



CAREER CONNECT WASHINGTON
CAREER LAUNCH

Career Launch Endorsement Review (CLER) Application



INSTITUTION: Tacoma Public Schools

PROPOSED PROGRAM: Next Move Nursing Career Launch Program

PROGRAM LEVEL (Check All that Apply):

- High school Diploma
- College Certificate
- College Associate Degree
- College Bachelor's Degree
- Industry Recognized Certificate(s)

PROGRAM CIP: 320107

CONTACT INFORMATION

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Chief Academic Officer

3/30/2021
Date

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Program Checklist

P1. Program description including length of program in years and total hours (including split between classroom and worksite).

The Next Move Internship Program has engaged students in Career Awareness, Exploration, and Preparation for the past 18 years through their Intro to Internship course and community-based Internship experience. Through Next Move Internships, high school juniors and seniors explore their interests, build their skills, and make informed choices about their post-high education and career goals. The Next Move Nursing Career Launch Program allows students who have chosen to pursue a career in medicine the opportunity to gain specialized training and experience in the field of nursing. Upon completing this program, students will be able to confidently enter the workforce as an NA-C and pursue future educational and employment opportunities.

The Next Move Nursing Career Launch Program provides students interested in pursuing a nursing career with meaningful classroom learning, career exploration and preparation, paid on-the-job training, a career mentor, and an employable certification. After completing Intro to Internship, and one semester of an internship within the medical field, students interested in pursuing a nursing career will be invited to participate in a summer NA-C program facilitated by our partner, The Health Care Apprenticeship Consortium (HCAC). They will learn about patient care, basic anatomy and physiology, tracking patient vitals, and gain practical experience using basic medical equipment. Recently certified through the Washington State Nursing Care Quality Assurance Commission, this 130-hour training program provides students with a combination of real-time online classroom learning, online clinical skills labs, small group in-person clinical skills practice, and a clinical experience in the health care setting. This hybrid model allows us to continue to serve our students with the current COVID restrictions and be adapted to an in-person program in the future. After successfully passing the Washington Nursing Assistant Exam, students will participate in a 90-hour paid internship in a healthcare setting where they hone their skills, learn to work as part of a care team, and prepare to enter the workforce as an NA-C. Throughout their Internship and NA-C clinical experiences, career mentors support students and provide feedback and guidance. Students have the opportunity to earn college credit for both internship experiences and the NA-C coursework.

Next Move Nursing Career Launch Program - Overview	
Fall Semester Junior Year	Intro to Internship – Career awareness and preparation activities (career research and professional skill building) <ul style="list-style-type: none"> ● 90 classroom hours
Spring Semester Junior Year	Career Prep Internship in the medical field <ul style="list-style-type: none"> ● 90 hours at the worksite
Summer	Students participate in NA-C Program <ul style="list-style-type: none"> ● 90 classroom hours ● 40 clinical hours at the worksite
Fall Semester Senior Year	Paid Internship in the medical field <ul style="list-style-type: none"> ● 90 hours at the worksite
Spring Semester Senior Year	Prepare for post-high education and training opportunities

NA-C Training Course – Classroom, Lab, and Worksite Overview

Unit	Title	Class Hours	Lab Hours
1	HEALTH CARE SYSTEMS and ROLE RESPONSIBILITY	2	0
2	THE PATIENT'S RIGHTS - LAW and ETHICS	4	2
3	THE NURSING ASSISTANT	4	4
4	ANATOMY AND FUNCTION OF THE HUMAN BODY	6	4
5	COMMUNICATION	4	1
6	INFECTION CONTROL & HIV	10	2
7	SAFETY AND EMERGENCY MEASURES	6	6
8	NUTRITION & ELIMINATION	5	6
9	GROOMING AND PERSONAL HYGIENE	5	6
10	THE NURSING ASSISTANT IN AN ACUTE CARE SETTING	4	3
	Total	50	34

In-Person Labs - At Clover Park Technical College

1	peri-care & 8 skills	2
2	Cath-care & 8 skills	2
3	NNAAP skills test practice (23 skills)	2
Total		6

Clinicals - At Worksite

1	Clinical Experience	40
Total		40

P2. Estimated number of hours per week at worksite and in classroom (this approach may shift throughout the program).

Hours Per Week at Worksite/Classroom	
Intro to Internship	3-4 hours per week in the classroom depending on school schedule
Career Prep Internship in the Medical Field	6 hours per week at the worksite
NA-C Program	6-Week Program

	<ul style="list-style-type: none"> ● 4 weeks of classroom instruction (20-25 hours per week) ● 1 week of labs and clinical orientations (5-10 hours) ● 1 week of clinicals at the worksite (40 hours)
Paid Internship in the Medical Field	6 hours per week at the worksite

P3. Demonstration of labor market demand for specified skills/career in local region.

Demand for Certified Nursing Assistants (NA-Cs) is growing faster than for workers in nearly every other job. The U.S. Bureau of Labor Statistics estimates an increase of 9% through 2028. (The average rate of job growth is only 5%.) New NA-Cs will be needed to meet the demand of the aging baby boomer population. It is predicted that the demand for NA-Cs will remain constant at in-patient care centers, decrease slightly at ambulatory/outpatient care centers, and increase dramatically at long-term care facilities and home health care environments. (source: Center for Health Workforce Studies, UW School of Medicine)

NA-Cs are in high demand throughout Washington state. Washington State’s population is growing and aging: the overall population is expected to increase from 6.8 million in 2012 to 8.2 million by 2030, and the elderly population (age 65 and up) will double.

