



## **Cover Page**

**Career Pathways Title:** Nursing and Related Healthcare Career Pathway

**Sector/Occupation:** Healthcare

**Prosperity Zone:** Northwest

**Local Point of Contact (name/title):** Misty Bishop-Price, NCWorks Operations Manager

**Agency:** High Country Workforce Development Board

**Phone:** 828.265.5434 ext. 119

**Email:** [misty.bishopprice@highcountrywdb.com](mailto:misty.bishopprice@highcountrywdb.com)

**Website:** <http://highcountrywdb.com/resources/career-pathways/>

**March 15, 2017**

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## Overview

The High Country Workforce Development Board's service delivery area is located in the northwest mountains of North Carolina spanning over 100 miles from end to end including seven, mostly rural counties within the Northwest Prosperity Zone. Following national trends, North Carolina and the High Country Workforce Development Board region have both identified healthcare as a growth industry while currently experiencing a shortage of qualified workers to meet today's demand.

Key stakeholder informational meetings took place as early as June of 2016 with educators and the High Country Workforce Development Board. The Nursing and Related Healthcare Strategic Planning Committee held its first meeting in December of 2016. Over the course of four (4) months of pathway planning a wide range of partners, educators, and employers met, listened to one another's needs, developed relationships, and learned from each other about challenges the healthcare sector is currently facing. While the healthcare sector is an active and thriving industry that plays a huge role in the economic prosperity of the region, it became apparent that there were unique challenges specific to the industry. Through engagement and collaboration employers and educators shared solutions to assist the creation of a pipeline of trained health care workers with the necessary credentials.

The committee established three (3) workgroups to address the eight (8) evaluation criteria for Career Pathways Certification. The workgroups were broken down as follows:

- Data-Driven and Evaluation
- Employer Engagement, Collaborative, and Career Awareness
- Articulation & Coordination, Work-Based Learning, and Multiple Points of Entry and Exit.

Each group consisted of employers, educators and key community stakeholders interspersed with a mixture of county representation. At each meeting the committee convened as one group then broke out into the separate workgroups in order to discuss, share ideas, and assign tasks.

Below is a summary of the work each group contributed to the application:

### 1. Data-Driven and Data-Informed

This section provides supporting evidence that the High Country's healthcare sector is projected to grow at similar rates as is projected for the nation and the state with growth much higher than most other sectors at each of these levels. The Northwest Prosperity Zone's Top 15 Star Jobs by educational level further supports the regional and local prevalence of jobs within the healthcare sector and above-average wage levels for many of the jobs. Many of the High Country's largest employers support healthcare-related employment. Finally, for job seekers that successfully complete healthcare training and receive needed credentials most especially in the healthcare practitioner

and technical occupations, wages tend to be well above average for all levels of experience.

## **2. Employer Engagement**

Employer engagement prior to and during this process shows strong support of the healthcare pathway. Employers appear to have close partnerships with education and the community as evidenced by their participation in various roles related to healthcare such as serving on advisory committees, participating in community events, serving as work-based learning sites, serving on the workforce development board and other school-related events.

## **3. Collaborative**

The pathway development included input from the region's healthcare employers, local education agencies, community colleges, universities, workforce development board, other industry leaders, and key community partners. Throughout the process relationships were created, partnerships were developed, and a dialogue about identified needs and gaps was established that will strengthen and grow as the region continues to develop this sector.

## **4. Career Awareness**

Career awareness activities are a strong component in the High Country region and include involvement with industry, education, partners, and NCWorks Career Centers. To assist in meeting the needs of this growing industry, regular events are held to help promote and educate youth, adults, and dislocated workers on the workforce demands and opportunities within the region.

## **5. Articulation and Coordination**

The High Country's educational partnership is supported by a series of articulation agreements between the schools, community colleges, and local universities. Unique one-to-one articulations are in place for some of the local education agencies and their respective community colleges. Career & College Promise programs allow high school students to seamlessly take community college classes for credit and complete diploma, certificate, and degree programs quickly. All seven (7) counties provide an option for students to complete a Certified Nursing Aide (CNA) program, whether at their high school or by attending classes at the local community college.

There are three (3) community colleges in the seven-county High Country region, and they all offer a variety of *for credit* and degree programs in nursing and allied healthcare, plus diploma and certificate-oriented programs. Non-credit options are available through the continuing education programs at the local community colleges,

and adult participants and vocational rehabilitation clients are frequent enrollees. A Regionally Increasing Baccalaureate Nurses (RIBN) program that allows Associate Degree Nursing graduates immediate entry into a Bachelor of Science Nursing (BSN) program is available to two (2) of the three (3) community colleges. Graduate level degree and certificate programs are available within the High Country. East Tennessee State University permits students to attend their classes at in-state rates due to its close proximity and articulates with the local community colleges. Northwest Area Health Education Center (AHEC) provides in-service professional development training to incumbent healthcare staff. With the educational healthcare programs available and the seamless articulation, it is possible for a high school student to get their training from a Certified Nurse Aide (CNA) to a Master of Science in Nursing (MSN), all within the High Country.

## **6. Work-Based Learning**

Healthcare employers work very closely with the Department of Public Instruction (DPI) in the High Country region, as well as with the community colleges and NCWorks Career Centers in coordinating work-based learning opportunities. Clinical hours or internships are mandated by state law for licensure and certifications in various nursing and allied healthcare professions. As a result, Lead Education Agency's and post-secondary institutions have contract agreements or informal affiliations with public and private healthcare agencies to ensure students fulfill the required amount of hours needed per profession. Results of an employer and educator survey show the high engagement between educators and healthcare organizations. An inventory of affiliations between schools and employers is provided. NCWorks Career Centers located in the High Country support healthcare professions by promoting CNA training programs offered at the three (3) community colleges in the region.

## **7. Multiple On and Off Ramps for Entering and Exiting Healthcare Positions**

The High Country nursing and related healthcare pathway has entry and exit ramps for a wide variety of the population including everyone from youth to the unemployed, dislocated, as well as active duty or transitioning military service members. Career ladders that show educational opportunities, job options, as well as salary ranges for the High Country were created, and can be used by the NCWorks Career Center staff when consulting with interested clients.

## **8. Evaluation**

The High Country has chosen a framework for evaluation of the healthcare career pathway. The data collection process to establish baseline data levels for the 2015-2016 academic year, has started. Initial data collection is expected to be completed by June 30, 2017. Since growth levels for the healthcare sector are projected to be approximately two percent (2%) per year, it is a reasonable expectation to see an

increase by two percent (2%) for each subsequent year.

