



Guam Community College

CERTIFIED NURSE ASSISTANT
INDUSTRY CERTIFICATE COURSE

July 2023 | July 2024

Certified Nurse Assistant, Industry Certificate

Introduction

The Guam Community College Certified Nurse Assistant program is an industry certificate course that provides students with hands-on training necessary to administer safe high-quality care to patients. The 145 contact-hour course includes 50 hours of lecture, 45 hours of laboratory practice, 50 hours of clinical practice at any of our local hospitals, Guam Memorial Hospital Authority (GMHA) or Guam Regional Medical City (GRMC). Upon completion of this course, completers are highly recommended to enroll in a 20-hour review course prior to the licensing exam.

On November 25, 2023, the Nursing & Allied Health Department submitted its plan of action for improvement regarding the program. The plan outlined tasks and objectives to be accomplished to increase the graduate pass rate on the National Nurse Aide Assessment Program (NNAAP) exam and increase student retention.

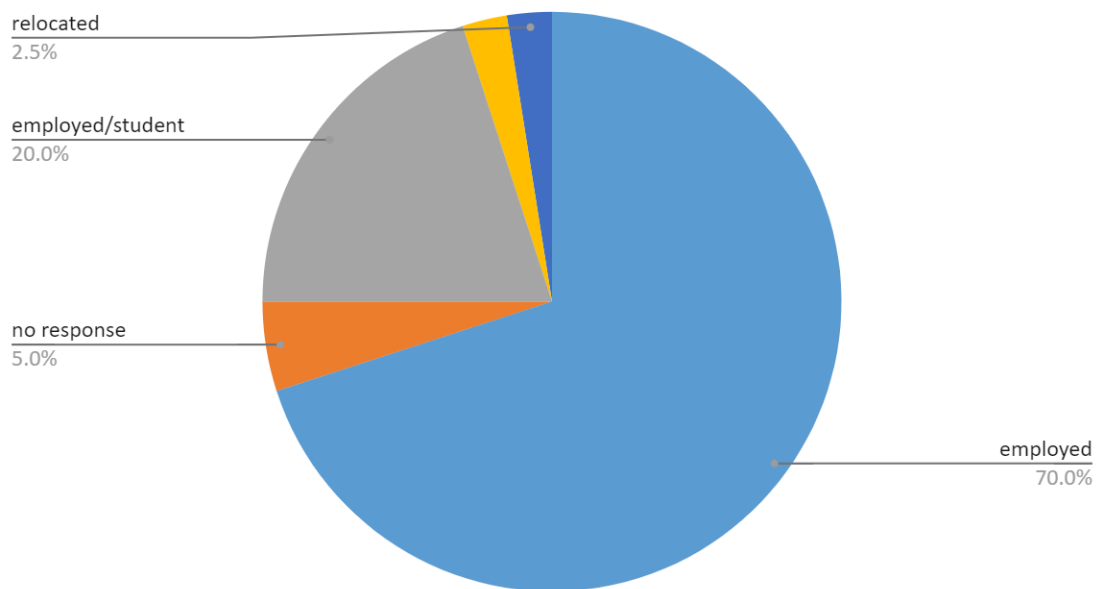
Student Achievement of Program Outcomes

The Nursing & Allied Health Department, in collaboration with the Continuing Education & Workforce Development (CEWD) Office and Department of Labor, has recently offered the Certified Nurse Assistant (NU101) Bootcamp. This course began on July 2, 2024 and ends on August 15, 2024. The bootcamp program establishes a direct link between employers such as the Guam Memorial Hospital, Guam Regional Medical City, Health Services of the Pacific, and Catholic Social Services. Sixty interested individuals applied to the Department of Labor and only 41 individuals officially submitted a complete application to the Continuing Education and Workforce Development Office for consideration into the course. As indicated in the plan of action for improvement, Dorothy-Lou M. Duenas, Associate Dean for the School of Trades & Professional Services (TPS), and two TPS program coordinators participated in the interview panel/process for the applicants.

