

# OSBN 2010-2011 TRAINING PROGRAM ANNUAL SURVEY

## PERCENT OF TRAINING PROGRAMS PARTICIPATING IN SURVEY

	Total Approved TP	Total Survey Participants	Participant Percent
NA	44	42	95%
MA	13	10	77%
CNA2 AC	27	21	78%
CNA2 DC	5	3	60%
CNA2 RC	6	3	50%

## SOLUTIONS TO INCREASE A TRAINING PROGRAM CAPACITY

	NA	MA	CNA2 AC	CNA2 DC	CNA2 RC
Larger Classroom	14	3	2	0	0
More Beds in the Lab	14	1	3	0	0
Another Clinical Site	14	1	6	0	0
More Instructors	31	6	13	1	2
Other*	12	1	8	2	1

### **\*NA Training Programs**

It is difficult to find and keep good instructors.

More funding for students

Larger Clinical sites that can accommodate 8 - 10 students

Budget

More students

More support from Portland Public Schools

More time in the lab. Conflict with RN and CNA2 students. Lab time & space is premium

Larger classroom or dedicate a room for the lab part

Funding X 2

Larger Lab

### **\*MA Training Programs**

More funding for students

### **\*CNA2 Acute Care Training Programs**

Budget to pay employees during training

Lack of childcare

More funding for students

Clinical sites only allow us to bring 3-5 students. We need to increase this to 7-8.

Jobs in this area

Facility Need

Larger Lab

More classroom availability we are currently under construction and our facilities are limited

