



*Northland Pioneer College  
Nursing and Allied Health  
Proposal for NAT COP*

## Overview of the CP for NAT

The Nursing faculties of the Nursing Assistant course are proposing a Certificate of Proficiency (CP) for this course work. This CP will allow students to complete a planned curriculum which will improve their knowledge of the health care field, and help many of them receive financial aid to help cover the cost of the courses.

This program prepares the student for an entry-level position as a nursing assistant. Designed to comply with federal and state guidelines, the emphasis is on basic patient care skills, knowledge of universal precautions, asepsis, basic human needs, body mechanics, medical terminology, nutritional needs, legal and ethical provision of care, and eldercare. At the completion of the NAT101 course with 75% accuracy, students are eligible to sit for the Arizona State Board of Nursing Assistant Examination. A current Arizona Nursing Assistant Certificate is an admission requirement to the NPC Nursing program.

### The proposed course work for the CP includes:

- HES 170 Medical Terminology – 3 credits
- HES 120 Law and Ethics of the Health Care Professional – 3 credits
- HES 145 Nutrition – 3 credits
- NAT 101 Nursing Assistant – 5 credits

### Additional Certification Requirement:

- Health Care Provider CPR Certification is required either before or during the first 4 weeks of the NAT 101 course.

**Additional academic course work requirements** for this CP include completion of the following:

- **ENL 101** or higher, with a grade of C or better
- **MAT 103** or MAT 105 or MAT 109 or MAT 112 or any mathematics course for which MAT 112 is a prerequisite, with a grade of C or better

### To obtain the certificate the student must:

- Complete each required course with a C or better grade
- File a petition for certification with your advisor
- Remove any indebtedness to the college
- Complete at least 15 credits with Northland Pioneer College
- Have a minimum of 20 credits on their transcript from the course work listed.

All of the proposed courses are currently available at NPC, and are taught by nursing and allied health faculty and Arts and Science faculty. This proposal requires no

additional college resources to implement. The approved 3035's for each course are attached to this proposal.

## Catalog Overview:

### Nursing Assistant Training (NAT)

#### NAT 101 • Nursing Assistant 5cr.

Designed to comply with federal and state guidelines (OBRA) in that all nursing assistants will receive minimum training and experience in providing basic nursing care. At the completion of the course with 75% accuracy, the student is eligible to test for state certification. **Prerequisite:** ASSET reading score of 35 or COMPASS reading score of 61; **Pre/corequisite:** Health Care Provider CPR Certification. Three lecture; six lab.

### Nursing Assistant (NAT) (CRT)

#### About this Program

Northland Pioneer College offers nursing assistant training at various campuses/centers. The Nursing Assistant course includes the required course content and hours specified by the Arizona Nurse Practice Act. Upon completion of the course the student is eligible to take the Arizona state test to become a Certified Nursing Assistant (CNA).

**Requirements:** Under the Arizona Nurse Practice Act, an applicant can be denied certification as a nursing assistant if convicted of a felony or addicted to habit-forming drugs or if the applicant in any other way fails to meet qualifications required by law. Upon passing the course with a grade 'C' or better the Nursing Program awards the student a **Certificate of Completion**.

#### Certificate of Completion

NAT 101 Nursing Assistant.....5 credit

#### Certificate of Proficiency in Nursing Assistant (CP)

To complete the **Certificate of Proficiency in Nursing Assistant**, a student must complete the following 20 credits

NAT 101 Nursing Assistant – 5 credits

HES 170 Medical Terminology – 3 credits

HES 120 Law and Ethics of the Health Care Professional – 3 credits

HES 145 Nutrition – 3 credits

ENL 101 or higher, with a grade of C or better – 3 credits

MAT 103 or MAT 105 or MAT 109 or MAT 112 or any mathematics course for which  
MAT 112 is a prerequisite, with a grade of C or better – 3 credits

Approved



Approved

*Northland Pioneer College  
Nursing and Allied Health  
Business Plan for NAT COP*

*(Revised 12-4-12)*



## **Business Plan for the Proposed Nursing Assistant Certificate of Proficiency Program**

### **Nursing**

I have an almost complete disregard of precedent, and a faith in the possibility of something better. It irritates me to be told how things have always been done. I defy the tyranny of precedent. I go for anything new that might improve the past."

