

# CERTIFIED NURSING ASSISTANT CERTIFICATE

## **DATA- BASED DECISIONS**

- Utah State University Eastern Blanding Campus, Moab Campus and Price campus have all satisfactorily passed their recent UNAR inspections and are in good standing with the State of Utah Nurses Registry.
- All three USU campuses that have the CNA program are compliant with the 75% pass rate mandated by UNAR.
- In analyzing our data for students who go on to take the certified nursing assistant state exam, our numbers are much lower than we would like to see. Last semester, there were thirty-nine enrolled students, eight sat for the exam and six passed. In 2015, there were twenty-four enrolled students, six were qualified to sit for the exam and three passed.

We then determined why the number of students sitting for the exam was so low by tracking students after completion of the program. The following reasons were determined:

1. The CNA program is stepping stone program to the nursing program and a pre-requisite for the medical assisting program. Last semester, six CNA students applied for the nursing program and six applied for the medical assisting program. They had no intention of working as a CNA and took the CNA class because it was “required” or they thought it would give them “good experience”.
2. Students were surveyed with regards to their plans to sit for the certifying exam with the following questions: a. Are you planning on taking the state certified nursing assistant exam? b. If you are not, why?

The most common reason cited was that students did not have the money to take the exam. Other reasons included, “no desire to be in health care after taking the class,” “my friends were taking it”, “never intended to become a CNA – just taking it because I have to”, “afraid to”.

After looking at this data, we have determined that we will begin to ask students very early in the semester if they are taking the class as a stepping stone into another program, just exploring health professions or if they are interested in working as a CNA. This could help instructors better guide the students in the direction they hope to go while encouraging those students who want to work as CNA’s to prepare to take the certification exam, thus increasing the number that sit for and pass the exam.

To assist in preparing more students to sit for the exam and addressing their concerns, we have:

-Implemented one-on-one skills pass off labs with the skills lab instructor. This puts the student in a relaxed atmosphere where they are able to ask any questions or address any concerns individually with the instructor before having to take the actual state skills exam. This prepares them to be confident and well versed in the necessary performance guidelines during the actual state exam.

-To accommodate our students who are having trouble with comprehension after reading a chapter, we have purchased Health Center 21 which are learning modules that read the information to the students and presents information in scenario form so that they are able to better comprehend the material.

-To make sure our students are retaining the required information, it is presented to the student three separate times. First, in review of the chapters, second, in completing the Health Center 21 chapters on their own time and finally, in the individual skills pass-off labs.

- The Four Corners Care Facility is always in need of certified nursing assistants. We have discussed how we can accommodate them and our students in filling these positions. The Four Corners Care Facility has agreed to pay for the cost of the certification exam if the student agrees to work for them after certification alleviating the financial burden on the student.
- Because applying for a job after finishing a program can be intimidating, students are taught job interview and resume writing techniques. Each student is expected to produce a “mock” resume and attend a “mock” job interview. The student is then critiqued on both interview and resume and suggestions for improvement are given if needed.
- At the end of the program, students will have compiled a portfolio that includes their completion certificate, current immunization records, current CPR card and resume which they can present during their job interviews.