In 2020, it was projected that there would be 5,227 open positions. The median starting wage is \$17.29 per hour plus an average of \$5,031 of overtime per year. Additionally, ten large healthcare organizations in our region pay \$20 - \$26 per hour for NA-Cs (source: Indeed.com Nursing Assistant Career Explorer report). Once achieving an NA-C license, there is a projected five-year career path to Medical Assistant and Licensed Practical Nurse positions, which have a median wage of \$23.25 to \$29.40 per hour. (source: “Health Workforce Council: 2019 Annual Report”)

From 2016 to 2019, Nursing Homes and Skilled Nursing Facilities reported that Nursing Assistants were the number one or number two “Top occupations cited as having exceptionally long vacancies.” (source: “Health Workforce Council: 2019 Annual Report”)

Since this career has limited advancement opportunities, low pay, and high physical demands, many nursing assistants are expected to leave their jobs to pursue higher formal training. These vacancies will result in more job opportunities for those who have the proper training and meet their state’s examination requirements.

P4. Projected count of student enrollment, student completion, and anticipated employer participation for 5 years, post-pilot.

Timeframe	Projected Student Enrollment	Projected Student Completion	Projected Employer Participation
Pilot	NA-C – 24 students (1 cohort) Paid Internship – 10 students	90% completion rate	NA-C – 2 employers Paid Internship – 1 employer
1 Year Post-Pilot	NA-C – 24 students (1 cohort) Paid Internship – 24 students	90% completion rate	NA-C – 2 employers Paid Internship – 2 employers
2 Years Post-Pilot	NA-C – 48 students (2 cohorts) Paid Internship – 35 students	90% completion rate	NA-C – 3 employers Paid Internship – 2 employers
3 Years Post-Pilot	NA-C – 48 students (2 cohorts)	90% completion rate	NA-C – 3 employers

	Paid Internship – 48 students		Paid Internship – 3 employers
4 Years Post-Pilot	NA-C – 72 students (3 cohorts) Paid Internship – 50 students	90% completion rate	NA-C – 4 employers Paid Internship – 3 employers
5 Years Post-Pilot	NA-C – 72 students (3 cohorts) Paid Internship – 50 students	90% completion rate	NA-C – 4 employers Paid Internship – 3 employers

P5. Concise description of development process to create the Career Launch program (e.g. who was involved, when, how was the program piloted, etc.). Include a listing of program advisory committee members and their affiliation to the program.

The Next Move and Elements of Education Partners team conceived of this program in the fall of 2019 during a conversation with partners at the Foundation for Tacoma Students. They encouraged the team to apply for the CCW Intermediary Grant Round 2 because of the long track record of success with implementing Career Exploration and Prep programs in Tacoma. Around the same time, Tacoma Public Schools began focusing more heavily on healthcare careers through the new Healthcare Career Academy (HCA) at Stadium and Mt. Tahoma high schools. Between the Next Move and HCA, many of the pieces were already in place - internship experiences, student demand for CNA training opportunities, and enthusiastic health care partners. The team began working on pulling all the pieces together in the spring of 2020. The COVID-19 pandemic delayed much of the work over the spring and summer of 2020 because the crisis significantly impacted both schools and healthcare partners. Our original healthcare partner, Kaiser Permanente, paused all internship experiences in March 2020 and projected that internship experiences would not resume until 2022. In December 2020, the team identified a new healthcare partner who was excited about hosting students during their NA-C clinicals and committed to offering paid internship experiences for students after they pass the state NA-C exam. In fall 2020, the team connected with the Health Care Apprenticeship Consortium and was enthusiastic to learn about their NA-C Training Program and began to explore a potential partnership. The Next Move Nursing Program is ready to launch its first cohort this summer with 24 students participating in the summer NA-C program (facilitated through a partnership with Health Care Apprenticeship Consortium), with at least 10 of the NA-C participants moving into a paid internship in the healthcare field during fall 2021.

The connections from the Career Connect Washington team, WABs, the regional network, and Health Care Apprenticeship Consortium proved invaluable in their guidance, support, and partnership.

Advisory Committee Members:

- Brittany Skobel - Next Move Program Coordinator
 - Program coordinator and advisor for Next Move curriculum
- Kristin Tinder - Tacoma Public Schools, Principal of Health Care Academy
 - Tacoma Public Schools advisor
- Gwen Ingels - Founder and President of Trouvés Health Care Corporation
 - Lead industry advisor, clinical site host, and paid internship host
- Mark Beaufait - Health Care Apprenticeship Consortium
 - NA-C program coordinator and advisor

P6. Signed letter of endorsement from all relevant partners, stakeholders and regional networks (including employers, labor organizations, academic institutions, community-based organizations, individuals, and other relevant stakeholders in support of the proposed Career Launch program). Regional network endorsement preferred.

Letters of Endorsement Attached:

- Tacoma School District
- Healthcare Apprenticeship Consortium
- Trouvés Healthcare Corporation
- MultiCare Healthcare Corporation
- Workforce Central
- Washington Alliance for Better Schools

P7. Description of resources, supports, or other processes to recruit and support students from underserved backgrounds (e.g. including students of color, students from low income families, English language learners, students with disabilities, foster students, students experiencing homelessness, students from single parent homes, and other populations that face barriers to employment); or create an implementation plan to do so.

Tacoma Public Schools is a very diverse school district, serving over 29,000 students during the 2020/2021 school year. The student population has the following characteristics: 63% students of color, 62.5% students from low-income households, 15.3% qualifying for special education services, and 10.6% English Language Learners. The Next Move Nursing Career Launch Program aims for its participants' demographics to mirror that of the district, with an increased focus on recruiting and supporting students from backgrounds traditionally underrepresented in medicine (URiM*).

*URiM, Underrepresented minority in medicine is defined by the Division of Health Careers and Financial Support under the Bureau of Health Workforce and the U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES as an individual from a racial and/or ethnic group that is considered inadequately represented in a specific profession relative to the numbers of that racial and/or ethnic group in the general population. For purposes of this program, the term "racial and ethnic minority group" means Blacks or African-Americans, Native Americans, Alaska Natives, Eskimos, Aleuts, Native Hawaiians or Other Pacific Islanders, Hispanics or Latinos, and certain Asian subpopulations (other than Chinese, Filipino, Japanese, Korean, Asian Indian, or Thai). The term "Hispanic" means individuals whose origin is Mexican, Puerto Rican, Cuban, Central or South American, or any other Spanish-speaking country.