~[Clara Barton quotes](#) ([American Civil War Nurse](#), Founder of the American National Red Cross, 1821-1912)

The door that nobody else will go in at, seems always to swing open widely for me."

~[Clara Barton quotes](#) ([American Civil War Nurse](#), Founder of the American National Red Cross, 1821-1912)

I think one's feelings waste themselves in words; they ought all to be distilled into actions which bring results."

~[Florence Nightingale quotes](#) ([British Nurse and Humanitarian](#). 1820-1910)

Our predecessors recognized the need for ongoing change and action to improve the profession of nursing and it is with this understanding of the need for constant improvement that the Nursing Assistant faculties of Northland Pioneer College bring forward this plan for a Certificate of Proficiency (COP) in Nursing Assistant.

## Executive Summary

Northland Pioneer College (NPC) is a comprehensive, multi-campus community college. All students commute to four full-service campuses, six centers, and numerous educational outreach sites serving Navajo and Apache Counties, an area of 21,158 square miles in rural and remote Northeastern Arizona. Approximately the size of West Virginia, the region has a population density of fewer than 8 persons per square mile. The tribal lands of the Navajo, Hopi and White Mountain Apache (Fort Apache Reservation) people comprise 60% of the NPC service area. Over 62% of the population of the two counties is Native American, compared to 5% for Arizona and 1.8% for Maricopa County<sup>1</sup>. While 13.9% of all Arizonans live below the poverty level, 29.5% of Navajo County residents and 37.8% of Apache County residents have this distinction<sup>2</sup>, making Navajo and Apache Counties among the poorest 2% of all counties in the United States<sup>3</sup>.

Nearly half (45.7%) of the persons over the age of 25 residing on the Fort Apache (White Mountain Apache) Reservation, 32.9% of those residing on the Hopi Reservation, and 43.7% of Navajo Nation residents have not completed high school. In other words, the number of White Mountain Apache and Navajo Nation residents over the age of 25 who have not completed high school is *more than twice the state and national average*.<sup>4</sup> The number of non-reservation residents of Navajo County over the age of 25 who have not completed high school is over 1.5 times higher than the state and national average, and for Apache County, this figure is nearly twice (1.9 x) the state and national average<sup>5</sup>. As might be expected, unemployment rates are high.

These factors precipitate the need to encourage and support non-traditional, adult learners in their pursuit of post-secondary education. Northland Pioneer College has always faced the unique challenge of making high-caliber, low-cost, practical education available to all, while working within the constraints of a budget dictated by a very limited tax base and decreased State proportional funding. Indeed, this challenge has shaped the NPC Mission: *Northland Pioneer College creates supports and promotes lifelong learning.*

### Nursing Assistant's Role in the NPC Mission

The NAT program is one of the unique programs on this campus that can offer someone of any age the opportunity to succeed. We see people who are 17 as well as people who are 60+ taking this course work (in the 2011 fall semester we had a 75 year old woman). Our goal to provide and support lifelong learning, as well as provide marketable skills is realized with this course work.

We continue to receive increasing requests for our NAT course. This vibrant course has gone from graduating 73 students in 2000 to graduating 258 in 2010. This represents a 185% increase in student completions. Enrollment in the program has increased even more with 95 students

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<sup>1</sup> US Bureau of the Census, Census 2000

<sup>2</sup> US Bureau of the Census, Census 2000

<sup>3</sup> Bureau of Economic Analysis, Regional Accounts Data, 2003

<sup>4</sup> US Bureau of the Census, Census 2000

<sup>5</sup> US Bureau of the Census, Census 2000

initially enrolling in NAT courses in 2000, and 444 students enrolled in 2010, a 349% increase. This dramatic increase has occurred while students had limited access to financial aid to help fund this course.

