Dept_Plan - Vocational Nursing

Mission:
The mission of the Department of Vocational/Practical Nursing is to provide entry level nursing education to a diverse student population that may be educationally and economically disadvantaged, first generation college students, and second language learners. The faculty support the college mission and vision to prepare students for the 21st century and provide affordable certificate and or associate degree granting programs.

Description:
The Vocational/Practical Nursing Program is an entry level program that offers both a career certificate and or associate degree. The program functions as a career pathway for those seeking to upgrade to Registered Nursing. The program is 45 weeks in length. Admission is based on satisfying several pre-requisite courses, including a current state of California Certified Nursing Assistant (C.N.A.) certificate. Upon completion of the program and subsequent state licensure; VN/PN graduates are prepared for entry level employment, earning livable wages in a variety of healthcare settings including ambulatory care (clinics, physician offices), rehabilitation centers, extended care, nursing homes, residential & developmental facilities, hospice, home health, long-term acute care, mental health and acute care hospitals. We have the unique distinction of being the only community college based Vocational/Practical Nursing program in all of Long Beach/Orange County/ and most of LA. We are surrounded by several fee-based ($40,000) private-proprietary VN schools with generally poor passing rates for licensure. According to our regulatory agency (Board of Vocational Nursing as of Sept. 2014), more than 50 programs (mostly private, proprietary schools) have applied to the Board of Nursing awaiting permission to open within the year.

Summary of Access (see Help for details):
Data reflects enrollment in all Vocational Nursing Courses (pre-requisite & core courses) from Fall 2012-13 to 2013-14 showed a slight dip in enrollment from 390 (2012-13) to 378 (2013-14), with the majority reflected in pre-requisite classes.

Summary of Efficiency (see Help for details):
For Fall 2013, Program Load = 314.91, CTE Load=516.86, WSCH=2382.70 and FTES=73.98and FTES/FTE=9.78.

Summary of Effectiveness (see Help for details):
2011-14 data reflects an overall 84% success rate and a retention rate of 90% for LAC & PCC combined. In addition, 54 degrees/certificates for year 2013-14.

Summary of Equity (see Help for details):
Although Blacks and Latinos showed a slight gain in enrollment from 2012-13 to 2013-14, the success rate dropped from 83% to 69% for Blacks, and 91% to 85% for Hispanics. In contrast, Hispanics reflect 40% of our graduating class.

Additional Analyses (Optional):
Data for the Fall 2013 certified nursing assistant course(VN215) reflect 63 unduplicated head count, a class size average of 15, Total FTEP = 1.97, WSCH = 2.61, FTES = 8.12, Program load=132.94, CTE load= 516.86 and FTES/FTE=4.13. Please note that the class size of 15 reflects the clinical labs which are capped at 15. As of this year, clinical facilities have capped our ratio to 10-12 students to 1 instructor per lab. This new ratio is considered industry standard.

Internal Conditions (see Help for list):
Internal conditions affecting the program include: overall budgetary constraints, lack of resources to hire support or clerical staff, 1- FT tenure retirement in 2013, and internal problems at the college level in executing, monitoring, and maintaining clinical contracts in a timely fashion.

External Conditions (see Help for list):
Intense competition for student training sites has impacted many nursing and health career programs in the state. Compound this with an influx of many private or proprietary programs which have negatively impacted our ability to recruit and maintain existing training sites. Many of these new school tactics include "paying" for student clinical training sites, thus leaving us out in the cold. In response to this outside threat, the Vocational Nursing program has completely retreated out of the traditional hospital-based practice into a broader scope of areas such as nursing homes, rehab facilities, clinics, skilled and sub-acute centers, etc. This change has proven to be beneficial for both program and student alike for LVN's are more likely employed in these new practice areas compared to years past. Lastly, state requirements include a student/faculty ratio of 15/1; however, we are functioning at a lower ratio of about 10 students per 1 faculty (FT or PT) for most core VN labs. Input from advisory committee and mandates by most clinical facilities necessitate this change. The downside is that we need to find additional clinical training sites and offer more lab sections than previously. The upside is students are getting a better clinical experience.