The Next Move Internship program uses two different recruitment strategies to bring awareness to our internship opportunities. First, we use a district-wide marketing strategy to share information about our program with students and families across the district. This strategy takes the form of phone calls, text messages, and email communications to both students and parents/guardians. This approach also allows us to align our advertisement and recruitment efforts with similar Career Connected Learning opportunities in Tacoma Public Schools.

Second, we have a targeted recruitment strategy that allows us to focus on specific populations of students. For this program, we focus specifically on students interested in a nursing career or more broadly in the medical field. We also focus our recruitment efforts on students from underrepresented backgrounds, students who qualify for free or reduced lunch, or have other barriers to

education/employment. We do this by connecting directly with programs that serve and support these students specifically. Each of the nine high schools in Tacoma Public Schools has established support programs, including mentors who engage with students weekly to provide academic, social/emotional, and post-high planning support. Through their relationships with their students, the mentors can share this opportunity with students and encourage them to participate.

We also engage two other specific groups of students: current Next Move Interns interested in a career in the medical field and students participating in Tacoma Public School's Healthcare Career Academy (HCA). Both of these groups of students have had the opportunity to participate in our Intro to Internship Course and a Next Move Internship during their junior year.

Example of existing programs supporting Tacoma students who we plan to partner with for program recruitment:

College Success Foundation: Achievers Program

The Achievers program provides the support and guidance students need to successfully navigate their last two years of high school and prepare for a successful college experience.

Population Served: High School Juniors and Seniors from low-income families.

TRIO/Upward Bound

Upward Bound aims to increase the rate at which participants complete secondary education and enroll in and graduate from institutions of post-secondary education by providing students with tutoring, mentoring, and college preparation support.

Population Served: High School Students from low-income families; and students from families in which neither parent holds a bachelor's degree.

Palmer Scholars

Palmer's Scholars provides students with college readiness training, mentoring, and financial support so that students can achieve their dreams of a better life through higher education.

Population Served: High School Juniors and Seniors that are students of color and are from low-income families.

Industry-Related Checklist

I-R1. Address of worksite(s) where Career Launch students will complete supervised training.

Clover Park Technical College
4500 Steilacoom Blvd. SW
Lakewood, WA 98499

Trouvés at St. Ann
6602 S. Alaska St.
Tacoma, WA 98408

MultiCare Tacoma General
315 M.L.K. Jr Way
Tacoma, WA 98405

I-R2. Hourly wage for Career Launch participants.

During the 90-hour paid internship experience, students will earn minimum wage or higher as the regional minimum wage increases.

I-R3. List of entry-level positions and associated job descriptions for which a Career Launch student would be eligible for upon completion.

Upon completing this program, students would have the necessary training and certification to apply for a Certified Nursing Assistant position. Certified Nursing Assistants are responsible for many patient care tasks to ensure that they receive the comprehensive and personalized care they need. They often have the following responsibilities:

- Grooming and bathing patients with low mobility
- Preparing each patient room with necessary items like blankets, pillows, medical equipment, and bathroom needs
- Helping patients eat and take medications
- Making sure they have regular meals and proper medication dosages
- Monitoring vitals and patient behavior and reporting them to the nursing and medical staff
- Assisting patients with mobility needs, transferring them from wheelchair to bed
- Turning or adjusting patients in bed to prevent bedsores or other discomforts
- Exercising patients by helping them walk
(source: Indeed.com)

I-R4. List of specific skills and competencies required for completion of Career Launch program, with demonstrated alignment to entry-level positions, job descriptions, and average local salary ranges.

Next Move Skills and Competencies (Intro to Internship and Internship):

Through participation in the Next Move Program, students learn valuable professional skills that help them be competitive in any industry. These nine skills are taught during the Intro to Internship course and are reinforced by the Next Move Coach and Worksite Supervisor during the Internship experience.

The Next Move Internship Program Standards:

1. Students will be able to identify personal strengths, interests, and assets to determine future goals and career pathways for high school and beyond.
2. Students will be able to express professional aspirations, including an education and career plan.
3. Students will be able to track personal and professional skills, experiences, and contributions.
4. Students will be able to respond to and initiate professional communication.
5. Students will be able to produce clear and coherent writing in which the development, organization, and style are appropriate to the task, purpose, and audience.
6. Students will be able to demonstrate initiative and confidence when engaging with others professionally.
7. Students will be actively engaged in their professional growth by seeking feedback, setting goals, and engaging in self-reflection.
8. Students will be able to travel beyond the classroom environment to engage in career-connected learning opportunities.
9. Students will learn industry-specific skills aligned with their chosen career path.

Health Care Apprenticeship Consortium’s NA-C Training Program

The skills and competencies addressed in the HCAC NA-C Training Program are modeled after the 23 NNAAP skills list (below) and testing protocol. See Appendix A for the complete list of skills and competencies addressed in the Health Care Apprenticeship Consortium’s NA-C course.

23 NNAAP Skills:

<p>Skill 1: Hand Hygiene (Hand Washing)</p> <p>Skill 2: Applies One Knee-High Elastic Stocking</p> <p>Skill 3: Assists to Ambulate Using Transfer Belt</p> <p>Skill 4: Assists with use of Bedpan</p> <p>Skill 5: Cleans Upper or Lower Dentures</p> <p>Skill 6: Counts and Records Radial Pulse</p> <p>Skill 7: Counts and Records Respiration</p> <p>Skill 8: Donning and Removing PPE (Gown and Gloves)</p> <p>Skill 9: Dressing Client with Affected (Weak) right arm</p> <p>Skill 10: Feeds Client Who Cannot Feed Self</p> <p>Skill 11: Mod. Bed Bath (face, one arm, hand, and underarm)</p> <p>Skill 12: Measures and Records Electronic Blood Pressure (not part of WA test)</p>	<p>Skill 13: Measures and Records Urinary Output</p> <p>Skill 14: Measures and Records Weight of Ambulatory Client</p> <p>Skill 15: Mod. Passive Range of Motion (PROM) one knee and one ankle</p> <p>Skill 16: Performs modified passive range of motion for one shoulder (PROM)</p> <p>Skill 17: Positions on Side</p> <p>Skill 18: Provides Cath Care for Female</p> <p>Skill 19: Provides Foot Care on One Foot</p> <p>Skill 20: Provides Mouth Care</p> <p>Skill 21: Provides Perineal Care (peri-care) for Female</p> <p>Skill 22: Transfers from Bed to Wheelchair using transfer belt</p> <p>Skill 23: Measures and Records Manual Blood Pressure</p>
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Upon completing this program, students will have the necessary training and certification to apply for a Certified Nursing Assistant position. In Pierce County, NA-C’s receive an annual wage of \$36,171 on average.

