1) Thirty clock-hours of instruction in medication administration, including both classroom instruction and at least sixteen clock-hours of supervised clinical practice*
  - *Board of Nursing DRAFT Rule 4723-247-07 ©(1) The medication aide training program shall include thirty clock hours of instruction in medication administration that includes both classroom and at least sixteen clock hours of supervised clinical practice*

Certified Medication Aides

- Board of Nursing Draft Rules: Medication Aide Program Curriculum
- Draft Rule 4723-27-08
  - *The program shall include a mechanism for evaluating whether an individual's reading, writing, and mathematical skills are sufficient for the individual to be able to administer prescription medications safely.*
  - *Students must complete the didactic and laboratory component prior to participating in the supervised clinical component of the certified medication aide training program.*

Certified Medication Aides

- Board of Nursing Draft Rules: Medication Aide Program Curriculum
- Draft Rule 4723-27-08
  - *Standard of safe medication administration*
  - *Communication and interpersonal skills*
  - *Resident rights*
  - *Six rights of medication administration*
  - *Drug terminology, storage and disposal*
  - *Basic pharmacology, drug classifications and medications affecting body systems*
  - *Safe administration of medications*
  - *Principles of standard precautions*
  - *Documentation in resident records*

Certified Medication Aides

- Removing the entrance requirements of being a nurse aide or having a year of experience working in a RCF, which also creates portability between SNFs and RCFs.
  - OBN Draft Rule 4723-27-04 To be issued a medication aide certificate the following requirements must be met:
    - Applicant must be at least 18
    - Must have a high school diploma or high school equivalence diploma
  - Removes previous references to RCF/CNA certification

Certified Medication Aides

- Allowing training programs to administer the certification examination.
  - OBN Draft Rule 4723-27-07(6) A medication aide training program shall provide written certification to the board:
    - That an applicant has completed the program
    - That the applicant has successfully passed an examination demonstrating their ability to administer prescription medication safely unless the applicant utilized a testing organization separate from the program authorized by the board
  - No additional approval for the examination from the OBN.

Certified Medication Aides

- Expanding medication aide scope of practice to include administering Schedule II drugs, pre-metered insulin, and PRN medications.
  - OBN Draft Rule 4723-27-02
    - Employer must establish training and competency requirements
    - Insulin pen device with dosage indicator
    - Removed restriction for schedule II

Certified Medication Aides

- Eliminating the requirement that a nurse delegate medication administration to a medication aide and instead requiring nurse supervision of the aide
  - Throughout all rules under 4723 in draft form, replaced the word delegate with supervise
  - This takes the CMA from being a “mini-nurse” to an elevated CNA
  - Removes nurse delegation demands

Certified Medication Aides

- Specifying fees, renewal procedures, and other requirements in statute and constraining OBN's rulemaking authority.
  - Fee is set at $50
  - Continuing education set at 8 hours, six of which must be related to medication and one of which must be related to professional boundaries
  - Requires OBN to list on nurse aide registry
  - Should remove disciplinary procedures
    - Comments on Draft rule

Questions?

Thank you for attending

Our next meeting is
Noon – 1:00 pm
January 28, 2025

Scan me to register for the January Meeting