### **\*CNA2 Dementia Care Training Programs**

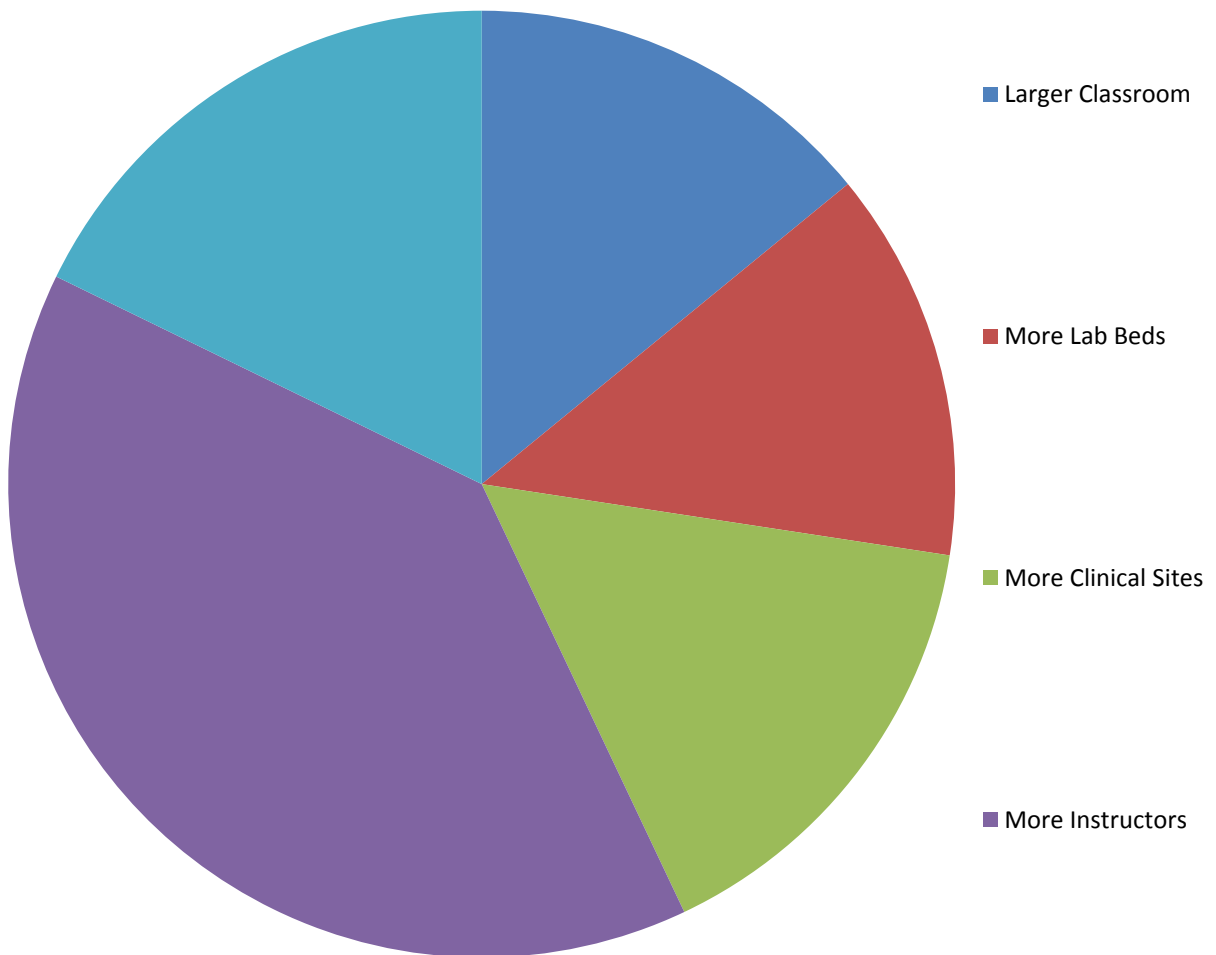
More residents in LTC

Financial aid, Employers incentives such as increase in salary

### **\*CNA2 Restorative Care Training Programs**

Financial aid, Employers incentives such as increase in salary

## Solutions to Increase TP Capacity



## **BARRIERS PREVENTING STUDENTS FROM REGISTERING FOR A PROGRAM**

	NA	MA	CNA2 AC	CNA2 DC	CNA2 RC
Childcare	20	2	1	0	1
Cost of Training	19	2	12	1	2
Course Schedule	15	3	7	1	2
Criminal History	21	2	4	0	0
English is a Second language	14	2	4	0	0
Transportation	15	1	2	0	0
Other*	9	3	7	1	0

### **\*NA Training Programs**

Lack of funding from vocational Work Source programs. Misconceptions about the program.  
Lack of study skills which is not taught in High School. Also not taught in school is how to read a clock and how to add in their heads simple math. Learning disabilities are a factor. Lack of support from family.

Meeting college entrance requirements

Not enough spaces, this is free for HS students

Work schedule, not allowed time off for the skill lab and clinical hours.

Student registration is based on a priority registration system. Students qualify for priority registration based on the total number of credits accumulated at Rogue Community College.

Lack of faculty

Getting into the Job Corps program

Tuition no longer covered by financial aid

### **\*MA Training Programs**

The amount of time commitment while needing to work full time.

Work schedule. Unable to get time off to attend class.

### **\*CNA2 Acute Care Training Programs**

Some terms we have too many students for the number of spots we have in the training program. Entrance requirement for college require basic math and writing/read. We do offer a scholarship to some students.

Staffing needs. Our students are already employees and therefore sufficient staff must be available while employees are in the class.

Open only to current hospital employees

Work schedule does not allow time for class & clinical. Financial aid does not cover TP

Tuition no longer covered by financial aid

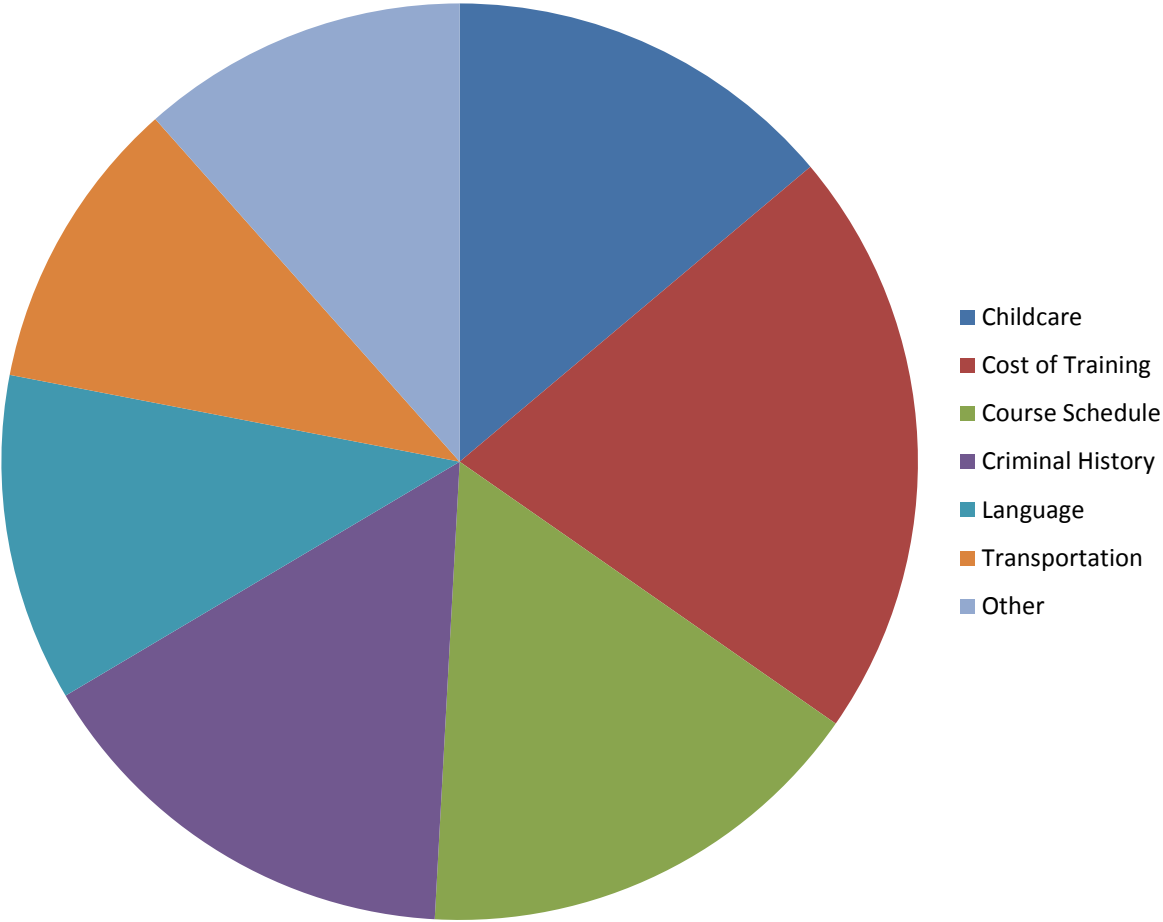
### **\*CNA2 Dementia Care Training Programs**