The NAT course is a short turnaround class offering which provides valuable and marketable skills enabling our students to complete a course in one semester that trains them for immediate employment. For the spring 2012 semester, the available seats in the NAT program were filled within one hour of registration opening. Many students were unable to register, and are still waiting to take this course.

## **Introduction**

The enrollment in the NAT course has increased dramatically at NPC with no indication of slowing down. This valuable course work is required for the nursing program at NPC and provides that program with a steady stream of qualified applicants. With this increasing enrollment we have seen repeated requests for students to be able to access financial aid to complete this course. This course does not reside within a degree or certificate program and is therefore ineligible for federal financial aid. Attempts to list this course as a requirement for admission to the nursing program while not actually listing it as a prerequisite did not produce the desired effect of providing financial aid. Therefore the development of this COP, which would then enable students to receive financial aid, is being developed.

## **Program Objectives**

The creation of a Certificate of Proficiency in Nursing Assistant provides a dual benefit for the students enrolled. This certificate provides additional instruction in the areas of medical terminology, nutrition and ethics as well as creating a means for financial aid to cover the course work. The courses included in the COP are currently offered at this college, and are required for other Allied Health Programs. While contributing to the college mission of supporting and promoting lifelong learning, this program places little additional stress on college resources.

This is a Certificate program, and does not articulate to other 4 year universities. The NAT 101 course remains the most viable way for students interested in the nursing program to meet the entrance requirement of a Nursing Assistant Certificate. While acquiring this COP is not required to meet State Board of Nursing Certification requirement, many of our students, particularly the NAVIT students, already complete the coursework recommended for this COP, but receive no recognition for their efforts.

Our communities remain interested in pursuing the Nursing Assistant Certification, and the development of this COP will help to make their pursuit less stressful financially. Given the current state of the economy both in the White Mountains, and the country in general, it certainly makes sense to help these students to obtain this course work.

## **Needs Assessment**

Having alluded to the rapid course filling previously, I will repeat the following:



For the spring 2012 semester, the available seats in the NAT program were filled within one hour of registration opening. Many students were unable to register, and are still waiting to take this course. That being said, we do see openings occurring once the bill for the course comes due and so making financial aid available for this course work remains a priority.

Our clinical partners remain committed to offering quality clinical opportunities for our nursing assistant students. In both Navajo and Apache counties where the NAT course is currently offered, there are sufficient quality clinical sites for our students. Students completing the coursework find jobs, if that is their ultimate goal. Many students take this course to obtain certification and then apply to the nursing program, so employment as a CNA is not their goal.

Our community health care partners continue to hire our graduates, and many of those partners serve on our advisory committee, providing current information on industry changes and needs. The list of Advisory Committee members is included as Appendix A.

### **Marketing Interest**

Currently, Northland Pioneer College is the primary provider of Nursing Assistant education in our two county service area. We have Nursing Assistant class and lab offerings at 6 sites, WMC, LCC, WRV, SPE, SCC, and Chinle. We also are in the discussion phase with NATIVE to provide services to the Navajo Nation and this would add another 6-7 classroom/lab sites. We piloted the NAT course at the Valley Unified School district in Sanders in Spring 2012 with good results.

Class days and times vary, depending on the site. The NAVIT schedule tends to be M/W/F from 8:00 – 11:00am, while the public sections vary depending on site. Lab space and instructor availability tend to determine schedules.

The COP in Nursing Assistant has a natural currently existing student base. The NAVIT students tend to complete the course requirements during their junior and senior years. They would now earn a Certificate of Proficiency for completing these courses.

The design of this COP would allow most public students to complete the certificate in no more than 2 semesters, even attending part time. It is certainly possible to complete the 20 credits required in one semester if a student was deliberate and scheduled themselves to full-time.

This program will be listed in the college catalogue, the print schedules, and the online schedules. NAVIT and college advisors will inform students of this option when registering for health related course work. Since all of the course work is currently being offered at NPC, no delays will occur while approving new courses.