## **Conclusion**

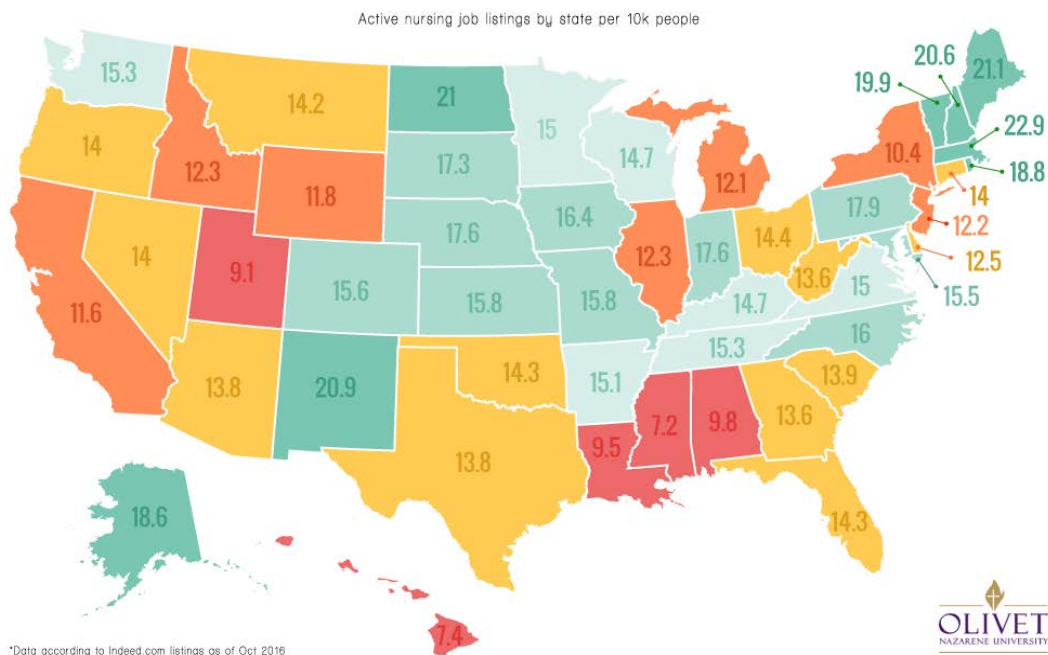
It is through this High Country Certified Career Pathway process that key stakeholders have unified, engaged, and collaborated in making this Nursing and Related Healthcare Certified Career Pathway application a living document to be reviewed and modified in the coming years.

Through continued dialog and engagement, the desired outcome will be realized: a regional increase in awareness of occupations and a quantifiable increase in skilled employees in nursing and healthcare professions among youth, adults and other non-traditional populations so the High Country can keep pace with current and projected healthcare workforce needs.

# Section 1. Demand-Driven and Data Informed

## NATIONAL TRENDS

Healthcare occupations are expected to add more jobs than any other group of occupations. Employment of healthcare occupations nationally is expected to grow 19% from 2014 to 2024, much faster than the average for all occupations, adding about 2.3 million new jobs. Data derived from the Bureau of Labor Statistics at [Bureau of Labor Statistics Occupational Outlook Handbook](#). This growth is expected due to an aging population and because federal healthcare insurance reform should increase the number individuals with access to healthcare insurance. While the Affordable Care Act may be threatened moving forward, the need for healthcare services is not likely to decrease anytime soon, but rather continue to increase significantly as the baby boomers continue to age.





## STATEWIDE TRENDS

It is projected that North Carolina will follow the national trend by adding significant numbers of healthcare jobs for the same period. In fact, it is projected that approximately 23% of the jobs added across all industries for the period of 2014 to 2024 will be healthcare related jobs.

### North Carolina 2014-2024 Industry Employment Projections (3-digit NAICS, Self-Emp, and Government)

See footnotes at the bottom of the table

Industry Code <sup>1</sup>	Industry Title	Employment Estimate 2014 <sup>3</sup>	Employment Estimate 2024 <sup>3</sup>	Net Change <sup>4</sup>	Annualized Growth Rate <sup>5</sup>	Percent Change <sup>6</sup>	Average Weekly Wage 2015 <sup>7</sup>
<b>00000</b>	<b>Total All Industries</b>	<b>4,405,557</b>	<b>4,945,712</b>	<b>540,155</b>	<b>1.2</b>	<b>12.3</b>	
722000	Food Services and Drinking Places	341,336	402,886	61,550	1.7	18	\$297.99
<b>621000</b>	<b>Ambulatory Health Care Services</b>	<b>188,378</b>	<b>248,046</b>	<b>59,668</b>	<b>2.8</b>	<b>31.7</b>	<b>\$1,079.72</b>
561000	Administrative and Support Services	272,977	315,150	42,173	1.4	15.4	\$632.90
541000	Professional, Scientific, and Technical Services	207,838	247,708	39,870	1.8	19.2	\$1,436.77
<b>622000</b>	<b>Hospitals</b>	<b>192,935</b>	<b>228,466</b>	<b>35,531</b>	<b>1.7</b>	<b>18.4</b>	<b>\$1,121.10</b>
611000	Educational Services	369,701	403,675	33,974	0.9	9.2	\$819.24
<b>623000</b>	<b>Nursing and Residential Care Facilities</b>	<b>99,097</b>	<b>127,094</b>	<b>27,997</b>	<b>2.5</b>	<b>28.3</b>	<b>\$511.83</b>
000671	Total Self Employed and Unpaid Family Workers, All Jobs	282,163	308,405	26,242	0.9	9.3	
551000	Management of Companies and Enterprises	80,446	103,353	22,907	2.5	28.5	\$2,031.03
238000	Specialty Trade Contractors	114,999	136,707	21,708	1.7	18.9	\$840.86
452000	General Merchandise Stores	103,479	121,918	18,439	1.7	17.8	\$423.39
522000	Credit Intermediation and Related Activities	82,855	98,466	15,611	1.7	18.8	\$1,681.74
930000	Local Government, Excluding Education and Hospitals	165,376	178,932	13,556	0.8	8.2	
999300	Local Government, Excluding Education and Hospitals	165,376	178,932	13,556	0.8	8.2	
<b>624000</b>	<b>Social Assistance</b>	<b>74,241</b>	<b>86,266</b>	<b>12,025</b>	<b>1.5</b>	<b>16.2</b>	<b>\$442.95</b>

Produced by Labor & Economic Analysis Division, North Carolina Department of Commerce, Sept 2016

**Footnotes:**

**1) Industry codes are based on the 2012 North American Industry Classification System. Special industries and custom industry groupings begin with "000" or "10." Traditional NAICS industries start at "11."**

**3) Base year (2014) employment data derived from the Quarterly Census of Employment and Wages (QCEW) 2014 annual average. Employment totals from QCEW will not always match estimates for Projections.**

**4) Net Change is the difference between projected (2024) and base year (2014) employment.**

**5) Annualized Growth Rate is the year-over-year growth rate over multiple years. Note that this growth rate is not obtained by averaging the year-to-year percentage changes. The Annualized Growth Rate is useful for comparing growth rates for various time periods and for different series over the same time period; for example, comparing 5-year to 10-year growth or comparing growth in Health Care to Education sector.**