I-R5. Employer attests that Career Launch program is in compliance with required federal, state, and local regulations.

Yes, see attached letter of endorsement from Trouvés Healthcare Corporation.

I-R6. Employers will outline a student supervision and mentorship model.

Supervision/Mentorship Model Outlined by Next Move during the Internship Experience:

Each Next Move Intern has a Site Supervisor and a Next Move Internship Coach. The worksite assigns the Site Supervisor to serve as both a mentor and supervisor for the student and a point of contact for the Next Move Internship Coach. They are responsible for providing the Intern with a worksite orientation, supporting the student with setting relevant internship goals, overseeing the daily internship schedule, providing regular informal feedback and guidance on their performance, and completing a formal evaluation twice during the internship experience. The Next Move Internship Coach is assigned by the Next Move Program and is responsible for providing the Intern with an orientation of The Next Move Internship Program expectations, support with setting relevant internship goals, providing the Intern and Site Supervisor with guidance and support throughout the internship experience, performing regular site visits, and supporting the Intern with meeting all program expectations.

Supervision/Mentorship Model Outlined by Healthcare Apprenticeship Consortium during NA-C Clinical Experience:

During the Nursing Assistant Training Program’s 40-hour clinical experience, students will be paired 1:1 with a current NA-C as a preceptor/mentor assigned by the employer. The student will begin by first observing their preceptor. As the clinical experience progresses, the student will slowly take on more responsibility under the preceptor’s supervision. An HCAC faculty member will also be in attendance with a ratio of no more than ten clinical students to one supervising faculty member.

I-R7. Description of common career pathway(s) beginning with entry-level position specified with demonstration of likely salary growth over specified time period.

Certified Nursing Assistants are in high demand throughout the state. In 2020, it was projected that there would be 5,227 open positions. The median starting wage is \$17.29 per hour. There is a projected five-year career path to Medical Assistant and Licensed Practical Nurse positions with a median salary of \$23.25 to \$29.40 per hour. (source: “Health Workforce Council: 2019 Annual Report”)

		Annual Salary (Average for WA)	75th Percentile Salary (Growth)	Average Annual Openings in WA (2018-2022)
1	Certified Nursing Assistant	\$34,819	\$38,958	4,885
	Medical Assistant	\$45,076	\$51,334	2,587
2	Licensed Practicing Nurse	\$59,197	\$65,603	786
3	Registered Nurse	\$88,026	\$103,896	5,690
4	Nurse Practitioner	\$129,646	\$149,323	452
salary data retrieved from https://washingtonstem.org/labor-market/				

I-R8. Demonstrated competency alignment with relevant professional standards for specified entry-level positions when applicable.

All Next Move Nursing Career Launch participants will take the National Nurse’s Aide Assessment Program (NNAAP) exam to become Certified Nurse’s Aides at the end of the program. This exam is a combination of written and oral exams that covers 23 technical skills.

[WAC 246-841-400](#) outlines the competencies for both nursing assistant-certified and nursing assistant-registered. The Health Care Apprenticeship Consortium’s Nursing Assistant Training Program incorporates all of these competencies and an additional set of skills to prepare students for the acute care setting. See Appendix A for the complete list of skills and competencies addressed in the Health Care Apprenticeship’s Nursing Assistant Training Program.

I-R9. Signed letter from employer partners attesting that Career Launch completers will be ready for specified entry-level jobs, including an optional, non-binding commitment estimating number of Career Launch completers they plan to interview/hire over the first three years of the program.

See attached letter from Trouvés Healthcare Corporation.

Academic-Related Checklist

A-R1. List of academic institution(s) providing career-aligned instruction for Career Launch program.

Clover Park Technical College
4500 Steilacoom Blvd. SW
Lakewood, WA 98499

Tacoma Public Schools
601 South 8th Street
Tacoma, WA 98405

Health Care Apprenticeship Consortium (HCAC)
15 S Grady Way Ste. 321
Renton, WA 98057

A-R2. Curriculum scope and sequence aligned to skills and competencies provided in employment checklist.

The Health Care Apprenticeship Consortium's NA-C Training Program's curriculum scope and sequence aligns with the Standards of Practice and Competencies for Nursing Assistants and is also aligned to the NNAAP Nursing assistant certification exam (Appendix A).

A-R3. Demonstration of student supports (e.g. mentoring, advising, financial aid, tutoring) available for Career Launch students enrolled in the course.

The Next Move Intro to Internship course provides students with career advising and support with college exploration and planning. The Next Move Teacher serves as a mentor for students as they work to develop their professionalism skills and individualized post-high plan. During both Internship experiences, the Next Move Teacher turns into a Next Move Internship Coach who partners with the worksite supervisor to support the student with goal setting, professional growth, and industry-specific skill development. During the summer NA-C program, students have access to tutoring through HCAC and The Next Move.

If a student is unable to complete any portion of the Next Move Nursing Career Launch Program, the Program Coordinator will work with the student and school counselor to ensure the student will still meet high school graduation requirements.

A-R4. Number of post-secondary credits provided and / or credential earned upon completion of program.

Upon completion of the NA-C program, participants will earn eight post-secondary credits. Credits will be a result of course work and laboratory work at Clover Park Technical College. Students will also take the NCSBN NNAAP CNA Exam (written and skills) to earn their Nursing Aid Certification.