Students can take AC class easier through another program and no incentive to take more classes

### **\*CNA2 Restorative Care Training Programs**

None

**Barriers Preventing Students From Registering**



### **BARRIERS THAT KEEP STUDENTS FROM COMPLETING A PROGRAM**

	NA	MA	CNA2 AC	CNA2 DC	CNA2 RC
Academic Performance	20	5	10	0	0
Attendance Policy	27	3	10	1	1
Behavioral Issues	15	0	5	0	0
Criminal History	10	2	1	0	0
Did Not Like Doing The Job	14	0	2	0	0
Family Issues	23	4	4	0	0
Financial Needs	15	2	6	0	0
Health Issues	19	1	3	0	0
Language Skills	11	0	2	0	0
Moved/Relocated	3	0	0	0	0
Over Commitment	12	5	4	0	1
Transportation	6	0	2	0	0
Other	2	1	2	0	1

**\*NA Training Programs**

Skill performance

Need to continue working.

**\*Medication Training Program**

Scheduling Conflict

**\*CNA2 Acute Care Training Programs**

We had an issue where the student's license had expired.

Failed clinical clearance at hospital

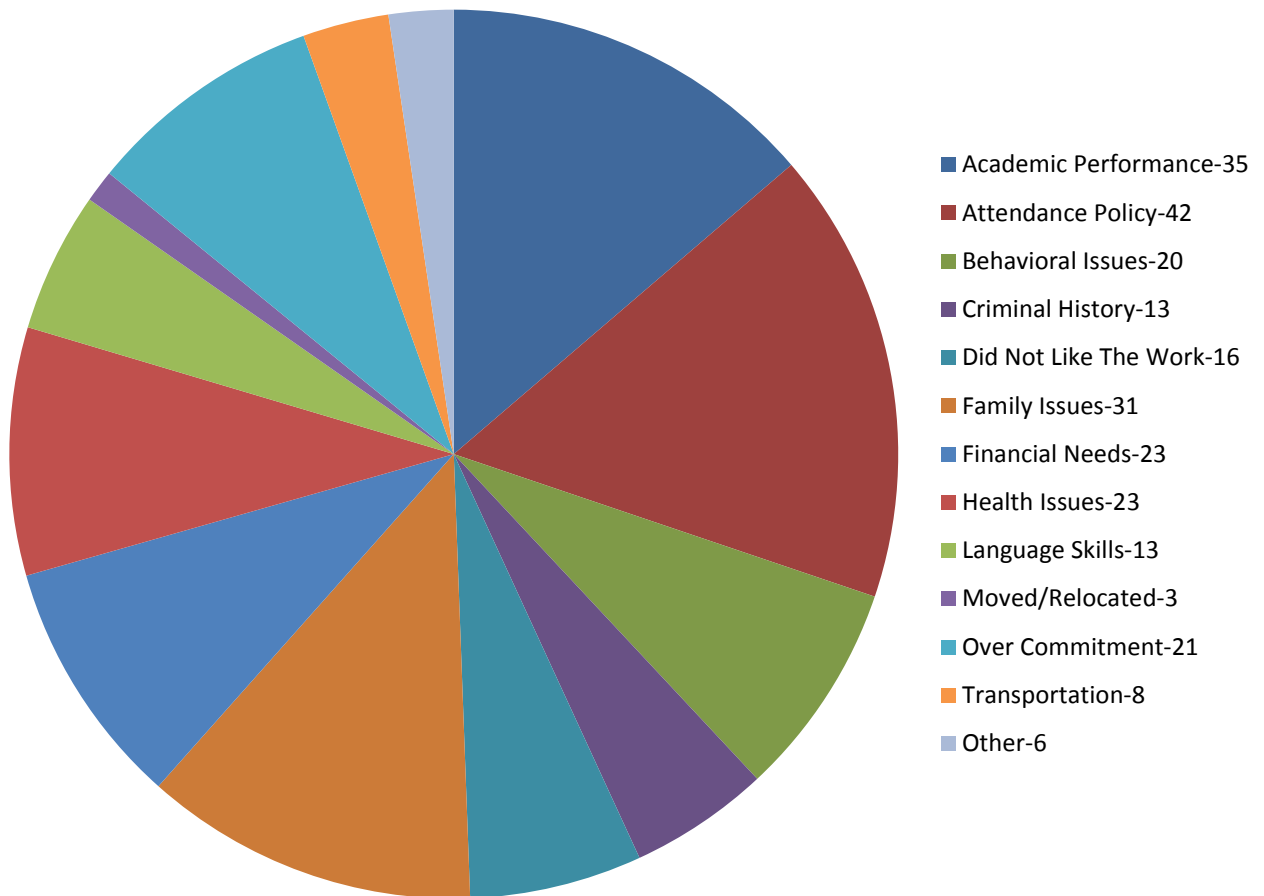
**\*CNA2 Dementia Care Training Programs**