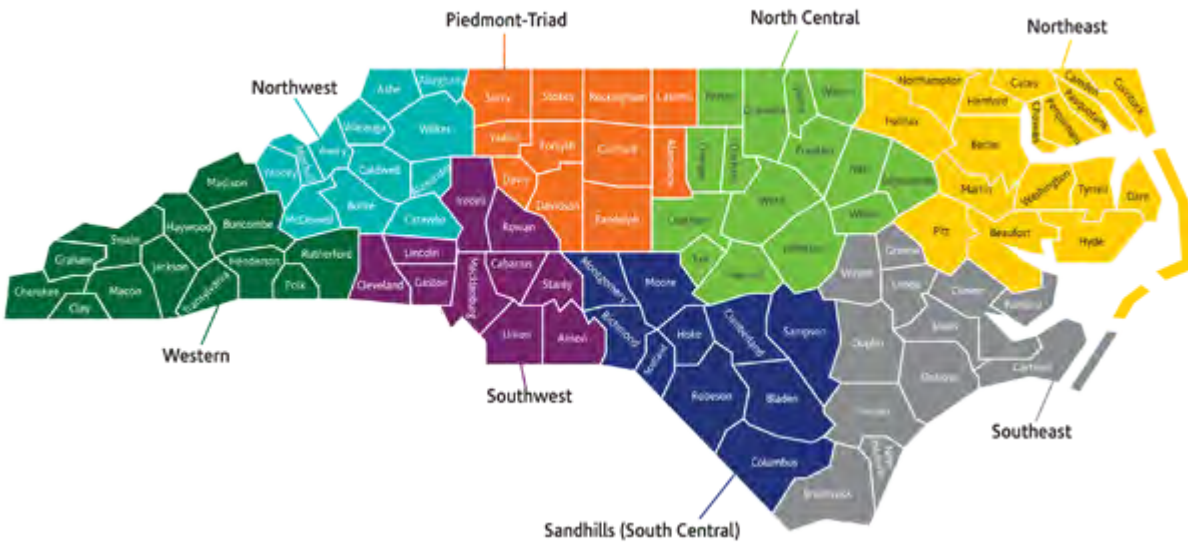
**6) Percentage Change between base (2014) and projected (2024) year employment.**

**7) Average Weekly Wage" taken from North Carolina 2015 QCEW (<http://d4.nccommerce.com/QCEWSelection.aspx>). Weekly wages are not available for all industries.**

**8) Wage data are suppressed for confidentiality reasons.**

## PROSPERITY ZONE TRENDS

Data from the NC Department of Commerce website outlining the Northwest Region's Top 15 Star Jobs provides us with the following regional snapshot. Healthcare occupations dominate the list. [Northwest Prosperity Zone Top 15 Star Jobs by Educational Level](#)



## Northwest Prosperity Zone Top 15 Star Jobs

<i>Postsecondary Training</i>	OES Hourly Wage*	Annual Openings**
Heavy & Tractor-Trailer Truck Drivers	\$18.38	109
Licensed Practical & Licensed Vocational Nurses	\$19.59	32
Medical Assistants	\$13.41	32
Heating, A/C & Refrigeration Mechanics & Installers	\$18.29	30
Emergency Medical Technicians & Paramedics	\$14.98	19
Dental Assistants	\$16.70	19
Surgical Technologists	\$17.76	6
First-Line Supervisors of Fire Fighting & Prevention Workers	\$21.71	6
Massage Therapists	\$22.16	5
Firefighters	\$11.21	32
Medical Records & Health Information Technicians	\$14.26	10
Library Technicians	\$13.65	10
Computer User Support Specialists	\$20.29	8
Ophthalmic Medical Technicians	\$16.13	2
Skincare Specialists	\$15.93i	1

<i>Associates Degree</i>	OES Hourly Wage*	Annual Openings**
Registered Nurses	\$26.23	142
Dental Hygienists	\$30.46	14
Physical Therapist Assistants	\$26.20	8
Diagnostic Medical Sonographers	\$26.84	6
Medical & Clinical Laboratory Technicians	\$18.75	13
Radiologic Technologists	\$25.02	8
Occupational Therapy Assistants	\$27.79	4
Respiratory Therapists	\$24.43	4
Medical Equipment Repairers	\$26.72	2
Web Developers	\$20.60	2
Magnetic Resonance Imaging Technologists	\$31.45	2
Paralegals & Legal Assistants	\$17.80	8
Forest & Conservation Technicians	\$18.62	4
Morticians, Undertakers & Funeral Directors	\$22.70	4
Cardiovascular Technologists & Technicians	\$60,096ii	1

<i>Bachelor's Degree</i>	OES Hourly Wage*	Annual Openings**
Medical & Health Services Managers	\$42.44	17
Cost Estimators	\$24.93	17
Construction Managers	\$40.14	13
Loan Officers	\$26.62	13
Market Research Analysts & Marketing Specialists	\$28.43	10
Human Resources Managers	\$54.98	8
Social & Community Service Managers	\$29.64	7
Personal Financial Advisors	\$43.06	6
General & Operations Managers	\$43.00	69
Accountants & Auditors	\$27.77	40
Mental Health & Substance Abuse Social Workers	\$18.05	11
Computer Systems Analysts	\$38.87	8
Software Developers, Applications	\$42.14	5
Securities, Commodities & Financial Services Sales Agents	\$33.83	4
Information Security Analysts	\$37.46	3

<i>Advanced Degree</i>	OES Hourly Wage*	Annual Openings**
Pharmacists	\$60.82	14
Physical Therapists	\$39.85	12
Healthcare Social Workers	\$21.26	11
Health Specialties Teachers, Postsecondary	\$51,872 <sup>ii</sup>	8
Nursing Instructors & Teachers, Postsecondary	\$54,745 <sup>ii</sup>	8
Nurse Practitioners	\$42.57	7
Physician Assistants	\$44.24	6
Occupational Therapists	\$34.92	5
Mental Health Counselors	\$20.70	9
Education Administrators, Postsecondary	\$36.47	9
Clinical, Counseling & School Psychologists	\$27.87	8
Speech-Language Pathologists	\$39.74	6
Surgeons	\$93.46	5
Nurse Anesthetists	\$93.33	4
Audiologists	\$37.24	3

\*All wage information is from the Occupational Employment Statistics (OES) program of the Bureau of Labor Statistics. The OES program produces employment and wage estimates annually for more than 800 occupations for the U.S., individual states, and metropolitan and nonmetropolitan areas; national occupational estimates for specific industries are also available. i. 2015 Statewide Median Hourly Wage \*\* Total Average Annual Openings include the total number of jobs available due to growth and replacement needs per year. Note: Selected occupations for each education/experience category are based on the Star Jobs Methodology. Education categories in this brochure represent the minimum level of education required for entry according to the Bureau of Labor Statistics. Actual market conditions may require additional education and training.

This trend is also supported both regionally and locally. Overall industry growth projections show health care as one of the largest growing industries in the Northwest region at 21.7% from 2012 – 2022.

[Employment Projections by Industry from NCCareers.org](#)

Area:

Industry Group:

Industry			Employment			% Growth		Wage
Industry Code	Industry Group	Industry Title	2012	2022	Net Change	Annualized	Total	Average Weekly
620000	Sector	Health Care and Social Assistance	31,820	38,724	6,904	2.0%	21.7%	N/A

The table below provides targeted data within the Health Care and Social Assistance sector.

Industry	2012	2022	Net Change	Annualized	Total
Ambulatory Health Care Services	10,359	13,296	2,937	2.50%	28.40%
Hospitals	10,115	11,300	1,185	1.10%	11.70%
Nursing and Residential Care Facilities	6,805	7,876	1,071	1.50%	15.70%
Total Employment	29,291	34,494	5,193	1.70%	17.73%

Social Assistance	4,541	6,252	1,711	3.3%	37.7%
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## Workforce Development Board Trends

The region benefits from a concentration of health related employers and industries. The charts below illustrate the significance of these healthcare related employers and industries among the largest employers within our region. While the seven counties of the workforce board’s service delivery area are primarily rural in nature (with a total population of approximately 200,000 people) and span more than 100 miles across the Blue Ridge mountainous geography, the concentration of healthcare related employers, robust healthcare related job growth and significant wage levels across many of the healthcare occupations further supports the national, state and regional trends as illustrated in the following section.