### **Career Opportunities**

The need for health care support professionals is predicted to continue to grow over the next 8-15 years. By 2020 the BLS predicts a 26% increase in the need for health care providers. The biggest increases occur in Registered Nursing and Medical Assistant, but Nursing Assistant will continue to see growth, with an increased need for qualified, quality care-givers. As the need for

the health care providers grows, so will the salaries for these professionals.

As our population ages more emphasis will be placed on home care, assisted living, and long term care. Nursing assistants will be needed in much larger numbers to meet this demand. The Bureau of Labor Statistics web site indicates that there continues to be strong need for health care support personnel and that this need will continue to grow. Hourly wages for nursing assistants range from \$11.35/hour to \$15.50/hour, with the mean wage for rural northern Arizona being \$12.85/hr. Nursing Assistants who work in the hospital, on average, make \$2.00 to \$3.00/hr more than their counterparts working in nursing care facilities. The largest demand for nursing assistants remains in the long term care industry.

## **Considerations**

There are two areas to consider when deciding the value of this certificate program. First, the preparation of health care support personnel needs to be improved. This Certificate provides instruction in Nutrition, Medical Terminology, Health Law and Ethics, as well as the provision of safe, quality health care. This course work was selected because it offers each student the opportunity to obtain a more complete understanding of the health care profession. The student that completes this certificate program obtains a better understanding of the nutritional needs of their clients, of the terminology used when describing client care, and of the legal and ethical requirements of providing basic health care.

The second consideration is the cost of the NAT course work for each student that makes the decision to register. Without this COP financial aid is not available to our students. Therefore, this COP serves two separate functions, it helps to educate our NAT students to a higher level, while helping students to obtain financial aid.

## **Program Requirements**

### **Nursing Assistant**

#### **Certificate of Proficiency (COP)**

This program prepares the student for an entry-level position as a nursing assistant. Designed to comply with federal and state guidelines, the emphasis is on basic patient care skills, knowledge of universal precautions, asepsis, basic human needs, body mechanics, nutritional needs, legal and ethical provision of care, and eldercare. At the completion of the NAT101 course with 75% accuracy, students are eligible to sit for the Arizona State Board of Nursing Assistant Examination. A current Arizona Nursing Assistant Certificate is an admission requirement to the NPC Nursing program.

The Arizona Board of Nursing may not consider an application for certification as a Certified Nursing assistant if the applicant has any felony convictions and has not received an absolute discharge from the sentence(s) for all felony convictions. The absolute discharge must be received five or more years before the Board of Nursing processes the application.

### **Curriculum requirements for the COP in Nursing Assistant are:**

- HES 170 Medical Terminology – 3 credits
- HES 120 Law and Ethics of the Health Care Professional – 3 credits
- HES 145 Nutrition – 3 credits
- NAT 101 Nursing Assistant – 5 credits

### **Additional Certification Requirement:**

- Health Care Provider CPR Certification is required either before or during the first 4 weeks of the NAT 101 course.

**Additional academic course work requirements** for this CP include completion of the following:

- **ENL 101** or higher, with a grade of C or better
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### **To obtain the certificate the student must:**

- Complete each required course with a C or better grade
- File a petition for certification with your advisor
- Remove any indebtedness to the college
- Complete at least 15 credits with Northland Pioneer College
- Have a minimum of 20 credits on their transcript from the course work listed.

All of the proposed courses are currently available at NPC, and are taught by Nursing and Allied Health faculty and Arts and Science faculty. This proposal requires no additional college resources to implement. The approved 3035's for each course are attached to this proposal.

### **Program Assessment**

Enrollment data will be monitored every semester to determine how many students are completing course work leading to the completion of this COP. This data will be correlated with student petitions for certification to determine the number of completers. Advisors should inform each student that indicates an interest in the NAT course of this COP option. Certainly, we will never see 100% of the NAT students complete the COP, but 40% would seem to be a reasonable completion rate.

### **Preliminary Cost Benefit Analysis**

While the NAT course has never been a profit center for the college, it is frequently one of the first courses a student completes on their way in to the nursing program. Aligning the NAT course with 15 additional lecture credits helps to increase the revenue associated with offering this course work.