None

**\*CNA2 Restorative Care Training Programs**

Scheduling Conflict

## Barriers Keeping Students From Graduating



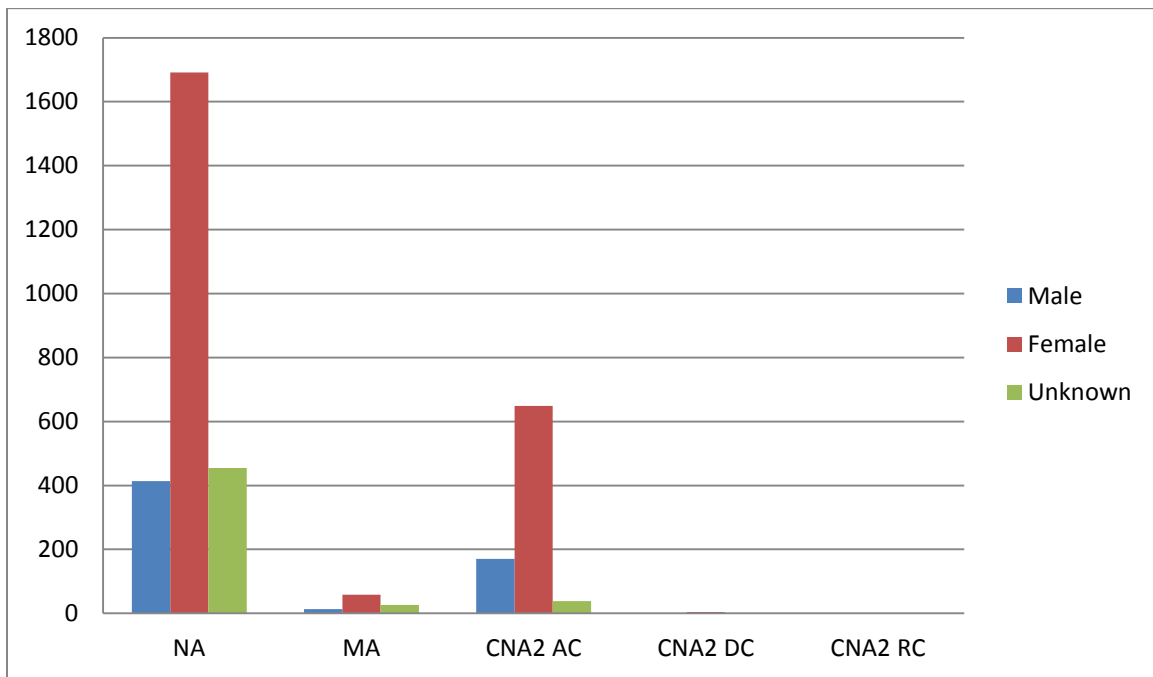
### STUDENT VARIABLES BETWEEN JULY 1, 2010 AND JUNE 30, 2011

	NA	MA	CNA2 AC	CNA2 DC	CNA2 RC
Count of Students that Completed Training	2588	96	851	4	0
Count of Students that Did Not Complete Training	819	4	18	0	0

