Hospital Nursing Assistant Information Session

April 2021
This event is a partnership between Beth Israel Deaconess Medical Center, Mass General Brigham, Boston Children’s Hospital, New England Baptist Hospital, the Urban League of Eastern Massachusetts, MassHire Boston and MassHire Downtown Boston and the Private Industry Council.
Agenda

- Overview of the Position
- Are you right for the job
- Are you qualified?
- Working at Different Hospitals
- Training Program Highlights
- Questions
Does everyone use the title ‘hospital nursing assistant?’

No!

- Beth Israel Deaconess: “Patient Care Technician”
- Mass General Brigham: “Patient Care Associate”
- Boston Children’s: “Clinical Assistants”
- New England Baptist: “Patient Care Associate”
What does a Hospital Nursing Assistant do?

- A Nursing Assistant *provides basic care to patients in hospitals*.

- Nursing Assistants *work under the supervision of Registered Nurses* and follow care instructions provided by RNs or Doctors.

- They *monitor vital signs and may even dispense medication*, depending on the environment and experience level.

- They *collaborate on developing a patient's care plan*.

- They *observe and report on patients’ conditions* and assist patients with many tasks that they cannot do for themselves.

- Nurses and doctors rely on technicians to *ensure a safe and quality experience for patients*. 
Would you make a good Hospital Nursing Assistant?

Do you have?

- Excellent attention to detail.
- Great written and verbal communication.
- Ability to carefully read and follow directions.
- Flexibility in work duties and schedule.
- Good teamwork skills.
- Ability to lift and move patients.
- Good foundation of clinical skills and knowledge.
- Effective organizational skills.
- Great customer service skills.
What should you know about the job?

• **Salary ranges**
  - Base salary with depending on experience level
  - Shift differentials for nights and weekends

• **The Schedule**
  - Some hospitals schedule rotating days/evenings or days/weekends, nights; some hospitals do set shifts; some hospitals require every other weekend
  - *For example: A regular schedule may alternate between two weeks on dayshift and two weeks on evening shift or two weeks on evening shift and two weeks on night shift. Rotating weekends are typical and must be available to work some holidays. Shifts can be 8 hours or 12-hour shifts*

• **The Benefits**
  - Health care, Dental
  - Tuition Reimbursement, Pension & Retirement plans, vacation and backup childcare benefits
  - Professional development opportunities
On the Front Lines of the Pandemic

Hospital Nursing Assistants are key members of patient care teams caring for patients during the pandemic and beyond.

As patient-facing healthcare workers, staff have already received the vaccine.

Hospital workplaces have been low risk environments during the pandemic.

How have Hospital Nursing Assistants been kept safe?

- PPE
- Daily health monitoring
- Strict adherence to social distancing and mask wearing
- Vaccines
Meet the People Doing the Job

Rachel Roland, Patient Care Technician, BIDMC
Johngelyn Alleyne, Nurse Manager, MGB/Spaulding
Richard Parker, Lead TA Ambassador for Nursing, Children’s
I have a CNA certification.

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Are you qualified?
I have completed a CNA training program but have no certification.

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Are you qualified?

I have direct care experience but no CNA certification.

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I am a nursing student who has completed one clinical rotation.

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Are you qualified?
Are you qualified?

I do not have any direct care experience, CNA certification, or other training.

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Are you qualified?

I do not have a high school diploma or equivalent.

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Your Career as a PCT at BIDMC

• **PCT Pipeline: A paid training program** to hire experienced and new graduate direct care workers, train them in the acute care skills needed to be a successful Patient Care Technician (PCT) and place them in full-time jobs on inpatient floors.

  • For the program beginning in August 2021:
    • **May 2021:** Information sessions begin.
    • **End of May & June 2021:** Application process.
    • **August 2021:** 3-week paid training taught by BIDMC nurses begins.
      • 2 weeks of part time didactic training, 1 week of full-time clinical training
      • After training, employees move into full time PCT positions with rotating shifts, opportunities for shift differential and overtime.

• **An entry point to a nursing degree** by accessing a career advisor and free pre-requisite college courses in math and science.