External Condition- Industry & Labor Market Trends:
Healthcare trends are shifting from "hospital-based" nursing to community based nursing. Vocational/Practical nursing is now focused on newer growth areas in ambulatory care, long-term (nursing homes), home care/hospice, residential, developmental care, psychiatric/substance abuse centers, and the newest level of care "long-term-acute care" and sub-acute settings, with an emphasis on the growing Geriatric population. According to Labor Market data on 1/27/12, about 250 jobs openings advertised in the Los Angeles/LB/Orange County area. Annual entry level salaries is about $40,000, with mean salary of about $50,000, and experienced nurses at $55,000. This data mirrors our data collected on students 1 year post-graduation with over 85% of the
graduates finding employment post graduation. In addition, according to the EDD, LVN’s is expected to generate about 3000 job openings in the county, along with a 26% increase in the number of nursing assistants/home health aides required to fulfill employment needs in residential and home care alone. New industry regulations for Home Care will impact both certified nursing assistant and home health aides alike. There are very few programs in this geographical area that can meet this new demand. Moreover, recent data suggest at least a 25% increase in LVN’s over the next 8 years alone as a result of implementing the Affordable Care Act.

Faculty & Staff:
Currently we have 6 FT faculty members, 11 PT faculty members, and 1- retirement at the end 2013. As of Fall 2014, 1-FT faculty member ( C. Bartlau) transferred back to the VN program.

Names & Titles of Dept Planning Participants:
Judith Wisenbaker, Susan Radloff, Rhonda Alger, Marilyn Coe-Gysel, Julie McGill, Cynthia Bartlau

2011-2012 Accomplishments:
Grant funds provided by WIA were exhausted March 2012. Due to current budgetary constraints, we are no longer able to accommodate the five additional students per semester. Faculty education and professional development through VTEA include simulation training (high and mid fidelity). As a result simulation scenarios are being utilized throughout the program with improvements made each semester.

2012-2013 Accomplishments:
Completed the move to upgraded lecture/lab space at PCC which holds most of our pre-requisite and core classes which do not require simulation labs. Additional accomplishments include complete integration of scenario based simulation into the VN curriculum (core courses at LAC). This includes utilizing the nursing and allied health simulation-coordinator person to direct guided simulation. Feedback from faculty and students reflect positive outcomes in critical thinking in a non-threatening environment. We hope to utilize up to 25% of our clinical lab hours solely on simulation as an ongoing strategy. Lastly, the VN program is actively preparing students to career ladder or transition to the A.D.N. program. Both programs are working closely to provide a seamless transition to an advanced degree or university transfer. As of Fall 2014, all incoming students must pass the writing proficiency examination or pass English 105.

2013-2014 Accomplishments:
1- FT faculty transfer from the RN to the VN program and 1- FT clerical staff hire in the role of Administrative Assistant. These position will allow us to focus on expanding the nursing assistant pathway to patient care assistant and home health aide.

Projects/ Strategies and Resources Needed

Project/ Strategy: Integration of scenario based simulation into the VN curriculum
Increase scenario based simulation into the curriculum as mandated by industry standards. Train faculty to use simulation equipment and instructional material. Encourage faculty to search for and use grant monies for faculty training/professional development and purchase of desired equipment such as simulated/computerized healthcare equipment such as (mannequins, simulators, electronic health records and medication systems). In addition, increase up to 25% of the total number of laboratory hours to be set aside for simulation experience only.

EMP GOAL supported (hold CTRL to select multiple)*: STUDENT SUCCESS - A. Student Preparedness
Project/ Strategy Status: In Progress
Start Date (use 8/1/year - see help text): 08/27/2012
End Date (use 7/31/year - see help text): 07/01/2015

Rationale:
The practice of nursing is becoming more complex each year, and students need additional skill sets to meet these demands in healthcare. As a result, it is necessary to present scenario-based simulations which integrate skill practice and mastery and critical thinking prior to hands-on clinical training. Our regulatory board (Board of Nursing) will now allow up to 25% of clinical laboratory hours to be used in simulation.