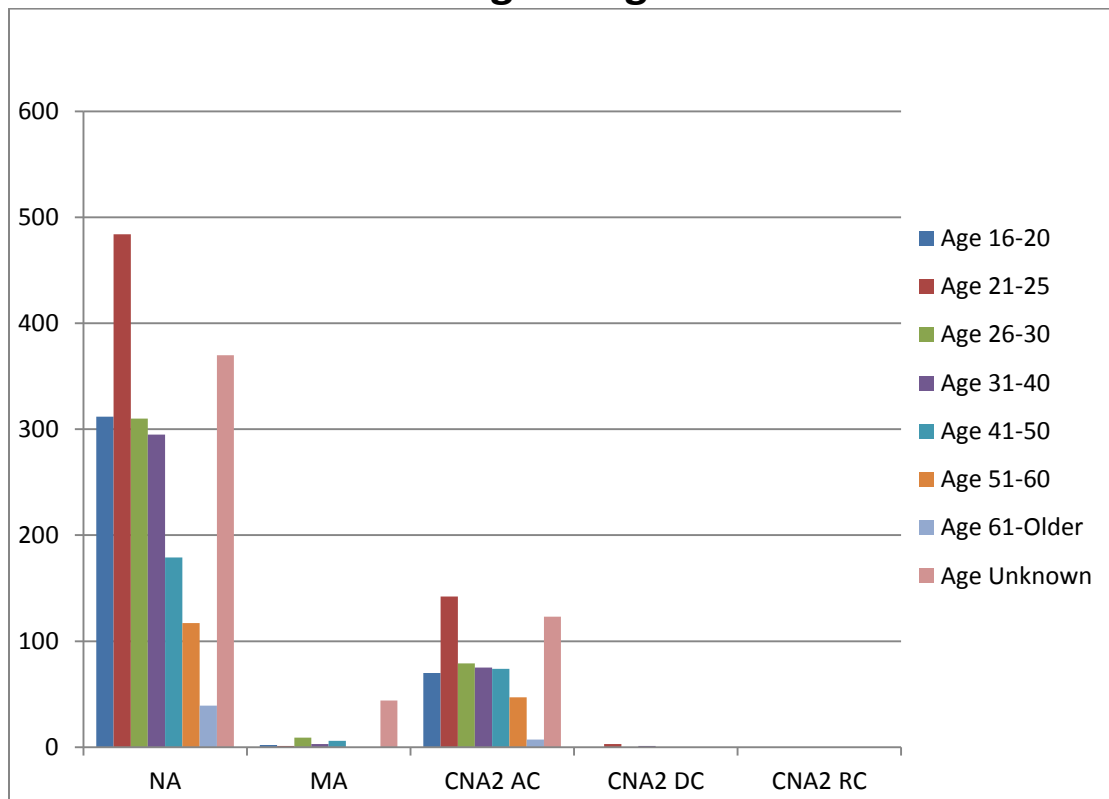
### STUDENT CHARACTERISTICS BETWEEN JULY 1, 2010 AND JUNE 30, 2011

	NA	MA	CNA2 AC	CNA2 DC	CNA2 RC
Male	414	13	170	0	0
Female	1691	58	649	4	0
Gender Data Unknown	455	26	38	0	0
Age Range 16-20	312	2	70	0	0
Age Range 21-25	484	7	142	3	0
Age Range 26-30	310	9	79	0	0
Age Range 31-40	295	4	75	1	0
Age Range 41-50	179	6	74	0	0
Age Range 51-60	117	0	47	0	0
Age Range 61 and older	39	0	7	0	0
Age Range Unknown	370	44	123	0	0
Hispanic/Latino/Spanish Origin	175	2	32	1	0
American Indian or Alaska Native	14	0	5	0	0
Asian	61	0	22	0	0
Black or African American	116	0	11	1	0
Native Hawaiian or Other Pacific Islander	11	0	8	0	0
White	1372	29	428	2	0
Ethnicity Unknown	373	41	110	0	0
English as Primary Language	1259	27	457	3	0
English as Secondary Language	229	2	43	1	0
Language Unknown	515	43	52	0	0