### Profiles of Largest Employers 3<sup>rd</sup> Quarter 2016

#### High Country Region

Rank	Company Name	Industry	County	Employment Range
1	Appalachian State University	Education & Health Services	Watauga	1000+
4	Wilkes County Board Of Education	Education & Health Services	Wilkes	1000+
5	Appalachian Regional Healthcare Sys	Education & Health Services	Watauga	1000+
6	Watauga County Board Of Education	Education & Health Services	Watauga	500-999
7	Wilkes County	Public Administration	Wilkes	500-999
8	Wilkes Regional Medical Center	Education & Health Services	Wilkes	500-999
9	Samaritans Purse Inc	Education & Health Services	Watauga	500-999
12	Wilkes Community College	Education & Health Services	Wilkes	250-499
13	Avery County Schools	Education & Health Services	Avery	250-499
14	Watauga County	Public Administration	Watauga	250-499
16	American Emergency Vehicles	Manufacturing	Ashe	250-499
18	Ashe County Board Of Education	Education & Health Services	Ashe	250-499
19	Wal-Mart Associates Inc	Trade, Transportation, & Utilities	Wilkes	250-499
20	Wal-Mart Associates Inc	Trade, Transportation, & Utilities	Watauga	250-499
21	County Of Ashe	Public Administration	Ashe	250-499
22	Ashe Memorial Hospital Inc	Education & Health Services	Ashe	250-499
23	Blue Ridge Regional Hospital	Education & Health Services	Mitchell	250-499
	<b>Alleghany County</b>			
1	Alleghany County Bd Of Education	Education & Health Services	Alleghany	100-249
2	Alleghany County	Public Administration	Alleghany	100-249
4	Young Men’s Christian Association	Leisure & Hospitality	Alleghany	100-249
5	Alleghany Memorial Hospital	Education & Health Services	Alleghany	100-249
6	Living Waters Home Care Llc	Education & Health Services	Alleghany	100-249
16	Haven Home Care Inc	Education & Health Services	Alleghany	50-99

	<b>Ashe County</b>			
1	American Emergency Vehicles	Manufacturing	Ashe	250-499
2	Ashe County Board Of Education	Education & Health Services	Ashe	250-499
3	County Of Ashe	Public Administration	Ashe	250-499
4	Ashe Memorial Hospital Inc	Education & Health Services	Ashe	250-499
6	Wal-Mart Associates Inc	Trade, Transportation, & Utilities	Ashe	100-249
8	Ashe Services For Aging Inc	Education & Health Services	Ashe	100-249
12	Suncrest Health Management Inc	Professional & Business Services	Ashe	100-249
24	Unique Home Care	Education & Health Services	Ashe	50-99
	<b>Avery County</b>			
2	Avery County Schools	Education & Health Services	Avery	250-499
3	Triple H Services Llc	Professional & Business Services	Avery	250-499
4	County Of Avery	Public Administration	Avery	250-499
7	Lees - McCrae College	Education & Health Services	Avery	100-249
8	Appalachian Regional Healthcare Sys	Education & Health Services	Avery	100-249
10	Crossnore School Inc	Education & Health Services	Avery	100-249
18	Williams YMCA Of Avery County	Leisure & Hospitality	Avery	50-99
23	High Country Home Care	Education & Health Services	Avery	50-99
25	Jonas Ridge/Tabor Commons	Education & Health Services	Avery	50-99
	<b>Mitchell County</b>			
1	Blue Ridge Regional Hospital	Education & Health Services	Mitchell	250-499
2	Mitchell County Board Of Education	Education & Health Services	Mitchell	100-249
4	Wal-Mart Associates Inc	Trade, Transportation, & Utilities	Mitchell	100-249
5	Mayland Community College	Education & Health Services	Mitchell	100-249
6	Mitchell County	Public Administration	Mitchell	100-249
7	PRC Industries Inc	Professional & Business Services	Mitchell	100-249
11	Ssc Spruce Pine Operating Company	Education & Health Services	Mitchell	100-249
14	Toe River Health District	Public Administration	Mitchell	50-99
15	Carolina Home Care Specialists Inc	Education & Health Services	Mitchell	50-99
16	Mountain Professional Inc	Education & Health Services	Mitchell	50-99
19	Mitchell House	Education & Health Services	Mitchell	50-99
22	Hospice Of Mitchell County Inc	Education & Health Services	Mitchell	Below 50
25	Bakersville Community Medical	Education & Health Services	Mitchell	Below 50
	<b>Watauga County</b>			
1	Appalachian State University	Education & Health Services	Watauga	1000+
2	Appalachian Regional Healthcare Sys	Education & Health Services	Watauga	1000+
3	Watauga County Board Of Education	Education & Health Services	Watauga	500-999
4	Samaritans Purse Inc	Education & Health Services	Watauga	500-999



5	Watauga County	Public Administration	Watauga	250-499
6	Wal-Mart Associates Inc	Trade, Transportation, & Utilities	Watauga	250-499
9	Clinical Trial Services	Professional & Business Services	Watauga	100-249
18	Glenbridge Health And Rehabilitatio	Education & Health Services	Watauga	100-249
18	Rha Health Services Llc	Education & Health Services	Watauga	100-249
19	The Village Pharmacy	Trade, Transportation, & Utilities	Watauga	100-249
	<b>Wilkes County</b>			
3	Wilkes County Board Of Education	Education & Health Services	Wilkes	1000+
4	Wilkes County	Public Administration	Wilkes	500-999
5	Wilkes Regional Medical Center	Education & Health Services	Wilkes	500-999
7	Wilkes Community College	Education & Health Services	Wilkes	250-499
9	Wal-Mart Associates Inc	Trade, Transportation, & Utilities	Wilkes	250-499
14	Principle Long Term Care Inc	Education & Health Services	Wilkes	100-249
15	Holly Mtn Enterprises	Trade, Transportation, & Utilities	Wilkes	100-249
17	Worldwide Protective Products Llc	Manufacturing	Wilkes	100-249
23	Wilkes Senior Village	Education & Health Services	Wilkes	100-249
24	YMCA Of Northwest North Carolina	Leisure & Hospitality	Wilkes	100-249
	<b>Yancey County</b>			
1	Yancey County Schools	Education & Health Services	Yancey	250-499
2	County Of Yancey	Public Administration	Yancey	100-249
6	Senior Care Group Inc	Education & Health Services	Yancey	100-249
12	Rha Health Services Llc	Education & Health Services	Yancey	50-99
12	Pruitthealth Home First Inc	Education & Health Services	Yancey	50-99
15	Yancey House	Education & Health Services	Yancey	Below 50

## Healthcare Related Job Data

### Employers by Number of Job Openings

The table below shows the employers with the highest number of job openings advertised online in High Country WDB, North Carolina on March 02, 2017 (Jobs De-duplication Level 2).

