September 22, 2022 – Welcome & Thank You for Joining!

This meeting will be recorded. We’ll be starting momentarily.
Agenda

1. Welcome & Introductions 9:00 – 9:08 AM
3. Healthcare Grant Updates 9:15 – 9:40 AM
4. Reviewing Current Training Gaps & Capitalizing on Funding Opportunities: Case Study – Surgical Technicians 9:40 – 10:10 AM
5. Discussion 10:10 – 10:25 AM
6. Wrap up & Next Steps 10:25 – 10:30 AM
Thank you to PIC Healthcare Hiring Partners

- Beth Israel Deaconess Medical Center
- Boston Children's Hospital
- Brigham & Women’s Hospital
- Brigham & Women's Hospital- Project TEACH
- Dana-Farber Cancer Institute
- Faulkner Hospital
- Mass Eye & Ear
- Massachusetts General Hospital
- New England Baptist Hospital
- Tufts Medical Center
Healthcare Funding Initiatives
Healthcare Grant Updates

1. Behavioral Health Expansion Grant – Metro South/West

2. Healthcare Hub Grant/Curriculum Development Updates

3. Healthcare-Related Capital Skills Grantees
   a) BHCC – Medical Radiography
   b) Dearborn STEM Academy/BPE – Health and Life Science Pathway
   c) MassBay CommCollege – Nursing and Allied Health Pathways
   d) Northeast Metropolitan Regional Voc High School, Wakefield – Allied Health Programs
   e) Waltham High School – Health Assisting
   f) Watertown High School – Medical Assisting
   g) Quincy College – Pharm tech and Medical Lab Tech. South Shore Regional Voc Tech High School, Hanover – Allied Health Technology
Healthcare Grant Updates

4. Workforce Success Grants (WCTF – Donnelly Grants)
   a. Beth Israel Lahey Health – Clinical to Medical Assistant Training

5. OWD EDA Grant – **Good Jobs Metro Boston Coalition**
   a. Three Sectoral Partnerships & Backbone Organizations
      1) Healthcare – Healthcare Careers Consortium
      2) Clean Energy – Benjamin Franklin Cummings Institute of Technology
      3) Childcare – CAYL Institute
   b. Target Population
      1) Underserved Greater Boston Region BIPOC populations, unemployed, underemployed, incumbent workers, and/or community college students.
   c. Committed Employers/Trainings for Healthcare
      1) MGB & UMass Global
      2) BILH
      3) Boston EMS
Available Funding/Resources

- Available Funding
  - SCALE
    Scaling Capacity and Leveraging Employers Grant
  - WCTF/Workforce Success Grants
    Workforce Competitiveness Trust Fund’s Workforce Success Grants for Training and Placement Programs
  - RENEW
    Replenishing Employer Investment in Education and Workforce (RENEW) Training Demonstration Grant
Reviewing Current Training Gaps & Capitalizing on Funding Opportunities:

*Case Study – Surgical Technicians*
Welcome

- Tim Nesmith – Associate Chief Nurse Officer for Perioperative and Interventional Services – Lahey Medical Center
- Carolyn Isabelle – Director of Workforce Development & Planning – Dartmouth Health
- Andrew Courville – Program Director of the Surgical Technician Program – Dartmouth Health
- Lyn Ames – Associate Chief Nurse – Newton-Wellesley Hospital
Workforce Development
Surgical Technologist Program

Carolyn Isabelle, Director, Workforce Development & Planning
Andrew Courville, Program Director, Surgical Technologist Program
Workforce Development Objectives:

- Bridge or address barriers to workforce participation and retention (housing, childcare, transportation, licensing/credentials, education, etc.)
- Build training and development programs for high need roles
- Optimize clinical training opportunities
- Engage and recruit new and under-represented workforce segments
- Provide change management and process improvement expertise to support workforce related operational needs
OFFERS TRAINING PROGRAMS & PATHWAYS FOR:

- Medical Assistants
- Pharmacy Technicians
- Surgical Technologists
- Nurse Assistants
- Ophthalmic Assistants
- Medical Laboratory Technician
- Neurodiagnostic Technician
- Echo Cardio Technologists
- Licensed Practical Nurses
- Intraoperative Monitoring Techs
- Vascular Sonographer
- APP Post-graduate Residencies

Over 1000 + individuals trained and hired by D-HH since 2014
Surgical Technologist Program

Program Overview:

• 11 Month Training program that leads to an Associate’s in Health Science

• Accredited by CAHEEP / ARC-STSA

• Dartmouth-Health employees are eligible for sponsorships in the program which provides a training wage and covers tuition.