## Gender

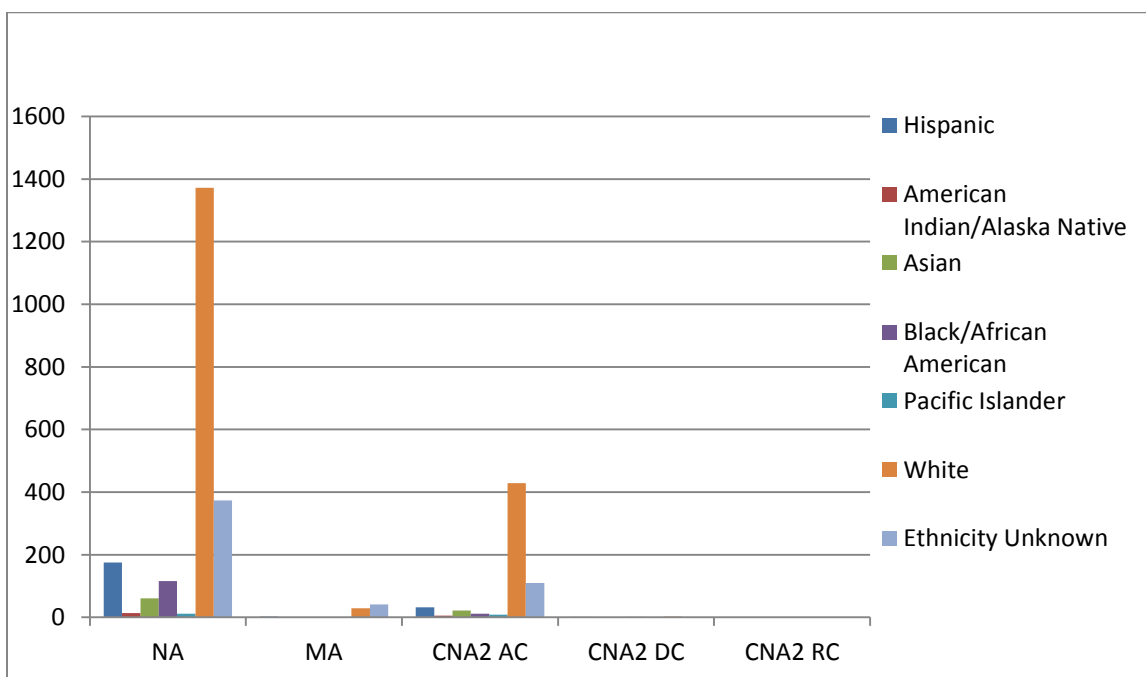


## Age Range

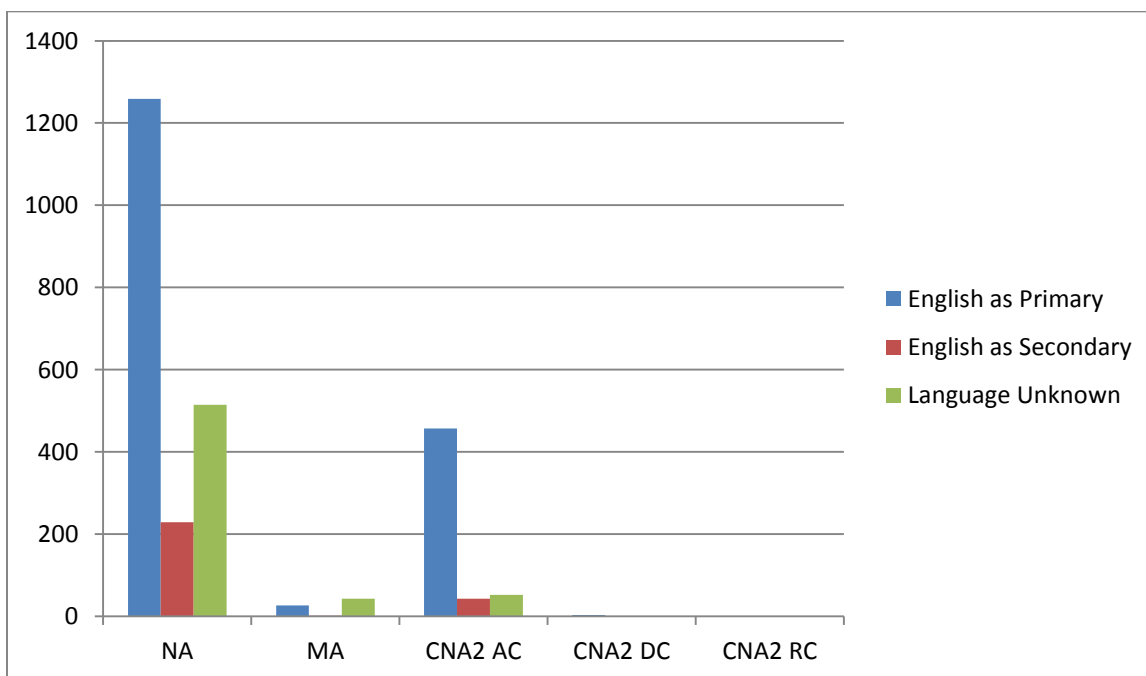




## Ethnicity



## Language



### PRIMARY INSTRUCTOR CHARACTERISTICS FOR OCTOBER 2011

	NA	MA	CNA2 AC	CNA2 DC	CNA2 RC
Male	3	4	0	0	0
Female	77	13	24	3	3
Gender Data Missing	3	1	1	0	1
Age Range 30 or younger	1	0	1	0	0
Age Range 31-40	2	4	3	0	1
Age Range 41-50	12	3	4	1	1
Age Range 51-55	17	3	3	0	0
Age Range 56-60	22	3	3	1	0
Age Range 61-65	16	3	9	0	0
Age Range 66-70	2	0	1	0	0
Age Range 71 and older	3	0	0	0	0
Age Range Unknown	3	1	0	1	2
Hispanic/Latino/Spanish Origin	0	0	0	0	0
American Indian or Alaska Native	1	0	1	0	0
Asian	0	0	0	0	0
Black or African American	1	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	70	15	24	3	3
Ethnicity Unknown	7	2	0	0	1
English as Primary Language	69	11	18	3	3
English as Secondary Language	2	0	1	0	0
Language Unknown	2	6	0	0	1