Currently, the students are participating in clinicals at the Guam Memorial Hospital Authority Skilled Nursing Facility. Lecture was conducted by lead faculty member Loressa Melegrito. Laboratory skills were taught by lead faculty Barbara Mafnas and adjunct faculty Carlie Webb. Clinicals were taught by adjunct faculty members Marissa Roth and Carlie Webb.

Graduate reports following licensure indicated that approximately 70% of the graduates are currently employed and continue to utilize their license as CNA's. Twenty percent (20%) have continued their education into the LPN program and 2.5-5% have either relocated and/or did not respond and have not disclosed their employment status.

Count of employed



Program Resources

Fiscal Resources

Similar to the process that all instructional programs undergo each year, the budgetary requirements for the CNA program are included as part of the annual budget request of the Nursing & Allied Health Department. The Nursing & Allied Health administrator/Associate Dean works with the faculty and staff to develop the budget and aligns the goals and outcomes with assessment evidence. All budget proposals are then submitted to the Dean of Trades and Professional Services for her review and recommendations which in turn includes the review and approval of the Vice President for Academic Affairs, the President, and Board of Trustees.

Physical Resources

The nursing classes are held in the Anthony A. Leon Guerrero Allied Health Building in classrooms which accommodate seating for 40 students. Additionally, there are two nursing labs which are utilized for skills training. These labs consist of state-of-the-art patient-care simulation stations and eight hospital beds. In addition, two high fidelity sim-manikins are used to simulate and test clinical situations and skills for the nursing students. Students have access to the computer labs on campus and the Learning Resource Center for additional educational and study support.

Clinical Affiliations

It is our intention to continue to utilize both GMHA and GRMC for potential clinical opportunities for our students. The Memorandum of Understanding (MOU) for both facilities are reviewed annually and are updated/renewed every five years. The established MOUs for both hospitals are current and are due for renewal in 2029. We value the continued support from our clinical affiliates regarding the training and development of our CNA students.

Some challenges affecting the program relate to the need for financial assistance for our students to help augment costs to allow for a seamless transition with licensure. The department has been fortunate to receive funding from the GEDA QC grant and the Department of Labor. Funding from the grant has been used to assist with the cost for supplies and equipment, review courses, online test preparation resources, and the cost for the licensure application and exam. The support of grant funding has helped the students with an easier process for licensure by ensuring the timely submission for examination applications. Therefore, the department will continue to look for additional funding opportunities to support our students with preparations for licensure.

Student Attrition & Pass Rates

There are no current updates regarding the attrition and pass rate for the cohorts listed in the tables below. The CNA bootcamp is the most recent addition to the tables with no changes in attrition. The course is in progress and all 20 students are still currently enrolled.

Attrition for Certified Nurse Assistant				
Semester Offered	Course Dates NU101	# of Students Initially Enrolled	# of students who Completed the Course	Attrition Rate
Summer 2024	July 2, 2024 - August 15, 2024	20	-In Progress-	N/A
Spring 2023	No Course Offered Due to Low Enrollment			
Fall 2022	August 17, 2022 – Dec. 2, 2022	13	11	16.66%
Spring 2022	May 18, 2022 - June 11, 2022	19	19	0.00%
Summer 2021	Jul. 9, 2021 - Aug. 6, 2021	10	10	0.00%
Spring 2021	No Course Offered			

Fall 2020	Dec. 16, 2020 - May 5, 2021	30	19	44.89%
Spring 2020	No Course Offered Due to Low Enrollment			

Attrition Rates

The table above shows the attrition rate for the NU101 CNA course from Spring 2020 to Summer 2024. In Fall 2020 the table shows an attrition rate of **45%**. This rate is reflective of the individuals who took part in the TNAPI program. Thirty students registered for the course and received emergency temporary work permits. It was anticipated that the same 30 students would move into the second part (TNAP II) of the program. However, as a result of the demands of the pandemic, a number of students indicated “the job was not for them”, “it was too demanding with their family life”, or “they were able to obtain a higher paying job.” Therefore, 19 students enrolled into the TNAP II program and all 19 completed the program. The two cohorts following maintained full enrollment providing an attrition rate of zero.