Rank	Employer Name	Job Openings
1	Lowe's Companies, Inc	81
2	Appalachian State University	78
3	Wilkes Regional Medical Center	44
4	Tyson Foods, Inc.	37
5	Food Lion	26
6	Watauga Medical Center	24
7	Appalachian Regional Healthcare System	22
8	Mission Health System	20
9	BAYADA Home Health Care, Inc.	18
10	DISH Network L.L.C.	18
11	UnitedHealth Group, Inc.	18
12	Advance Auto Parts, Inc.	17
13	Avante Group, Inc.	17
14	CRST Lease Purchase	16
15	Kindred at Home	15
16	Maurices, Inc.	15
17	ASHE MEMORIAL HOSPITAL INC	13
18	CVS Health	13
19	Army National Guard	12
20	Encore Rehabilitation Services	12
21	Genesis HealthCare	11
22	Altec Industries, Inc.	10
23	Appalachian Regional Medical Associates, Inc.	10
24	Gentiva Health Services, Inc	10
25	Kindred Healthcare	10

Job Source: Online advertised jobs data  
Downloaded: 03/03/2017 1:22 PM

### Who's Hiring

past 90 days from Dec. 29, 2016

• Appalachian State University	130
• Appalachian Healthcare System	77
• State of North Carolina	47
• Watauga Medical Center	40
• Tyson Foods	36
• Lowe's	34
• Pizza Hut	30
• UPS	24

Source: The Conference Board Help Wanted Online

### What Jobs

past 90 days from Dec. 29, 2016

• Heavy & Tractor-Trailer Truck Drivers	262
• Registered Nurses	102
• First-Line Supervisors, Retail Sales	80
• Retail Salespersons	58
• Physical Therapists	47
• First-Line Supervisors, Food Prep.	44
• Combined Food Prep. & Serving Workers	41
• Demonstrators & Product Promoters	39

Source: The Conference Board Help Wanted Online

## Top Employers

Date range: from 2016-12-01 to 2016-12-31

<b>Company</b>	<b>Job Postings December 2016</b>	<b>Job Postings December 2015</b>
Appalachian Healthcare System	62	53
Appalachian State University	62	52
Watauga Medical Center	34	27
Pizza Hut	30	33
Tyson Foods	26	8
State of North Carolina	24	17
UPS	19	19
Lowe's	18	43
Army	17	5
Kindred at Home	16	5
Soliant	16	2
Appalachian Regional Medical Associates	16	14
Unitedhealth Group	15	0
CVS Health	15	9
AVANTE	14	10
Maxim Healthcare	10	9
Ashe Memorial Hospital	9	0
Pruitt Health	9	0
McDonald's Corporation	9	0
Harris Teeter, Inc.	8	3
JCPenney	8	3
Appalachian Regional Healthcare	8	10
SavaSeniorCare	7	8
H&R Block	7	5
RehabCare	7	6
Randstad	7	0
Republic Services, Inc.	7	3
Cracker Barrel	7	0
Lawrence Merchandising Services	7	0
Coca-Cola Enterprises	6	2
Wells Fargo	6	14
Genesis HealthCare	6	4
Staples	5	2
Aramark Corporation	5	6
Altec Industries	5	5
Youth Villages	5	6
BAS HealthCare	5	0
Med Travelers	4	2
ASPLUNDH TREE EXPERT CO	4	0
Medical Services Of America	4	12
Belk Retail	4	0
RUSSELL CELLULAR	4	0

<b>Company</b>	<b>Job Postings December 2016</b>	<b>Job Postings December 2015</b>
HEALTHPRO REHABILITATION	4	0
Encore Rehabilitation	4	0
Novant Health	4	0
Life Care Centers of America	4	10
Lees-McRae College	4	6
Regis Corporation	4	0
PENSKE	4	0
Compass Group	4	11
Unspecified	218	449
Others (165)	249	453
<b>Total (216)</b>	<b>1056</b>	<b>1326</b>

A number of job listing reports were run from NCWorks Online regarding the current availability of jobs in the healthcare sector. The link that follows will give you a feel for the extensive availability of healthcare jobs in our region. This information further supports the need for a healthcare career pathway in the High Country.

[Examples of Healthcare Job Listings](#)

### Wage Data

The 2016 estimated median annual wage data for healthcare practitioners and technical occupations (such as registered nurses, physicians and surgeons) for the High Country region is \$50,480 while the estimated average is \$63,621.

Healthcare support occupations (such as home health aides, nursing assistants, and occupational therapy assistants) had an estimated median annual wage of \$28,200 and an estimated average of \$27,332. While the healthcare support occupations have much lower wage levels, these occupations allow for workers to attend short term training and enter the healthcare field with lots of possibilities for further training and career advancement.

The following chart provides a more detailed picture of wages across the spectrum of healthcare occupations found in the High Country.