Through the Next Move Internship experience, students will have the opportunity to earn three post-secondary credits through Tacoma Community College’s College in the High School partnership with Tacoma Public Schools.

A-R5. Demonstrated curricular alignment with relevant professional and / or academic standards associated with coursework and credential, when applicable.

Next Move Nursing Career Launch students will earn their Nursing Assistant Certification through participation in The Nursing Assistant Certification Integrated Training Program developed by the Health Care Apprenticeship. This extensive training program was certified by the Washington State Nursing Care Quality Assurance Commission and is aligned with standard academic requirements and is structured to exceed the minimum requirements of the Nursing Assistant core curriculum and clinicals specified in WAC 246-841-490 for teaching the Nursing Assistant core competencies under WAC 246-841-400. HIV/Aids training will constitute 7 hours of the 50 hours of classroom-centered learning. Evaluation of each nursing assistant skill competency will be conducted both in the classroom/lab and in the clinical facility setting. Skill assessments by competency will be tracked using a WorkHands remote application. Students will receive training sufficient to qualify for and pass the NCSBN NNAAP CNA Exam written and hands-on skills sections. The Health Care Apprenticeship Consortium Nursing Assistant Certification Course Scope and Sequence is aligned to the Standards of Practice and Competencies for Nursing Assistants (Appendix A).

Additionally, Next Move curriculum is designed to teach students valuable professional skills that help them be competitive in any industry. These standards were identified in collaboration with our industry partners and were seen as skills that all students should learn before entering the workforce. These nine skills are taught during the Intro to Internship course and are reinforced by the Next Move Coach and Worksite Supervisor during the Internship experience.

Standards addressed in The Next Move Internship Program Curriculum:

1. Students will be able to identify personal strengths, interests, and assets to determine future goals and career pathways for high school and beyond.
2. Students will be able to express professional aspirations, including an education and career plan.
3. Students will be able to track personal and professional skills, experiences, and contributions.
4. Students will be able to respond to and initiate professional communication.
5. Students will be able to produce clear and coherent writing in which the development, organization, and style are appropriate to the task, purpose, and audience.
6. Students will be able to demonstrate initiative and confidence when engaging with others professionally.
7. Students will be actively engaged in their professional growth by seeking feedback, setting goals, and engaging in self-reflection.
8. Students will be able to travel beyond the classroom environment to engage in career-connected learning opportunities.
9. Students will learn industry-specific skills aligned with their chosen career path.

A-R6. Details of potential for current or future partnerships and/or scalability of the program within and across sectors and/or geographic locations (e.g. articulation, degree pathways), when applicable.

The Next Move places around 250 students annually in community-based internships in all 16 career clusters. Internship opportunities in the health sciences field are in high demand amongst our students. With a great deal of interest in healthcare careers, we chose to develop a Nursing Career Launch Program as our entry point into this work. We knew our Next Move Nursing Career Launch Program would be a success due to strong community partnerships and significant student interest.

We have identified four potential areas for future growth. First, we plan to add additional industry partners so that we can increase the number of students we can serve each year, growing from 24 students to 72 students each year. Second, we hope to create long-term mentoring and professional development opportunities for our Nursing Career Launch Program participants so that they have the support and resources to access the education and training needed for career advancement. We hope that the NA-C serves as an entry point into the nursing field, not their final destination. Third, we would like to create additional Career Launch Programs for other career pathways. Our next step in this work is to gather data on student interests, review data on workforce development needs, and evaluate potential community partnerships. Fourth, we would like to support other schools/districts with creating Career Exploration, Career Prep, and Career Launch opportunities for their students by working with them to implement our Next Move Intro to Internship, Internship experience, and Next Move Nursing Career Launch Program.

March 10, 2021

Washington State Board of Community and Technical Colleges
PO Box 42495
Olympia, WA 98504-2495

RE: Letter of support for Tacoma Public School's Next Move NA-C CLER Application

Dear Washington State Board of Community and Technical Colleges (SBCTC),

I am pleased to support the Career Launch Endorsement of the Next Move Nursing Career Launch Program, developed in partnership between Tacoma Public Schools and Elements of Education Partners.

As the third-largest school district in Washington State, we serve approximately 30,000 students each school year. We are a leader in innovative education, offering a wide range of specialized schools and programs created to meet our students' unique needs and interests. We strive to ensure that all our students have the skills and experience necessary to pursue their post-high educational and career goals with confidence. One of the ways we do this is through our Next Move Internship Program.

For over 15 years, The Next Move Internship Program has helped students explore their career interests and prepare for their future through community-based internship experiences. Each year, our Next Move Program offers over 500 students from Tacoma Public Schools the opportunity to receive career coaching, high school credit, and real-world experience in a field of their choosing. The Next Move Nursing Career Launch Program is a natural extension of this program's work. This program will allow our students who have chosen to pursue a career in healthcare the opportunity to gain specialized training and experience in the field of nursing. This industry-recognized certification and on-the-job experience will open doors to future employment and educational opportunities that these students would not otherwise be able to access.

Tacoma Public Schools enthusiastically supports the endorsement of the Next Move Nursing Career Launch Program and are eager to expand this opportunity to create additional Career Launch pathways for Tacoma students in the future.

Sincerely,



[Carla J Santorno \(Mar 11, 2021 16:10 PST\)](#)

Carla J. Santorno
Superintendent
Tacoma Public Schools



Trouvés Health Care Corporation
Care•Dignity•Compassion

March 1st, 2021

RE: Letter of support for Tacoma Public School's Next Move Nursing CLER Application

Dear Washington State Board of Community and Technical Colleges (SBCTC),

Trouvés Health Care Corporation enthusiastically supports the Next Move Nursing Career Launch Program, developed in partnership between Tacoma Public Schools and Elements of Education Partners.

Trouvés Health Care Corporation meets a growing need in the state of Washington by providing compassionate care and services to vulnerable adults, including those living with memory loss and mental health concerns. St. Ann is the first Trouvés community to open its doors and is located in the heart of Tacoma, Washington. Our mission is to provide an environment where those living with the challenges of aging can continue to lead a life that engages them fully. We employ over 40 Certified Nursing Assistants at a given time, serving 48 residents, and plan to increase our capacity by 300% over the next four years. Each year we hire and train 40 new employees and are always excited to connect with individuals that share our mission for serving others.