• **Programs to train** you to other roles like Central Processing Technicians and Nurse Residents.

• Tuition Reimbursement, career coaching, scholarships
Your Career as an HNA ("PCA") at Mass General Brigham

- Variety of **training for community members** to enter this field, we work with CCHERS/HEART, JVS, Laboure College, Academy for Healthcare Training, community colleges, voc-tech schools, etc.
- **Observe a variety of clinical jobs** while doing your own
- **Growth opportunities** into other healthcare careers
- **Multiple programs** for employees and community residents
- **Free online college prep** and free career coaching
- **Mentoring** from colleagues
- **Tuition assistance** for college level courses
- **Ability to transfer** to other affiliates

Mass General Brigham
Spaulding/JVS CNA Training Program

- **6-week program** that includes job readiness workshops, nurse aide training, and clinicals
- HS Diploma, GED or Foreign equivalency required; Fluent or near-fluent English skills
- **Program dates**: May 24, 2021 – July 2, 2021/Monday to Friday, full-time. 9am – 5pm. Clinical typically 7am – 3pm
- **Program format** is in Boston area; Hybrid: Remote and In-Person
- Upon completion receive CNA Certification, HHA Certificate, BLS Certification, CPR Certification
- **No cost to enrolled candidates.** All training and certifications will be paid for.
- **Guaranteed job at Spaulding,** upon successful program completion.
Your Career as a Clinical Assistant or Care Companion at Boston Children’s Hospital

- Join us as a Clinical Assistant and work with patients from local communities and 160 countries around the world.
- Support pediatric patients and their families in all areas of the hospital.
- Opportunities to work in either ambulatory clinics or inpatient settings.
- Entry point to various careers including nursing via the LATTICE Program or other allied health roles.
- Free courses, tuition reimbursement, and scholarships are available.
- Career ladders and other opportunities for professional development.
Your Career as a PCA at New England Baptist

• It is very satisfying to practice in a high reliability organization that supports advancing nursing practice with research and colleagueship.

• Our institution is nationally recognized for our exceptional patient experience and low infection and readmission rates.

• Being a specialty hospital without an emergency room allows for more predictability for work/life balance.

• We have been Covid-19 free during the past year.

• We are also well known for our positive culture that we built together, the Baptist Way.

• You can truly be your best at NEBH.
Training Vendors
PROGRAM NAME: Academy for Health Care Training

LOCATION: Malden, MA

FORMAT: Lecture (hybrid), skills practice/check off, 3 days clinical at long term care (now available)

CERTIFICATE EARNED: HHA/CNA

TIME TO COMPLETE: 4 weeks

COST: $1200. (without clinical), 1625.00 (with clinical)

NEXT TRAINING CYCLE: June 14-July 1, 2021 9AM-3:30
PROGRAM NAME: ESOL Certified Nursing Assistant Training

LOCATION: Cambridge and Malden, MA

FORMAT: In-person, Direct Instruction. Online option available as necessary.

Certificate earned: HHA certificate, Dementia Care certificate, CPR certification and CNA license upon passing state exam

TIME TO COMPLETE: 4.5 months

COST: Free. Priority is given to Cambridge residents with remaining availability given to residents of the Metro North region.

NEXT TRAINING CYCLE: Sept 2021-January 2022, and February –June 2022, Monday through Thursday evenings, from 5pm to 9pm
PROGRAM NAME: Nurse Assistant/Home Health Aide Certificate