## High Country Workforce Development Board 2016 Data

Occupational Code	Occupation	Estimated Employment	Response Rate(%)	Estimated Hourly wage; entry	Estimated Hourly wage; mean	Estimated Hourly wage; median	Estimated Hourly wage; experience	Estimated Annual wage; entry	Estimated Annual wage; mean	Estimated Annual wage; median	Estimated Annual wage; experience
<b>29-0000</b>	<b>Healthcare Practitioners and Technical Occupations</b>	<b>3,050</b>	<b>94</b>	<b>\$16.82</b>	<b>\$30.59</b>	<b>\$24.27</b>	<b>\$37.47</b>	<b>\$34,990.00</b>	<b>\$63,621.00</b>	<b>\$50,480.00</b>	<b>\$77,936.00</b>
29-1021	Dentists, General	20	80	\$62.25	\$91.16	\$83.13	\$105.62	\$129,484.00	\$189,621.00	\$172,901.00	\$219,690.00
29-1031	Dietitians and Nutritionists	30	100	\$14.69	\$21.69	\$21.57	\$25.20	\$30,564.00	\$45,125.00	\$44,856.00	\$52,406.00
29-1041	Optometrists	10	100	\$42.60	\$52.24	\$47.01	\$57.06	\$88,609.00	\$108,656.00	\$97,781.00	\$118,680.00
29-1051	Pharmacists	60	85	\$48.20	\$58.27	\$58.90	\$63.31	\$100,258.00	\$121,208.00	\$122,509.00	\$131,684.00
29-1062	Family and General Practitioners	70	91	\$40.57	\$76.81	\$69.30	\$94.93	\$84,396.00	\$159,766.00	\$144,143.00	\$197,452.00
29-1067	Surgeons	*	100	*	\$128.58	*	*	*	\$267,440.00	*	*
29-1069	Physicians and Surgeons, All	70	100	\$57.99	\$103.62	\$126.43	\$126.43	\$120,609.00	\$215,522.00		\$262,978.00
29-1071	Physician Assistants	30	100	\$34.86	\$40.41	\$37.61	\$43.19	\$72,517.00	\$84,060.00	\$78,238.00	\$89,832.00
29-1122	Occupational Therapists	50	100	\$23.08	\$36.50	\$37.58	\$43.21	\$48,005.00	\$75,923.00	\$78,175.00	\$89,882.00
29-1123	Physical Therapists	70	100	\$31.66	\$40.04	\$41.03	\$44.23	\$65,854.00	\$83,283.00	\$85,348.00	\$91,998.00
29-1126	Respiratory Therapists	60	100	\$20.19	\$24.17	\$23.33	\$26.15	\$41,997.00	\$50,264.00	\$48,522.00	\$54,397.00
29-1127	Speech-Language Pathologists	40	100	\$25.60	\$34.80	\$29.92	\$39.40	\$53,258.00	\$72,387.00	\$62,230.00	\$81,952.00
29-1141	Registered Nurses	1,120	96	\$20.93	\$26.69	\$26.00	\$29.57	\$43,544.00	\$55,522.00	\$54,074.00	\$61,512.00
29-1171	Nurse Practitioners	50	92	\$33.37	\$42.83	\$42.17	\$47.56	\$69,411.00	\$89,091.00	\$87,707.00	\$98,930.00
29-1181	Audiologists	*	100	\$27.47	\$37.18	\$41.00	\$42.03	\$57,135.00	\$77,333.00	\$85,287.00	\$87,432.00
29-2011	Medical and Clinical Laboratory Technologists	50	88	\$23.55	\$27.59	\$27.11	\$29.62	\$48,975.00	\$57,396.00	\$56,394.00	\$61,606.00
29-2012	Medical and Clinical Laboratory Technicians	*	92	\$17.77	\$20.88	\$21.10	\$22.43	\$36,967.00	\$43,423.00	\$43,879.00	\$46,651.00
29-2021	Dental Hygienists	120	83	\$17.80	\$27.91	\$23.70	\$32.97	\$37,021.00	\$58,063.00	\$49,294.00	\$68,584.00
29-2032	Diagnostic Medical Sonographers	20	100	\$21.75	\$29.45	\$29.99	\$33.30	\$45,250.00	\$61,262.00	\$62,375.00	\$69,268.00
29-2034	Radiologic Technologists	110	100	\$18.92	\$24.90	\$24.63	\$27.89	\$39,358.00	\$51,799.00	\$51,241.00	\$58,019.00
29-2041	Emergency Medical Technicians and Paramedics	200	100	\$11.65	\$15.66	\$16.22	\$17.67	\$24,241.00	\$32,578.00	\$33,730.00	\$36,746.00
29-2052	Pharmacy Technicians	90	85	\$8.96	\$10.99	\$10.71	\$12.01	\$18,631.00	\$22,860.00	\$22,271.00	\$24,974.00
29-2055	Surgical Technologists	20	100	\$15.71	\$18.14	\$18.00	\$19.36	\$32,668.00	\$37,729.00	\$37,443.00	\$40,259.00
29-2061	Licensed Practical and Licensed Vocational Nurses	260	100	\$16.45	\$18.98	\$18.70	\$20.24	\$34,212.00	\$39,468.00	\$38,902.00	\$42,096.00
29-2071	Medical Records and Health Information Technicians	70	94	\$11.90	\$16.29	\$15.00	\$18.49	\$24,761.00	\$33,887.00	\$31,192.00	\$38,449.00
29-2081	Opticians, Dispensing	30	100	\$13.18	\$15.59	\$13.94	\$16.80	\$27,418.00	\$32,429.00	\$29,002.00	\$34,935.00
29-2099	Health Technologists and Technicians, All Other	30	100	\$12.30	\$19.27	\$17.25	\$22.76	\$25,584.00	\$40,092.00	\$35,877.00	\$47,346.00
29-9011	Occupational Health and Safety Specialists	10	100	\$17.37	\$27.62	\$24.50	\$32.74	\$36,124.00	\$57,440.00	\$50,958.00	\$68,097.00
29-9091	Athletic Trainers	20	80					\$29,112.00	\$40,678.00	\$40,849.00	\$46,461.00

Occupational Code	Occupation	Estimated Employment	Response Rate(%)	Estimated Hourly wage; entry	Estimated Hourly wage; mean	Estimated Hourly wage; median	Estimated Hourly wage; experience	Estimated Annual wage; entry	Estimated Annual wage; mean	Estimated Annual wage; median	Estimated Annual wage; experience
<b>31-0000</b>	<b>Healthcare Support Occupations</b>	<b>2,380</b>	<b>93</b>	<b>\$8.52</b>	<b>\$11.86</b>	<b>\$10.87</b>	<b>\$13.52</b>	<b>\$17,718.00</b>	<b>\$24,659.00</b>	<b>\$22,605.00</b>	<b>\$28,130.00</b>
31-1011	Home Health Aides	520	85	\$8.16	\$9.42	\$9.12	\$10.05	\$16,963.00	\$19,591.00	\$18,964.00	\$20,904.00
31-1014	Nursing Assistants	1,120	92	\$8.25	\$10.42	\$10.38	\$11.50	\$17,158.00	\$21,669.00	\$21,587.00	\$23,925.00
31-2011	Occupational Therapy Assistants	20	100	\$23.07	\$29.38	\$30.59	\$32.54	\$47,995.00	\$61,120.00	\$63,637.00	\$67,683.00
31-2021	Physical Therapist Assistants	50	100	\$25.05	\$28.59	\$28.38	\$30.36	\$52,104.00	\$59,460.00	\$59,028.00	\$63,139.00
31-9011	Massage Therapists	*	100	\$9.73	\$19.31	\$17.87	\$24.11	\$20,229.00	\$40,171.00	\$37,178.00	\$50,142.00
31-9091	Dental Assistants	220	88	\$13.30	\$15.95	\$16.03	\$17.28	\$27,666.00	\$33,177.00	\$33,334.00	\$35,933.00
31-9092	Medical Assistants	220	96	\$10.56	\$13.63	\$13.24	\$15.17	\$21,974.00	\$28,355.00	\$27,539.00	\$31,545.00
31-9093	Medical Equipment Preparers	10	100	\$10.66	\$12.74	\$12.49	\$13.77	\$22,181.00	\$26,491.00	\$25,982.00	\$28,646.00
31-9097	Phlebotomists	60	86	\$10.63	\$12.46	\$12.40	\$13.38	\$22,117.00	\$25,925.00	\$25,787.00	\$27,830.00
31-9099	Healthcare Support Workers, All Other	10	60	\$8.89	\$13.14	\$13.56	\$15.26	\$18,495.00	\$27,332.00	\$28,200.00	\$31,750.00

**NOTE:** More data can be found on the High Country WDB website on the [Career Pathways](#) page in the Resources section. Of note, there are occupation data reports on [Healthcare Support Occupations](#) and [Healthcare Practitioner and Technical Occupations](#).

## 2. Employer Engagement

Employer engagement is a critical component in the development of training programs and career pathways. The voices of employers are critical in meeting the demands of a skilled workforce as they provide insight and input as industry professionals.

Employer engagement in the healthcare pathway can be seen through their participation in a variety of ways to include advisory committees, panel presentations, participation in special events, work-based learning sites, community involvement, as well as members on the High Country Workforce Development Board. **Healthcare is strongly represented on the Workforce Development Board by Appalachian Regional Healthcare System, Mission/Blue Ridge Hospital, recently Ashe Memorial Hospital (within the last two years), and Wilkes Regional Medical Center (within the past decade).** The Workforce Development Board also received a presentation by the regional Career Pathway Facilitator during its quarterly meeting (see Exhibit 2A).