We are very excited to partner with The Next Move Nursing Career Launch Program to help young people prepare for and gain experience in the field of nursing. This mutually beneficial partnership will allow us to collaboratively train individuals to be successful in their role as a Certified Nursing Assistant. Our team at Trouvés is committed to providing the mentorship and training needed to help program participants become compassionate caregivers and competitive candidates for employment. By serving as a clinical host site during the NA-C program, our staff can provide hands-on training opportunities where students can apply what they have learned in the classroom. After successfully completing the NA-C program, we are committed to offering a paid internship where students can continue to learn and grow their skills under the supervision and mentorship of our trained staff. Within five years, we plan to offer a paid internship experience to 25 each school year. After students successfully complete this program and are eligible to work as a Certified Nursing Assistant, we invite them to apply to be part of our team at Trouvés and will guarantee them an interview when we have a CNA opening.

As an employer, we are confident that this extensive training program will prepare individuals for employment as a Certified Nursing Assistant and make them competitive candidates for future education and training opportunities. Not only will this program assist with the recruitment and training of our talent pipeline, but it will also help meet a growing workforce development need in our region.

Sincerely,

Gwen Ingels
Founder and President of Trouvés Health Care Corporation



March 15th, 2021

Scott Copeland

Associate Director, College Relations and Policy Guidance - Education Division
State Board for Community and Technical Colleges

RE: Letter of support for The Next Move Nursing Program CLER Application

Dear Mr. Copeland;

We are pleased to support the Career Launch Endorsement of the Next Move Nursing Career Launch Program, developed by Tacoma Public Schools and Elements of Education Partners.

The Health Care Apprenticeship Consortium is sponsored by SEIU Healthcare 1199NW Multi-Employer Training and Education Fund and includes partners from healthcare employers, labor unions, and Washington State. Our vision is to build a state-wide healthcare educational pathway through multiple apprenticeship opportunities, for healthcare employers across the state, promoting accessibility, retention, and stability within the healthcare workforce. Some of our partners include MultiCare, Swedish, UW Medicine, and Kaiser Permanente.

Over the past 18 months, our team at the Health Care Apprenticeship Consortium has been working to establish a Nursing Assistant-Certified Training Program. Recently certified through the Washington State Nursing Care Quality Assurance Commission, our 130-hour training program provides students with a combination of real time online classroom learning, online clinical skills labs, small group in-person clinical skills practice, and a clinical experience in the health care setting. Our hybrid model allows us to serve our students within current COVID restrictions but can also be conducted as an in-person program in the future.

Strong partnerships are essential to the work that we do. Our partnerships in health care allow us to align our training programs to industry standards, ensuring that our graduates are ready to enter the workforce with the skills and experience needed to exceed. We are excited to partner with Tacoma Public School's Next Move Program because it means that we will be able to help more students, at a younger age, prepare for careers in the nursing field. By engaging students in career exploration and career preparation through their Intro to Internship course and un-paid Internship experiences, Next Move is helping students explore careers in the health care field and build their professionalism skills prior to joining our NA-C training program. By offering students paid internships in the health care field after they earn their NA-C credential, students will have an opportunity to continue to master their skills and connect to potential employers.

The Health Care Apprenticeship Consortium enthusiastically supports the Career Launch Endorsement for the Next Move program and we look forward to partnering with them to serve Tacoma Students.

Sincerely,

Laura Hopkins

Laura Hopkins
Executive Director

March 17, 2021

Washington State Board of Community and Technical Colleges
PO Box 42495
Olympia, WA 98504-2495

RE: Letter of support for Tacoma Public School's Next Move NA-C CLER Application

Dear Washington State Board of Community and Technical Colleges (SBCTC),

MultiCare enthusiastically supports the Next Move NA-C Career Launch Program, developed in partnership between Tacoma Public Schools and Elements of Education Partners.

MultiCare is a not-for-profit health care organization that's been caring for communities in Washington state since the founding of Tacoma's first hospital in 1882. We are the second largest employer in Pierce County. We have grown from a Tacoma-centric, hospital-based organization into the largest, not-for-profit, community-based, locally-owned health system in the state of Washington.

As an organization, we are committed to providing young people with the opportunity to explore healthcare careers through volunteer service, internship experiences, and employee mentorship opportunities. We currently serve on the Steering Committee for Tacoma Public Schools' Healthcare Career Academy and serve as a Next Move Internship host for high school juniors and seniors each year. We believe that by investing in programs such as these, we are investing in the future of our workforce and the community we serve.

MultiCare is thrilled that the Next Move NA-C Career Launch Program will provide students interested in the nursing field the opportunity to gain hands-on experience in this field, earn their Nursing Assistant Certification, and be prepared to enter the workforce and continue their education. We are excited to serve as a clinical host for these students during their Nursing Assistant Certification Program through our partnership with the Healthcare Apprenticeship Consortium and Tacoma Public Schools.

Programs such as the Next Move Nursing Career Launch Program are vital to meeting the workforce development needs in our region. We support and endorse this program and are excited to join them in helping students begin their careers as healthcare providers.

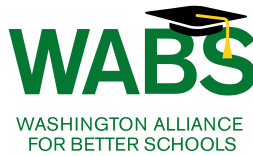
Sincerely,



Lois Bernstein
Chief Community Executive
MultiCare Health System

MultiCare

Mary Bridge Children's Hospital & Clinics ~ MultiCare Allenmore Hospital ~ MultiCare Auburn Hospital
MultiCare Covington Hospital ~ MultiCare Deaconess Hospital ~ MultiCare Good Samaritan Hospital
MultiCare Tacoma General Hospital ~ MultiCare Valley Hospital ~ MultiCare Connected Care ~ MultiCare Clinics
MultiCare Indigo Urgent Care ~ MultiCare Rockwood Clinic ~ Immediate Clinic ~ Navos ~ Pulse Heart Institute



March 2, 2021

Dear Launch Endorsement Review Committee,

As the Regional Career Connect Network for King and Pierce counties, we are pleased to offer this letter of support for The Next Move Internship Program. The Nursing Career Launch will allow students who have chosen to pursue a career in medicine the opportunity to gain specialized training and experience in nursing. We are thrilled to work together to provide high quality career connected learning opportunities to the young people whom we serve.