Responsible Parties: VN faculty, Dean

Campus supported by this goal/project/strategy: LAC
Specify if project/strategy is for dept or program: Department
Name of program or area of concentration: Vocational Nursing
Other Area impacted by this goal/project/strategy: Institutional Resource Development (Grants)
**Project/Strategy: Prepare students for a transition to Registered Nursing.**

Validate that our curriculum is in alignment with the Registered Nursing program to ensure a seamless transition. Our strategy is to increase the number of VN graduates that qualify and are prepared to transition into the RN program. Our goal is for a 10-20% of the incoming cohort of RN students to be graduates of the LBCC VN program. In preparation for this students must meet stringent pre-admission requirements, and maintain a cut-off score of 62 on the 5.0 version of the Test of Essential Academic Skills (TEAS) as part of the RN program admission policy. Prior to Fall 2014, Math & Reading Proficiency tests were required as part of VN program admission. Starting Fall 2014, an additional basic skill for VN program acceptance includes the Writing Assessment Test or completion of English 105. It will take a few years to track VN graduates, TEAS scores, and admission to the RN program.

**EMP GOAL supported (hold CTRL to select multiple)*:**

- STUDENT SUCCESS - A. Student Preparedness
- STUDENT SUCCESS - B. Student Goal Attainment

**Project/Strategy Status:** In Progress

**Start Date (use 8/1/year - see help text):** 02/01/2013

**End Date (use 7/31/year - see help text):** 07/31/2016

**Rationale:**

LBCC nursing's programs offer multiple career pathways, for example, nursing assistant to VN/PN, and licensed vocational nursing to registered nursing, which transfers to a university level nursing program. Students must be prepared academically for the rigors of the university level.

**Responsible Parties:** The vocational and registered nursing faculty and Dean of Nursing, Health & Sciences. In addition with support from advisory groups and industry.

**Campus supported by this goal/project/strategy:** Both

**Specify if project/strategy is for dept or program:** Program

**Name of program or area of concentration:** Vocational Nursing Program

**Other Area impacted by this goal/project/strategy:** Other

**If Other select above, please specify:** multidisciplinary Student Success Centers at either LAC/PCC

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1. **Related Resources Needed**

**Resources Needed name:** Participation by the Student Success Center

**Resources Needed Description:** In efforts to improve student scores on the Test of Essential Academic Skills (TEAS), a composite score of at least 67 is required. This requires pre-testing all students in the last semester of the VN program to identify strengths and weaknesses. Once an evaluation can be made, students may then utilize the Student Success center for remediation. Other (please provide details in “additional comments” section)

**Resource Requested Category:** Other

**If requesting faculty, specify number:** 0

**List Faculty requests by priority & discipline:** additional faculty as determined by the Student Success Center

**Additional Comments:** Must enlist the services of the Student Success Centers to achieve this goal or pre-testing (while in the VN program) and remediation once graduated and enrolled in RN pre-requisite courses.

**School/ VP Decision re Resource Needed:** NEW
Hire 1 full-time faculty members due to retirement in June 2013. This position would support core vocational nursing courses and grow the nursing assistant and re-introducing a home health component with certificate.

**Project/Strategy: Grow the vocational nursing program to include an emphasis on nursing assistant & re-introduce the home health aide curriculum per industry request.**

Rationale:
According to the Affordable Care Act and industry requests, we have few course offerings in the LB/OC area that offer a duo certificate for nursing assistant & home health aide. State mandates specify that only nursing assistants may be qualified to obtain a home health certificate. This regulation suggests we must increase course offerings for nursing assistant, and directing graduates to the home health component. Upon completion, students will obtain a state level certificate and a college level "certificate of accomplishment" for their employment portfolio. Per industry partners, there are many unfilled home health positions due to lack of certification. Students (especially low income and or educationally disadvantaged) will be able to work part-time and pursue nursing as a career option through stackable credentials such as (nursing assistant/home health aide to vocational nursing to associate RN degree and above.