### Employer Advisory Committees

Within the High Country, each college has employer advisory committees that meet with education to provide support and guidance in regards to employment and training needs. The following employers participate in this advisory role:

### Caldwell Community College & Technical Institute Advisory Employers

- Catawba Valley Medical Center
- Caldwell County Hospice Palliative Care
- Appalachian Regional Healthcare System (also MA and most of our other programs)
- Glenbridge Health and Rehabilitation
- Frye Regional Medical Center
- Caldwell UNC Healthcare
- Medi Home Health and Hospice
- Guardian Health
- Carolinas Healthcare System Blue Ridge
- Watauga County Health Dept of the Appalachians Regional Health District
- Wilkes Regional Medical Center
- Broughton Hospital
- Ashe Memorial Hospital
- Watauga County School Systems

### **Mayland Community College Advisory Employers**

- Toe River Health District
- Blue Ridge Regional Hospital
- Mountain Area Health Education Center
- Watauga Medical Center/Appalachian Regional
- Brian Center Health & Rehabilitation
- VA Medical Center
- Life Care
- Cannon Memorial Hospital
- Mission Hospital
- Mitchell County Health Department
- Mitchell High School

### **Lees-McRae College Advisory Employers**

- Toe River Health District
- Mayland Community College
- YMCA Avery County
- Cannon Memorial Hospital
- Johnson City Medical Center
- Ashe County Medics
- Mountain Ambulance Foundation

### **Wilkes Community College Advisory Employers**

- Avante
- Margate Health and Rehab
- Maxim
- Home Instead
- Bayada
- Wilkes Senior Village
- Ridgecare
- Ashe Services of Aging
- Team Nurse
- Maxim Healthcare
- Westwood Hills
- Wilkes Regional Medical Center
- Gentiva
- Genesis
- Alleghany Memorial Hospital



## **Employer Community Engagement**

In an effort to expand opportunities for those interested in the healthcare sector, employers participate in a number of community engagement activities such as career fairs, hiring events, summer camps, industry tours, work-based learning sites, serve as guest speakers, etc.

Employers such as **Baptist Hospital in Winston Salem** and **Appalachian Regional Healthcare System** participate in Camp Med in which many local students participate. **Hugh Chatham Memorial Hospital** and others offers opportunities for volunteering.

With a focus on the aging population, employers and partners participated in a regional event to bring education and awareness about care transitions to the High Country. Participating employers and partners included the following: Alliant Quality, High Country Community Health, **Appalachian Regional Healthcare System**, ASU College of Health Sciences, **Genesis Healthcare Alleghany Center**, **Smoky Mountain Center**, NC Baptist Aging Ministry, and **Ashe and Watauga Medics**.

## **Employer Industry Panel Discussions**

During the process of developing the healthcare pathway, employers have been engaged from the beginning to include participation in two (2) industry panels where a variety of questions were addressed that resulted in engaged conversation between industry and education.

**December 8, 2016 Industry Panel Discussion:** Question and answer session for panel regarding industry needs and concerns. Panel members included the following:

**Scott Davis, Margate Health**  
**Ellen Harrell, Appalachian Home Care**  
**Murray Hawkinson, Daymark Recovery Services**  
**Cameron Keziah, Ridgecare/Forest Ridge Assisted Living**  
**April Payne, Villages of Wilkes**  
**Kelly Welsh, Appalachian Regional Healthcare System**



### **Needs/Issues Identified:**

- PCA certification classes are needed to meet skills gap
- Need for CNA's, Medical Assisting, Surgical Techs, Behavioral Health, and Registered Nurses
- Psychiatry is generally lower pay and is fastest leaving the area while there is high need
  - Huge need in child psychiatry
- Lack of applicants for Dining Services with ServSafe certification
- Some CNAs are intimidated by the additional requirements that NC now has to be certified
- Employee retention issues (CNAs leave for nursing; older workforce challenged by demands and long shifts; job hopping; lack of desire to work; students relocate after completion of training; low pay for CNAs; some CNAs will quit instead of reporting they're having issues with a client)
- Lack of applicants requires new ways to outreach (offering paid in-house training; using networks to recruit new hires)
  - Employers are still having trouble hiring even with offering paid training.
  - Now it's more who you know to get a good employee instead of knowing someone in order to get a job.
- Some positions require experience which works against interns/graduates
  - Need a balance of ages/experience for shifts

- Lack of employees in home health is resulting in turning away of client referrals
- Shortage of qualified instructors to teach CNA and Health Sciences at high school
- Serious lack of soft skills/bedside manner/job readiness impacts quality of care (dependability; quit without notices; entitlement; accountability)
- Employers are seeing the need to develop workforce training for employees to improve the entire customer experience
- Young workforce reduces quality of care due to lack of skills and mentors
- Location impacts scheduling (Boone is able to find part-time employees easier than Ashe for example)
- Some applicants want reduced hours so not to lose social assistance benefits
- Selectivity in when/where/how far employee will drive
- Physicians now expecting flexible schedules when hired
  - Home care is easier for flexible scheduling.
- Physicians are writing work notes stating some employees can only work 3 to 4 days in a row or some employees are having trouble working a 12-hour shift.
- Low reimbursement rates by providers in turn results in lower wages
  - Hard to compete with wages in Asheville and Charlotte
- Connecting employers with career awareness events
- Connecting schools with employers so education is aware of job openings

**Several employers participate in work-based learning opportunities:**

- Villages of Wilkes has internship program with Wilkes County Schools. Students participate in an interview and are selected for placement.
- Appalachian Regional hosts 600 placements a year through local training programs with a 20-25% conversion rate.
- Daymark is able to take multiple interns.

Appalachian Regional Healthcare system has 1,400 employees and currently has 90 openings, 35 of which are nurses (10 are full-time positions).

Margate Health & Rehab and Forest Ridge currently have CNA openings.

Daymark employs social workers, counselors, physician assistants. In the past, they relied on internships to help fill vacancies through conversion. Now, they have gone four (4) months without any applications for a substance abuse counselor.

**January 10, 2017 Industry Panel Discussion:** Question-and-answer session with a specific focus on hospitals in the area regarding industry needs and concerns. Panel members included the following:

**Courtney Bennett, HR Manager, Alleghany Memorial Hospital**

**Kathy Berlinghoff, Director of HR, Appalachian Regional Healthcare System**

**Sara Houser, Chief Nursing Officer, Ashe Memorial Hospital**

**Needs/Issues Identified:**

- Current vacancies and needs include professional positions and specialty positions such as RNs, paramedics, clinical lab specialists, IT professionals, respiratory therapists, physical therapists, therapy assistants, LPNs in physicians' offices, and certified medical technologists and medical technicians.
  - Noted that there is no local training for Clinical Lab Tech Science programs
- Local employers are all competing with each other to hire graduates and experienced staff when there aren't enough graduates to meet all the needs.
- Employers are experiencing a challenge with pay equity for those employees moving into the area from larger areas with higher wages.
- Challenges related to employees:
  - Lack of hands-on experience
  - Often see issues between older experienced staff and new hires
  - Work ethic of no calls/no shows, especially within 90 days of becoming hired
  - Hard to find staff that can make the sacrifices that healthcare careers require, as healthcare is a 24/7/365 day/year industry.
  - Seeing younger staff struggle with expectation of expanded responsibilities and serving in multiple roles
  - Seeing older "transplants" from larger areas/hospitals also struggle with expectation of serving in multiple roles
  - Many younger, new employees lack the emotional intelligence to cope with the challenge of life and work demands
  - High-quality health care professionals are often promoted into supervisory positions without a lot of training or experience in this area
  - When making new hires, reference checks often don't provide true picture of ability and work ethic (often only start/end dates)
- Employers are having to provide and develop in-house training to address customer service skills and the customer experience deficiencies they are seeing in younger new hires.