### CLINICAL INSTRUCTOR CHARACTERISTICS FOR OCTOBER 2011

	NA	MA	CNA2 AC	CNA2 DC	CNA2 RC
Male	2	2	0	0	0
Female	71	3	21	3	3
Gender Data Missing	1	4	0	0	1
Age Range 30 or younger	3	0	1	0	0
Age Range 31-40	6	1	2	0	1
Age Range 41-50	10	1	2	1	1
Age Range 51-55	20	4	2	0	0
Age Range 56-60	15	1	4	1	0
Age Range 61-65	10	0	5	0	0
Age Range 66-70	3	0	2	0	0
Age Range 71 and older	4	0	0	0	0
Age Range Unknown	3	1	0	1	2
Hispanic/Latino/Spanish Origin	1	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	1	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	65	7	19	3	3
Ethnicity Unknown	8	1	0	0	1
English as Primary Language	54	3	16	3	3
English as Secondary Language	2	0	0	0	0
Language Unknown	2	5	0	0	1

### CLINICAL PRECEPTOR CHARACTERISTICS FOR OCTOBER 2011

	NA	MA	CNA2 AC	CNA2 DC	CNA2 RC
Male	1	3	0	0	0
Female	23	20	15	0	1
Gender Data Missing	1	1	0	0	2
Age Range 30 or younger	0	0	0	0	0
Age Range 31-40	2	13	2	0	0
Age Range 41-50	6	3	1	0	1
Age Range 51-55	4	3	4	0	0
Age Range 56-60	3	3	1	0	0
Age Range 61-65	5	0	5	0	0
Age Range 66-70	0	0	0	0	0
Age Range 71 and older	2	0	0	0	0
Age Range Unknown	1	1	0	0	2
Hispanic/Latino/Spanish Origin	1	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	1	0	0	0	0
Native Hawaiian or Other Pacific Islander	1	0	0	0	0
White	19	22	14	0	1
Ethnicity Unknown	3	1	0	0	2
English as Primary Language	18	13	11	0	1
English as Secondary Language	0	0	0	0	0
Language Unknown	1	2	0	0	2

### STAFF ASSIGNED TO INSTRUCT IN OCTOBER 2011

	NA	MA	CNA2 AC	CNA2 DC	CNA2 RC
Count of Instructors	126	22	40	5	7

### AVERAGE YEARLY SALARY FOR STAFF IN OCTOBER 2011

	NA	MA	CNA2 AC	CNA2 DC	CNA2 RC
Full-Time Primary Instructor	\$46,614	\$58,025	\$60,112	\$70,000	\$46,000
Part-Time Primary Instructor	\$26,370	\$42,000	\$27,667	0	0
Full-Time Clinical Instructor	\$47,167	\$70,000	\$64,782	\$70,000	\$46,000
Part-Time Clinical Instructor	\$19,375	0	\$11,436	0	0
Full-Time Clinical Preceptor	\$10,610	\$1,230	\$39,563	0	0
Part-Time Clinical Preceptor	\$7,404	\$35,000	\$2,713	0	0
Hourly Wage	\$30.62	\$27.57	\$32.64	\$25.00	\$30.00

### STAFF THAT LEFT POSITION BETWEEN JULY 1, 2010 AND JUNE 30, 2011

	NA	MA	CNA2 AC	CNA2 DC	CNA2 RC
Count of Full-Time Primary Instructor	10	1	4	0	0
Count of Part-Time Primary Instructor	11	0	3	1	1
Count of Full-Time Clinical Instructor	3	0	1	0	0
Count of Part-Time Clinical Instructor	12	0	5	1	1
Count of Full-Time Clinical Preceptor	0	0	0	0	0
Count of Part-Time Clinical Preceptor	10	3	5	0	0

### REASONS STAFF WAS TERMINATED OR VOLUNTARILY LEFT PROGRAM

	NA	MA	CNA2 AC	CNA2 DC	CNA2 RC
Salary	1	0	0	0	0
Position Was Not a Good Fit	9	1	2	0	0
Relocation	2	0	1	0	0
Health	3	0	1	1	1
Other*	4	2	6	0	0

**\*Other**

**Retired X 4**

**Left to pursue another professional career/private practice**

**Not enough hours X2**

**The clinical preceptor works at another facility.**

**Back to work in ER**

**AVERAGE WEEKS A POSTED POSITION REMAINED VACANT  
JULY 1, 2010 to JUNE 30, 2011**

	NA	MA	CNA2 AC	CNA2 DC	CNA2 RC
Count of Full-Time Primary Instructor	4	0	0	0	0
Count of Part-Time Primary Instructor	64	0	21	0	0
Count of Full-Time Clinical Instructor	0	0	0	0	0
Count of Part-Time Clinical Instructor	53	0	0	0	0
Count of Full-Time Clinical Preceptor	0	0	0	0	0
Count of Part-Time Clinical Preceptor	51	0	0	0	0