The Regional Network of King and Pierce (RNKP) provides capacity building support for STEM pathways in King and Pierce counties, and is committed to the development, implementation, and maintenance of high-quality Career Launch programs for the purpose of creating the next generation of highly skilled STEM workers manufacturing industries, technology, healthcare, construction, and other sectors. We strongly believe that creative strategies are required to permanently fill open positions and support workers, high school graduates and low-income job seekers along apprenticeship pathways that lead to higher wages and fulfilling careers. We believe the Next Move Internship Program will further advance the work of preparing Washington's youth by expanding internship opportunities in nursing.

As a partner on this initiative, we look forward to working with Next Move Internship Program and other Career Launch partners to build stronger statewide systems for interns and employers. The Network eagerly anticipates your participating in regional meetings, advisory boards, webinars, and other activities, as appropriate, to advance the vision of career connected learning.

We urge the committee to give this application every consideration and look forward to hearing about next steps in your selection process.

A handwritten signature in black ink that reads "Emily Yim". The signature is fluid and cursive, with the first name "Emily" and last name "Yim" clearly distinguishable.

Emily Yim
Executive Director
Washington Alliance for Better Schools



GREATER ECONOMIC VITALITY FOR ALL.

Partnering to prepare and grow the Pierce County workforce to align it with employer needs.

March 17, 2021

Scott Copeland
Associate Director College Relations and Policy Guidance
Washington State Board for Community and Technical Colleges

RE: Letter of support for The Next Move Nursing Program CLER Application

Dear Mr. Copeland;

WorkForce Central is pleased to support the Career Launch Endorsement of the Next Move Nursing Career Launch Program, developed in partnership between Tacoma Public Schools and Elements of Education Partners.

At WorkForce Central our mission is to increase access to services for job seekers, workers and businesses. To do this, we convene business, education, labor, government, nonprofits, philanthropic organizations and the broader community to implement and support innovative strategies that address workforce development needs and gaps. Data shows that nurses are currently in high demand and the demand will only increase over the next 5-10 years. In order to meet this labor demand, we need to ensure that we offer a wide range of recruitment and training opportunities. Part of this recruitment and training pipeline needs to begin with high school students.

The Next Move Nursing Career Launch Program is a great example of workforce development at the high school level. Through their Intro to Internship course, students learn valuable employability skills and explore potential career pathways. During their community-based internship experiences, students are able to try out a career they are interested in, prior to making a commitment to future education and training. For students that have chosen the medical field, and more specifically nursing, as their career path, their Nursing Career Launch Program will provide those students with the training, experience, and connections needed to successfully enter the workforce. Not only will this program help them gain an entry-level position in the nursing field, it will also provide them with the mentoring and college/career coaching needed to continue their education and training and prepare them for career advancement.

We enthusiastically support the endorsement of the Next Move Nursing Career Launch Program. At WorkForce Central we help our partners to adopt proven and promising workforce development practices and are excited to partner with Next Move to help guide and support them in their work.

Sincerely,

A handwritten signature in black ink that reads "Deborah Howell".

Deborah Howell
Chief Operating Officer

cc: Katie Condit, Chief Executive Officer



Standards of Practice and Competencies for Nursing Assistants

(1) **Basic technical skills.** A nursing assistant demonstrates basic technical skills which facilitate an optimal level of functioning for client or resident, recognizing individual, cultural, and religious diversity. A nursing assistant:

- (a) Demonstrates proficiency in cardiopulmonary resuscitation (CPR) and can perform CPR independently.
- (b) Takes and records vital signs.
- (c) Measures and records height and weight.
- (d) Measures and records fluid and food intake and output.
- (e) Recognizes normal body functions, deviations from normal body functions and the importance of reporting deviations in a timely manner to a supervising nurse.
- (f) Recognizes, responds to and reports client's or resident's emotional, social, cultural and mental health needs.
- (g) Recognizes, responds to and reports problems in client's or resident's environment to ensure safety and comfort of client.
- (h) Participates in care planning and nursing reporting process.

(2) **Personal care skills.** A nursing assistant demonstrates basic personal care skills. A nursing assistant:

- (a) Assists client or resident with bathing, oral care, and skin care.
- (b) Assists client or resident with grooming and dressing.
- (c) Provides toileting assistance to client or resident.
- (d) Assists client or resident with eating and hydration.
- (e) Uses proper oral feeding techniques.

(3) **Mental health and social service needs.** A nursing assistant demonstrates the ability to identify psychosocial needs of all clients or residents based upon awareness of the developmental and age specific processes. A nursing assistant:

- (a) Addresses individual behavioral needs of the client or resident.
- (b) Knows the developmental tasks associated with the developmental and age specific processes.
- (c) Allows the client or resident to make personal choices, but provides and reinforces behaviors consistent with the client's or resident's dignity.
- (d) Is sensitive and supportive and responds to the emotional needs of the clients or residents and their sources of emotional support.

(4) **Care of cognitively impaired residents.** A nursing assistant demonstrates basic care of cognitively impaired clients or residents. A nursing assistant:

- (a) Uses techniques for addressing the unique needs and behaviors of individuals with cognitive impairment including Alzheimer's, dementia, delirium, developmental disabilities, mental illnesses and other conditions.
- (b) Communicates with cognitively impaired clients or residents in a manner appropriate to their needs.
- (c) Demonstrates sensitivity to the behavior of cognitively impaired clients or residents.
- (d) Appropriately responds to the behavior of cognitively impaired clients or residents.