• Graduates sit for the NBSTSA Certification Exam at the conclusion of the training program

• Sponsored students transition to an apprentice role and complete a 2000 hour USDOL registered apprenticeship. The clinical hours (660) completed during their training program count towards their apprenticeship hours.

• 46 Surgical Technologists Trained since 2016

• 96% pass rate (first attempt) on national certification exam
Associate of Health Science: Surgical Technologist Curriculum

- BIO 205 - Anatomy & Physiology + Lab (pre-req)
- HEA 105 - Medical Terminology (pre-req)
- 11-Month ST Training
- Elective Apprenticeship Courses (CSC 201, 301, 302, 303)
- WRT 101 - Introduction to Academic Writing
- MAT 220 - Statistics
- PHI 305 – Biomedical Ethics
- IE 300 – Integrative Experience Elective
- 1 Lib Ed Elective – either an ART, HIS, LIT, or SS

BIO 205, HEA 105, WRT 101, MAT 220, PHI 305, IE 300, and Lib Ed electives are:
- 100% online
- Delivered over 8-weeks
# Course Overview

## Quarter 1
- Medical Terminology
- A&P I
- Introduction to Surgical Technology and the Environment
- Perioperative Patient Care and Aseptic Technique
- Perioperative Patient Care and Aseptic Technique Lab

## Quarter 2
- A&P II
- Microbiology
- Surgical Procedures I (with lab)
- Clinical

## Quarter 3
- Pharmacology
- Surgical Procedures II
- Clinical

## Quarter 4
- Professional Success Development
- CST Review
- Surgical Specialties III
- Clinical
Skills Lab

- Students have the opportunity to practice what they learn in the classroom by participating in required skills labs.

- Over 200 program hours are dedicated to practicing the skills taught in order to achieve proficiency before going to the clinical setting.

Lab assessments include, but are not limited to:

- Surgical Technologist in the First Scrub Role (Preoperative, Intraoperative, Postoperative, Perioperative)
- Surgical Technologist in the Assistant Circulator Role
- Disinfection and Sterilization
Clinical Rotations

Students will have the opportunity to develop basic skills in the following specialties:

- General surgery
- Ob/GYN
- Genitourinary
- Orthopedic
- Neurosurgery
- Cardiothoracic
- Peripheral vascular
- Pediatrics
- Plastic and reconstructive
- Ophthalmology
- Otolaryngology/Audiology/Maxillofacial Surgery
Registered Apprenticeship

• At the end of their training program students transition to their full-time role in the operating room, and are enrolled in a 2,000 hour Registered Apprenticeship with the US Department of Labor.

• 660 hours of clinical training completed during the program count towards their apprenticeship hours.

• Apprentices are evaluated on a set of technical and professional competencies. They meet monthly with their supervisor to review their progress.

• The goal of the apprenticeship is to have a highly structured onboard and smooth transition to practice.
Questions/Discussion
NWH Collaboration with Lasell University
Developing an accredited Surgical Technology Certificate Program

September 22, 2022
Dr. A. E. Lyn Ames, Associate Chief Nursing Officer
School of Health Sciences
Graduate and Professional Studies

Surgical Technology Certificate Program

Newton-Wellesley Hospital Information Session
Overview

• 12 months full-time
• Summer, Fall, or Spring start dates
• 36 credits
  • 18 credits – didactic education
  • 18 credits – clinical education
• Tuition- $640 per credit
• 15% discount for Newton-Wellesley Employees
• Advancing to a two-year associate degree program in 2024

• [https://www.lasell.edu/graduate-studies/academics/surgical-technology.html](https://www.lasell.edu/graduate-studies/academics/surgical-technology.html)
## Curriculum

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Completion of all didactic coursework is required before starting the clinical education phase of the program.
Admission Requirements Checklist

• Completed application form

• Official high school transcript or GED records or original diploma (if completed outside the United States, high school transcripts/diplomas must be evaluated by CED or WES)

• Prior coursework in writing, math, and science with grades of C or better or related prior work experience

• Personal Statement of career goals and how this program helps achieve them

• Letters of reference from supervisors, teachers, or counselors

• It is recommended that students have taken a life sciences class in High School. Prior to starting clinical students are required to be certified in CPR.
Questions ?