The Fall 2022 cohort had 13 students who enrolled. However, one withdrew due to difficulties related to her full time employment and the other withdrew due to an inability to meet clinical requirements. This provides an attrition rate of **17%** for this cohort. Prior to the start of the Spring 2023 semester an interest list was used to support the scheduling of the NU101 nursing assistant course. However, at the start of the semester, the Nursing & Allied Health Department recognized that students withdrew from the course. Upon further review, the department realized that many did not register for the course and a few withdrew to take advantage of the free CNA course being offered at the University of Guam. As a result this course was canceled due to low enrollment with only three students registered.

Pass Rate for Certified Nurse Assistant					
Semester Offered	Course Dates	Number of Completers	# of Students Who Took NNAAP	First-write Pass Rate (#)	First write-pass rate percentage (%)
Summer 2024	July 2, 2024 - Aug. 15, 2024	In Progress	N/A	N/A	N/A
Fall 2022	Aug. 17, 2022 – Dec. 2, 2022	11	10	7	70%
Spring 2022	May 18, 2022 - June 11, 2022	19	17	15	88%

Summer 2021	Jul. 9, 2021 - Aug. 6, 2021	10	7	5	71%
TNAP II	March 2, 2021 - May 5, 2021	19	17	11	65%
TNAP I	Dec. 16, 2020 - Jan. 5, 2021	30	NA	NA	NA

Pass Rates

Summer Bootcamp July 2, 2024 - August 15, 2024

Currently in progress no pass rate to report.

Fall Semester Cohort: Aug. 17 - Dec. 2, 2022

Thirteen students registered for the course, 11 students successfully completed the program. Ten students tested and seven passed on their first attempt, one has an incomplete application. The department is working with the student to complete her application so she will be able to test for the next exam date. Three students failed the written portion of the exam. However, two have reapplied and passed on their second attempt. One out of the three who tested, reported he was dealing with family difficulties when he took his exam and indicated that he will not be able to retest in the near future. This provides a current pass rate of **70%** for those who tested and **63%** for the cohort.

Spring Semester Cohort: May 18, 2022 - June 11, 2022

Nineteen students enrolled and completed this course. Seventeen students took the CNA exam for licensure. Fifteen students passed on their first attempt and are now currently licensed. This brings the current first write pass rate to **78%** for the cohort and **88%** for the number of students who tested and passed on their first try. Two students failed the written portion of the exam on their first attempt. However, they have since retested and passed on their second try. The remaining two students have recently reported to the department that they no longer desire to test for licensure and have recently been employed in a different career field.

Summer Bootcamp: Jul. 9, 2021 - Aug. 6, 2021

Ten students enrolled into and completed the summer bootcamp program. The purpose of this program was to further fulfill the need for CNAs in the community and hospitals. Seven students tested and five passed on their first try. Two students are pending completion of their application for licensure and one student moved off island. First-write pass rate by exam is **71%**. First-write pass rate by cohort is **63%**.

TNAPII: March 2, 2021 - May 5, 2021

Nineteen students from TNAP I enrolled into the TNAP II program. This program provided them with 55 hours of lecture/laboratory practice and 50 hours of clinical practice in the hospital in order to qualify for licensure. From the 19 participants, 17 participants tested, 11 passed on their first try, six failed, and two are pending applications for licensure. First-write pass rate for the examiners is **65%**. The first-write pass rate for the cohort is **58%**. The department continues to reach out to the two remaining students to assist them with their application and preparations for licensure.

Temporary Nurse Assistant Program (TNAP I): Dec. 16, 2020 - Jan. 5, 2021

The objective of this course was to provide 40-hours of online CNA training to individuals to augment an immediate response for the COVID-19 pandemic in the hospitals and DPHSS.

Thirty participants completed the program and all 30 received Emergency Temporary Work Permits (ETWP) and were placed at GMHA, GRMC, & DPHSS. However, the five participants placed at DPHSS were not able to immediately start employment due to delays in employment processing. Therefore, they were offered opportunities to work at GMHA & GRMC.