**COUNT OF QUALIFIED APPLICANTS INTERVIEWED FOR AN OPEN POSITION  
JULY 1, 2010 to JUNE 30, 2011**

	NA	MA	CNA2 AC	CNA2 DC	CNA2 RC
Count of Full-Time Primary Instructor	6	0	1	0	0
Count of Part-Time Primary Instructor	17	3	6	0	0
Count of Full-Time Clinical Instructor	3	0	1	0	0
Count of Part-Time Clinical Instructor	11	0	1	0	0
Count of Full-Time Clinical Preceptor	0	0	1	0	0
Count of Part-Time Clinical Preceptor	17	4	0	0	0

**COUNT OF BUDGETED STAFF POSITIONS THAT REMAINED UNFILLED  
OCTOBER 1, 2011**

	NA	MA	CNA2 AC	CNA2 DC	CNA2 RC
Count of Full-Time Primary Instructor	1	1	0	0	0
Count of Part-Time Primary Instructor	1	0	1	0	0
Count of Full-Time Clinical Instructor	0	0	0	0	0
Count of Part-Time Clinical Instructor	2	0	0	0	0
Count of Full-Time Clinical Preceptor	0	1	0	0	0
Count of Part-Time Clinical Preceptor	2	0	0	0	0

**PRIMARY REASONS FOR THE UNFILLED BUDGETED STAFF POSITIONS**

	NA	MA	CNA2 AC	CNA2 DC	CNA2 RC
Lack of Qualified Applicants	7	0	1	0	0
Limited Recruitment Budget	1	0	1	0	0
Inability to Recruit Due to Program Location	0	0	0	0	0
Salary Levels Not Competitive	8	0	3	0	0
Other	0	1	0	0	0

### STAFF THAT PLAN TO RETIRE WITHIN THE NEXT TWO YEARS

	NA	MA	CNA2 AC	CNA2 DC	CNA2 RC
Count of Full-Time Primary Instructor	7	0	1	0	0
Count of Part-Time Primary Instructor	6	2	3	0	1
Count of Full-Time Clinical Instructor	3	0	0	0	0
Count of Part-Time Clinical Instructor	4	0	2	0	1
Count of Full-Time Clinical Preceptor	0	0	0	0	0
Count of Part-Time Clinical Preceptor	0	2	0	0	0

### STAFF THAT PLAN TO RETIRE WITHIN THE NEXT THREE TO FIVE YEARS

	NA	MA	CNA2 AC	CNA2 DC	CNA2 RC
Count of Full-Time Primary Instructor	5	0	0	0	0
Count of Part-Time Primary Instructor	5	1	3	0	0
Count of Full-Time Clinical Instructor	3	0	0	0	0
Count of Part-Time Clinical Instructor	6	0	3	0	0
Count of Full-Time Clinical Preceptor	1	1	0	0	0
Count of Part-Time Clinical Preceptor	3	0	0	0	0

### ANTICIPATED STAFF RECRUITMENTS IN THE NEXT TWO YEARS

	NA	MA	CNA2 AC	CNA2 DC	CNA2 RC
Count of Full-Time Primary Instructor	8	1	7	0	1
Count of Part-Time Primary Instructor	13	3	10	1	1
Count of Full-Time Clinical Instructor	5	0	4	0	1
Count of Part-Time Clinical Instructor	15	1	9	1	1
Count of Full-Time Clinical Preceptor	1	0	0	0	0
Count of Part-Time Clinical Preceptor	9	7	11	0	0

### FUTURE PLANS

	NA	MA	CNA2 AC	CNA2 DC	CNA2 RC
Planning to Open This TP in a Different Location	4	0	1	0	0
Planning to Discontinue this Program Within Two Years	1	0	0	1	2
Planning to Seek Approval for a Different Program in Next Two Years	13	1	2	0	0
Planning a Major Enrollment Increase in 2012	2	1	5	0	1
Planning a Major Enrollment Decrease in 2012	3	3	1	0	0
Explain Increase or Decrease*					

#### **\*Planning Enrollment Increase**

May offer a class at McKay HS max 30 students

I had my first class in August 2011

Plan to schedule MA classes on yearly schedule

We opened TP to community last year and increased enrollment. We are beginning to improve our marketing of the TP. We held a Job Fair last summer with a no tuition offer. We got 15 students. HR plans a similar fair next year and we are considering a tuition reimbursement possibility.

As we advertise and train CNAs we know that more interested persons will hear about our program which will increase enrollment.

Better marketing - would like to have full classes with at least 100 students graduating

Changes in practice within our facility. Need for increased number of CNA2 acute care

My class did not start until July 2011

#### **\*Planning Enrollment Decrease**

D/T number signing up and not having a full 2nd lab/clinical group. Looking to only have 10 students

We will teach classes of 10 or less with 1 instructor during 2012/

Low census with decrease in staff

Demand is low. We are only offering the class twice in 2012

Not planning on offering another CMA course in 2012. Upon passing the state test, the majority of our CNAs will be CMAs.

We initiated an application process that requires 3-6 months paid work experience in LTC

Cost of training