## **Projected Enrollment**

On average, between 65 and 70 NAVIT students enroll in the NAT course each semester, at the 5 sites offering NAT for NAVIT. Adult enrollment is between 65 and 70 students as well, at the 5 sites offering NAT for adult students. The NAVIT students frequently take all of the course work required for this COP, so using an estimate of 85% completers at least 55 NAVIT students could complete the COP each semester. Adult students have never traditionally followed the same course path that the NAVIT students complete, so estimating an adult completion rate for this COP is very difficult, but many of our adult students do complete several of the courses in the COP while they are waiting for entry in to the nursing program. Having this COP as an option for our adult students may be very attractive to them.

There is no target number of students set for determining viability for this COP. Since the course work currently exists, and places no additional strain on college resources, the COP should be seen as viable. We have a natural student base already established for this COP with the NAVIT students who currently enroll in this course work.

## **Program Fee/Course Fees**

The NAT 101 course currently has a fee of \$40.00 to cover the disposable supplies used in the lab. The EMT 104 course has a \$10.00 fee currently. There are no fees currently assigned to the other courses in this COP. To help defray the costs of duplication, and the cost of certificates, it is proposed that each HES course carry a \$10.00 fee, so an additional \$30.00 dollars would be associated with the COP. The total program fees for this COP would be \$80.00.

## **Credit Hours/Tuition**

NAT 101 – 5 credits

- 140 students per semester - \$62.00 per credit hour - \$43,000.00 per semester in tuition.

Additional COP course work – 15 credits

- 70 students per semester - \$62.00 per credit hour - \$65,100.00 per semester in tuition.

## **Total Program Revenue**

While difficult to predict, the tuition plus fees for this program could be approximately \$115,800.00 per semester.

## **Grants**

No grant funds are currently being used for any of the course work in this COP.

## **Miscellaneous**

There are currently no services provided to the community that produce revenue

## **Class Size**

Class size varies depending on the site. At WMC we have a public section with 30 students, and a NAVIT section with 20 students. At SCC we have a NAVIT section with 10 students. At SPE we have a NAVIT/Public section with 10 students. At WRV we have a public section with 10 students. At LCC we have a NAVIT section with 20 students and a public section with 20 students. At Chinle we have 2 public sections with 10 students in each section.

## **Load Hours**

Load is dependent on class size. For 20 students, lecture load is 3, lab/clinical load is 12. For 30 students, lecture load is 3, lab/clinical load is 18. For 10 students, lecture load is 3, lab/clinical load is 6.

There is a total of 101 load for all of the sections of NAT 101, with 36 load being taught by full time faculties, 47 load taught by adjunct faculties and 18 load taught by volunteer faculties.

## **Staffing Expenses**

Currently there are 2 full time faculty teaching and coordinating the NAT course work. In the fall of 2012, that number will increase to 3. For the additional allied health courses there is currently one full time staff person teaching and coordinating the classes for all of allied health.

There are 9 additional adjunct faculties teaching in the NAT program, two of which are volunteers.

There are 4 adjunct faculties teaching the allied course work associated with this COP. The adjunct faculties, unless they reach a certain load, receive no benefits.

The cost of offering the NAT 101 course is approximately \$140,000.00 per semester for salaries, with both full time and adjunct faculty salaries, and equipment and supplies. Obviously this is not a profit center for the college. If the COP is added to the mix, we could realize approximately \$26,000.00 in additional revenues after the adjunct salaries are paid, getting this course work closer to breaking even. Again, this course work has never been a profit center for the college, it is a community service, but the addition of the COP will help to bring in additional revenues to defray some of the costs of this course.

The total NAT budget for fiscal year 11-12 was \$216, 311.00. This included all salaries, supplies, contractual services, and equipment. This figure only reflected two full time faculties. With the 3<sup>rd</sup> full time faculty this will be higher this year. While the budget does not reflect the revenue, it does indicate the level of support the college has for this programming.

## **Program Cost/Benefit**

As mentioned earlier, there is no profit in this course work, but adding the additional 15 credits for approximately half of the students, the college will realize additional revenues to support this nursing assistant course.

Approved