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<thead>
<tr>
<th>EMP GOAL supported (hold CTRL to select multiple)*:</th>
<th>EQUITY - A. Student Success</th>
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<tbody>
<tr>
<td></td>
<td>RESOURCES - A. Human Resources</td>
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<td></td>
<td>RESOURCES - B. Fiscal Resources</td>
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<td></td>
<td>STUDENT SUCCESS - C. Quality of Academic Programs and Services</td>
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**Project/Strategy Status:**

In Progress

**Start Date (use 8/1/year - see help text):**

08/01/2014

**End Date (use 7/31/year - see help text):**

08/25/2014

Campus supported by this goal/project/strategy: PCC

Specify if project/strategy is for dept or program: Department

Name of program or area of concentration: Vocational Nursing

Other Area impacted by this goal/project/strategy: Human Resources

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**Project/Strategy: Provide additional clerical staff to support emerging program needs**

To hire 1 Administrative Assistants (AA) to support all clerical needs for Nursing at LAC and PCC.

**EMP GOAL supported (hold CTRL to select multiple)*:**

EQUITY - A. Student Success

RESOURCES - B. Fiscal Resources

STUDENT SUCCESS - A. Student Preparedness

**Project/Strategy Status:**

In Progress

**Start Date (use 8/1/year - see help text):**

08/01/2014

**End Date (use 7/31/year - see help text):**

08/01/2015

**Rationale:**

Implementation of the Affordable Care Act and industry need, substantiate the need to increase the number of vocational nursing/nursing assistant/home health aides. This requires additional manpower to facilitate the lengthy process of student preparation for clinical labs at all levels. Unfortunately, the School of Nursing and Allied Health has only one-45% Administrative Assistant (AA) for all programs (RN, VN, MA, DMI, EMT). This is unacceptable. For each student enrolled in a nursing and or allied health program; a voluminous amount of record keeping per state/industry is required. In order to grow any component of the Vocational Nursing Program (including nursing assistant/home health aides); additional clerical staff is required- no exception.

Campus supported by this goal/project/strategy: Both

Specify if project/strategy is for dept or program: Department
Name of program or area of concentration: Vocational Nursing
Other Area impacted by this goal/project/strategy: Human Resources

1. Related Resources Needed

Resources Needed name: new positions or increased % for an existing position
Resources Needed Description: New positions or increased % for an existing position

Resource Requested Category: New Positions (Faculty, Classified, Management)
If requesting faculty, specify number: 2
Program TOP Code(s): unknown- for classified positions
Additional Comments: Additional clerical staff (classified positions) is needed to support nursing programs' ability to expand, offer additional course sections/certificates, and process and maintain student files/record keeping as per regulatory standards.

School/ VP Decision re Resource Needed: NEW

Project/ Strategy: To upgrade existing LXR test generating/scoring program or purchase a different system
Compare the costs for upgrading LXR or purchasing another system for generating tests/databank/scoring

EMP GOAL supported (hold CTRL to select multiple)*: RESOURCES - C. Facilities and Technology Plans
Project/ Strategy Status: In Progress
Start Date (use 8/1/year - see help text):
End Date (use 7/31/year - see help text):

Rationale:
Our LXR program is old and IT has recommended we either upgrade or change to another system. The cost for upgrading LXR is $1200 for software, $800 for online component, and a $2000 annual fee. A different system Par-System (Test/Score) is $2500 initial, $2100 for online component, and $345 for annual fee. We are recommending a separate program/scanner designated only for nursing & allied health programs (not college wide use).

Responsible Parties: vocational nursing

Campus supported by this goal/project/strategy: LAC

Specify if project/strategy is for dept or program: Program

1. Related Resources Needed

Resources Needed name: Funds to upgrade existing or purchase new program, as well as money to train faculty
Resources Needed Description: Funds to purchase equipment and train faculty on how to use the program. In addition, a designated computer and scanner to be used for this program for the nursing and allied health programs only
<table>
<thead>
<tr>
<th><strong>Resource Requested Category:</strong></th>
<th>New Software (include costs for implementation, training, interface, electrical/telecommunication wiring needs, ongoing licensing, etc.)</th>
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<td><strong>If requesting faculty, specify number:</strong></td>
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<td><strong>Estimated Cost:</strong></td>
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<td><strong>Program TOP Code(s):</strong></td>
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<td><strong>Additional Comments:</strong></td>
<td>Separate equipment to be used for nursing and allied health programs only (not college wide)</td>
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<td><strong>School/ VP Decision re Resource Needed:</strong></td>
<td>NEW</td>
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