Upon completion of the program the participants were provided with the opportunity to register for the TNAPII which would provide them with the remaining lecture, lab, & clinical hours needed to qualify for official CNA licensure. Nineteen of the 30 participants registered for TNAP II. The remaining 11 indicated they no longer wished to continue in the healthcare field and recognized the job was not for them.

Additionally, two of the eleven did not meet clinical clearance requirements due to a positive drug screen and police record. As a result, the 11 Emergency Temporary Work Permits were considered no longer valid because they were not actively employed at an agency. Therefore, there is no pass rate to report for this cohort. The immediate goal to produce temporary CNA's who qualify for emergency licensure was met and it was noted that the nineteen individuals placed at their prospective agencies continued to work throughout the majority of the pandemic.

Program Updates

The Nursing & Allied Health Department and faculty will be working to update the course curriculum for the NU101 Certified Nurse Assistant course in the fall as indicated in the plan of action submitted to GBNE on November 25, 2023. The department has indicated in the plan of action seven objectives for intended program improvement. These objectives include the following:

1. Enhanced Student Recruitment
2. Implement and Enhance Enrollment Criteria for the Program
3. Program Curriculum Review and Updates
4. Mandatory Advisement
5. Testing within one Month of Program Completion
6. Integrate Online Resources
7. Evaluations

New faculty have been hired to support the program with laboratory and clinical practice skills. The new faculty and current students have been made aware of the program objectives and intention for program success. The department recognizes the importance of transparency regarding the probationary status of the program and the inclusion of every key stakeholder regarding efforts to meet the Plan of Action objectives.

Faculty

Loressa Melegrito, RN, BSN was the lead faculty member for two of the most recent courses. She is a registered nurse who received her Bachelors of Science in Nursing from the University of Guam in 2004. She also serves as a faculty member for the Practical Nursing program and an occasional adjunct clinical faculty member for the Emergency Medical Technician (EMT) course. She has been with GCC as a full-time faculty from August 2011 – May 2015, January 2020 – May 2020, and August 2020 to the present. She has also served as an adjunct clinical faculty member since May 2015 to the present.

Barbara Mafnas, MSN, RN has served as adjunct faculty for the CNA bootcamps. She has led the lecture and laboratory components of the courses. Barbara Mafnas has been with the College since 2003 and has served as adjunct faculty for the CNA course, caregiver/medical home health aide, AHA Basic Life Support, & AHA Heart Savers First Aid & CPR courses in the past. She is also currently a full-time faculty member for the Medical Assistant Certificate and Associate's Degree programs. She is an active member in the nursing community as well as in the College, most often providing continuing education courses and workshops related to nursing or healthcare.

Carlie Webb RN, BSN was recently hired as a new adjunct faculty for the nursing programs. She has been a nurse since 2021 working in a high acuity medical cardiac unit in Colorado Springs, Colorado. She also worked as a PCU float nurse assisting with pre/post op cardiac patients with surgeries. She is excited to be teaching and has already established a good rapport with her CNA students.

Marissa Roth RN, BSN was recently hired as a new adjunct faculty for the nursing program. She has been a nurse since 2004 and is a graduate of the University of Guam. She has extensive experience working as an operating room and post anesthesia care unit nurse and director. She also has recent experience working as the lead nurse educator and

director for the Geriatric Workforce Enhancement Program and the University of Guam Margaret Perez Hattori-Uchima School of Health CNA program.

Conclusion

The GCC Mission states, “Guam Community College is a leader in career and technical workforce development, providing the highest quality student-centered education and job training for Micronesia.” The Nursing & Allied Health Department and faculty remain focused on the College’s mission and work to increase the pass rate and achieve the objectives indicated in the Plan of Action for Improvement. The department recognizes the critical role certified nurse assistants provide in the community. Therefore, it remains our goal to move the program out of probation and continue to meet the needs of the healthcare community for nurses.

Submitted by:

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