(5) **Basic restorative services.** The nursing assistant incorporates principles and skills in providing restorative care. A nursing assistant:

- (a) Demonstrates knowledge and skill in using assistive devices in ambulation, transferring, eating, and dressing.
- (b) Demonstrates knowledge and skill in the maintenance of range of motion.
- (c) Demonstrates proper techniques for turning and positioning a client or resident in a bed and chair.
- (d) Demonstrates proper techniques for transferring and ambulating client or resident.

(e) Demonstrates knowledge about methods for meeting the elimination needs of clients or residents.

(f) Demonstrates knowledge and skill for the use and care of prosthetic devices by client or resident.

(g) Uses basic restorative services by training the client or resident in self care according to the client's or resident's capabilities.

(6) Client or resident rights and promotion of independence. A nursing assistant demonstrates behavior which maintains and respects client or resident rights and promotes independence, regardless of race, religion, life-style, sexual preference, disease process, or ability to pay. A nursing assistant:

(a) Recognizes that client or resident has the right to participate in decisions about his or her care.

(b) Recognizes and respects clients' or residents' need for privacy and confidentiality.

(c) Promotes and respects the client or resident right to make personal choices to accommodate their needs.

(d) Reports client or resident concerns.

(e) Provides assistance to client or resident in getting to and participating in activities.

(f) Respects the property of client or resident and employer and does not take equipment, material, property or medications for his, her or other's use or benefit. A nursing assistant may not solicit, accept or borrow money, material or property from client or resident for his, her or other's use or benefit.

(g) Promotes client or resident right to be free from abuse, mistreatment, and neglect.

(h) Intervenes appropriately on the client's or resident's behalf when abuse, mistreatment or neglect is observed.

(i) Complies with mandatory reporting requirements by reporting to the department of health and the department of social and health services instances of neglect, abuse, exploitation or abandonment.

(j) Participates in the plan of care with regard to the use of restraints in accordance with current professional standards.

(7) Communication and interpersonal skills. A nursing assistant uses communication and interpersonal skills effectively to function as a member of the nursing team. A nursing assistant:

(a) Reads, writes, speaks, and understands English at the level necessary for performing duties of the nursing assistant.

(b) Listens and responds to verbal and nonverbal communication in an appropriate manner.

(c) Recognizes how his or her own behavior influences client's or resident's behavior and uses resources for obtaining assistance in understanding the client's or resident's behavior.

(d) Adjusts his or her own behavior to accommodate client's or resident's physical or mental limitations.

(e) Uses terminology accepted in the health care setting to record and report observations and pertinent information.

(f) Appropriately records and reports observations, actions, and information accurately and in a timely manner.

(g) Is able to explain policies and procedures before and during care of the client or resident.

(8) Infection control. A nursing assistant uses standard and transmission-based precautions to prevent the spread of microorganisms. A nursing assistant:

(a) Uses principles of medical asepsis and demonstrates infection control techniques and standard and transmission-based precautions.

(b) Explains how disease-causing microorganisms are spread.

(c) Is knowledgeable regarding transmission of bloodborne pathogens.

(d) Demonstrates knowledge of cleaning agents and methods which destroy microorganisms on surfaces.

(9) Safety and emergency procedures. A nursing assistant demonstrates the ability to identify and implement safety and emergency procedures. A nursing assistant:

- (a) Provides an environment with adequate ventilation, warmth, light, and quiet.
- (b) Promotes a clean, orderly, and safe environment including equipment for a client or resident.
- (c) Identifies and utilizes measures for accident prevention.
- (d) Demonstrates principles of good body mechanics for self and client or resident, using the safest and most efficient methods to lift and move clients, residents, or heavy items.
- (e) Demonstrates proper use of protective devices in care of clients or residents.
- (f) Demonstrates knowledge and follows fire and disaster procedures.
- (g) Identifies and demonstrates principles of health and sanitation in food service.
- (h) Demonstrates the proper use and storage of cleaning agents and other potentially hazardous materials.

(10) **Rules and regulations knowledge.** A nursing assistant demonstrates knowledge of and can explain the practical implications of the laws and regulations which affect nursing assistant practice including but not limited to:

- (a) Mandatory reporting procedures related to client or resident abuse, neglect, abandonment, and exploitation.
- (b) Scope of practice.
- (c) Workers right to know.
- (d) The Uniform Disciplinary Act.

(11) **Additional Acute Care Skills**

- (a) Enhanced Practice re: urinary tract infections re: peri-care, toileting, fluids, and other interventions to minimize risk.
- (b) Central Line Monitoring Awareness - dressing, drainage, pain, leaking, inflammation
- (c) IV Monitoring & Awareness - dressing, drainage, pain, leaking, inflammation
- (d) Enhance Practice re: Acute Care Communications protocols, written communications on care and caregiver observations
- (e) Enhanced Practice re: SBAR reporting, and reports to Nurses and other CNA's at shift changes
- (f) Enhanced Practice re: patient positioning
- (g) Enhanced Practice re: orthopedic splints, footboards, hand rolls, bed cradles, and abductor pillows
- (h) Hydration awareness - thick and thin liquids, diet disorder awareness
- (i) Blood Glucose monitoring/awareness
- (j) Monitor/troubleshoot Ostomy Care
- (k) Ability to understand Care Plan, Interventions, and suggested changes per Patient
- (l) Enhanced Practice: Chart and EMR reading
- (m) Enhanced Practice: Types of Restraints, Handling and Release Quickly and Safely
- (n) Ability to understand/Awareness of Advance Directives/understand DNR status
- (o) Monitor, Recognize dangers and safety difficulties with Oxygen Therapy; Knowledge of equipment types
- (p) Heat Pack/Cold Pack application under direction of Licensed Nurse
- (q) Enhanced Practice - collection and labelling of specimens
- (r) Understanding of Pain Scale, use and reporting by patient
- (s) Understand non-medicinal interventions/pain relief per plan of care under direction of licensed nurse
- (t) Enhanced Practice: acute care team meeting skills
- (u) Enhanced Practice: understanding and review of facility practices, procedures, revisions