LOCATION: Lowell, MA

FORMAT: Hybrid

CERTIFICATE EARNED? Yes

TIME TO COMPLETE: 8 weeks

COST: $1617.00

NEXT TRAINING
CYCLE: June 16 – August 15, 2021, course and lab nights 4:30-9:30, clinical, weekends
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<th><strong>Program Name:</strong></th>
<th>Caring for Our Seniors: A Nurse Aide Training Program</th>
<th>Hospital Pathway CNA Training Program</th>
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<td><strong>Length of Program:</strong></td>
<td>14 weeks: Including 100 hours of ESOL in addition to job readiness workshops, nurse aide training, and clinicals</td>
<td>6 weeks: includes job readiness workshops, nurse aide training, and clinicals</td>
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<td><strong>Program Requirements:</strong></td>
<td>Must be a non-native intermediate level English speaker</td>
<td>HS Diploma, GED or Foreign equivalency required; Fluent or near-fluent English skills</td>
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<td><strong>Upcoming cycles:</strong></td>
<td>June 21, 2021 – September 24, 2021</td>
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<td><strong>Location &amp; Format</strong></td>
<td>Boston area; Hybrid: Remote and In-Person</td>
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<td><strong>Certificates Earned:</strong></td>
<td>CNA License, HHA Certificate, BLS Certification, CPR Certification</td>
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<td><strong>Schedule:</strong></td>
<td>Monday to Friday, full-time. 9am – 5pm. Clinical typically 7am – 3pm</td>
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<td><strong>Cost:</strong></td>
<td>No cost to enrolled candidates. All training and certifications will be paid for.</td>
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<td><strong>Employment:</strong></td>
<td>JVS coaches will support you through job placement services</td>
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PROGRAM NAME:
Nurse Assistant/Home Health Aide training program

LOCATION: South Boston

FORMAT: Zoom and google docs. Four students allowed into classroom with social distancing, remainder of students are remote. Clinical site: St Joseph’s Nursing and Rehabilitation in Dorchester, Ma.

Certificate earned: Yes, upon completion of clinical and passing the final exams. Received at graduation.

TIME TO COMPLETE: 4 weeks

COST: $950. Books: $50, Payment plan: $400-$300-$300- must be paid before finals or will not be allowed to sit for exam.

NEXT TRAINING

CYCLE: Begins 4/13/2021, Tuesday thru Friday 9am to 3pm for 4 weeks, Next class is every month from May thru December.
PROGRAM NAME: Nurse Assistant/Home Health Aide

LOCATIONS: Online with hands-on labs in Danvers and Lynn, and Clinical sites in Beverly, Topsfield, and Salem

FORMAT: Hybrid (Zoom) and in-person labs & clinicals

CERTIFICATE EARNED? HHA, NA, BLS, Dementia

TIME TO COMPLETE: 6-10 weeks

COST: $1299.00 plus textbook and workbook, $70

NEXT TRAINING CYCLE: 4/7-6/9, 5/26*-8/9, 6/8-8/18, 7/13-10/26, evenings 5:30pm to 9:30pm, * days 8:00am to 12:00pm

Register: https://northshore.coursetorm.com/

Email: professional@northshore.edu
# Financial Supports

## GREATER BOSTON REGION: CITIES

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Questions?

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<tr>
<td><strong>Academy for Healthcare Training</strong></td>
<td>Libby Reichman</td>
<td>617-899-1832</td>
<td><a href="mailto:info@academyhealthcaretraining.com">info@academyhealthcaretraining.com</a></td>
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<tr>
<td><strong>Cambridge Community Learning Center</strong></td>
<td>Bayyinah Pandolfo</td>
<td>857-997-2360</td>
<td><a href="mailto:bpandolfo@cambridgema.gov">bpandolfo@cambridgema.gov</a></td>
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<tr>
<td><strong>JVS</strong></td>
<td>Branden Staten</td>
<td>857-246-9292</td>
<td><a href="mailto:BStanton@jvs-boston.org">BStanton@jvs-boston.org</a></td>
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<tr>
<td><strong>Catholic Charities</strong></td>
<td>Pamela Strattner</td>
<td>617-464-8544</td>
<td><a href="mailto:pamela_strattner@ccab.org">pamela_strattner@ccab.org</a></td>
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<tr>
<td><strong>North Shore Community College</strong></td>
<td>Lorraine Boyd</td>
<td>978-236-1204</td>
<td><a href="mailto:lboyd@northshore.edu">lboyd@northshore.edu</a></td>
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<tr>
<td><strong>Middlesex Community College</strong></td>
<td>Caitlin Campopiano</td>
<td>781-280-3680</td>
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