- Appears to be a disconnect between educators and employees/students to teach about being engaged in the customer experience, expectations, etc.
- Employer awareness/training may be needed when working with multi-generational staff
- Challenges related to training:
  - Schools are limited by Board of Nursing regarding numbers of students
  - Lack of clinical space and patients to address training demands and education experiences
  - Lack of experienced/certified staff and preceptors to mentor/train students (some facilities offer incentives to staff to be preceptors)
  - Challenge to have staff “ready” as staff leave/retire (can’t double staff/financially)
  - High demands of training expectations can’t be handled by everyone

**Career Awareness Activities:**

- Employers participate in career fairs at high schools and community colleges
- Serve as guest speakers at events/classes
- Participate in health fairs or community events
- General advertising
- Beginning recruitment efforts now in expectation of baby boomer retirements
- Camp Med funded by AHEC in partnership with Appalachian Regional offers three summer camps where high school juniors and seniors are exposed to various aspects of healthcare
- Appalachian Regional currently has over 50 affiliation agreements with other schools and serves about 600 students per year

It was stated that students must be given more factual information and experiences at all levels of training in order for realistic expectations to be understood.

Alleghany Memorial stated that 50% of their employees are Virginia residents and would like to see more local residents hired. They do not advertise openings in Virginia.

Meeting included good discussion between educators and employers on several topics related to student engagement, realistic expectations, and greater awareness.

## **Employer Survey**

In an attempt to include additional employer feedback outside of the two (2) employer panels, an employer survey was developed and shared with employers in the healthcare industry in the High Country. While response was lower than expected, in general the responses received supported the information received from the employer panels and supports local and national data. Participating employers included the following:

**Life Care Center of Banner Elk**  
**Appalachian Regional Healthcare System**  
**Villages of Wilkes Traditional Living**  
**Alleghany Memorial Hospital**  
**Forest Ridge Assisted Living**  
**Margate Health and Rehab**  
**Mission Health - Blue Ridge Hospital**

Survey results show that:

- ❖ 100% either agree or strongly agree that developing and supporting the healthcare career pathway is critical for their success.
- ❖ 100% participate as volunteer and internship/work experience sites.
- ❖ 100% responded that they have vacancies for Nursing Assistants (a stepping stone to nursing)
- ❖ 100% responded that Nursing Assistants and Registered Nurses are among the top five (5) vacancies for which they most frequently recruit.
- ❖ 57% responded that they feel they compete with local employers for skilled employees.
- ❖ 83% responded that there are not enough locally-skilled and qualified candidates to meet their current and future hiring needs.

## **Employer Support Letters**

Please see attached letters of pathway support and willingness to hire qualified candidates by the following employers:

- **Alleghany Memorial Hospital**
- **Appalachian Regional Healthcare System**
- **Ashe Memorial Hospital**
- **Life Care Center of Banner Elk**
- **Wilkes Regional Medical Center**

Employer support can also be seen by **Ashe Memorial Hospital** by their participation in the Health Sciences Student of the Month partnership with Ashe County High School:

#### Health Science Student of the Month



Ashe Memorial Hospital is proud to be a sponsor of the 2016/17 Health Science Student of the Month Program, states Laura Lambeth, Ashe Memorial Hospital CEO. "We are pleased to honor Alyssa B. the Health Science Student of the Month for February and wish her well in her pursuit of a doctorate degree. I hope to recruit her to Ashe Memorial Hospital when she obtains her degree."

Alyssa is senior at Ashe County High School and the Health Science Student of the Month for February. Alyssa takes initiative in the classroom, is enthusiastic, dependable and honest. During class, she is respectful and participates in discussion. In addition, she is a team player, which is a valuable asset in Health Care. Alyssa hopes to attend either Campbell University or UNC next fall. She plans on becoming a surgeon.

#### Today

▶ - UNC Chapel Hill Global Gap Year

▶ [H] - Baseball vs Avery  
4:00 PM

▶ [H] - Softball vs Avery  
4:00 PM

▶ [R] - Men's Tennis at Watauga  
4:00 PM

▶ [R] - Women's Soccer at Avery  
6:00 PM

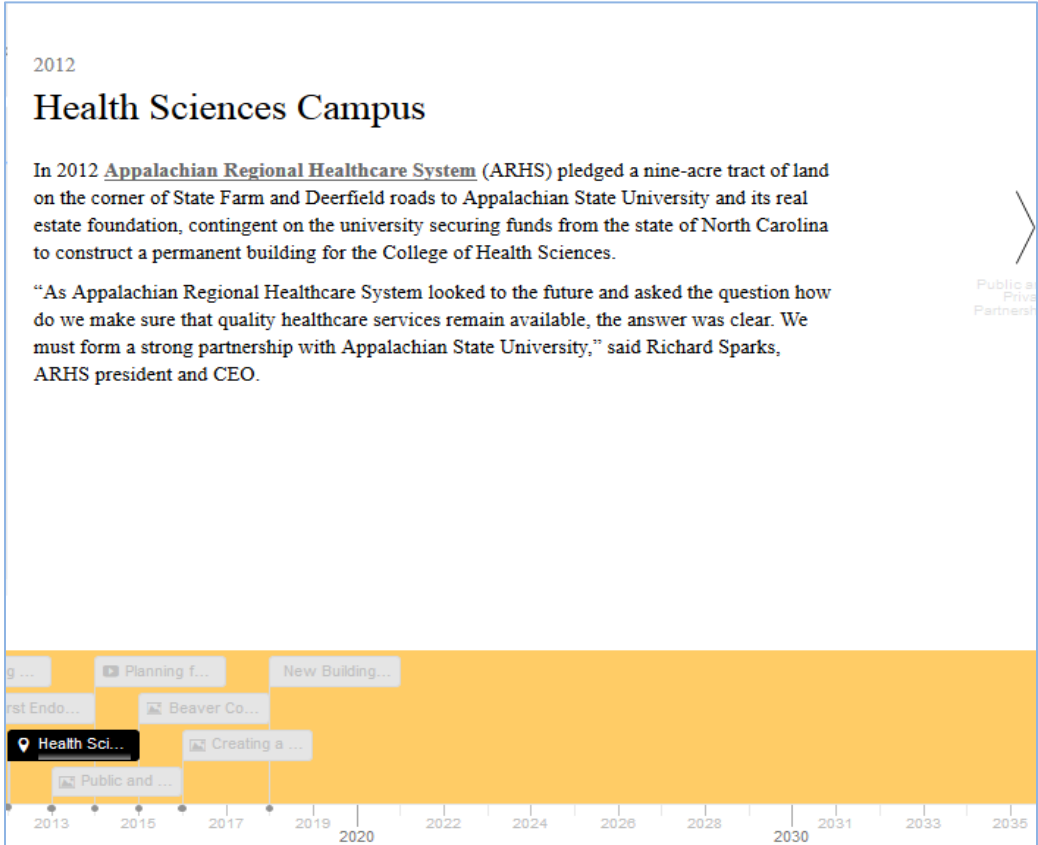
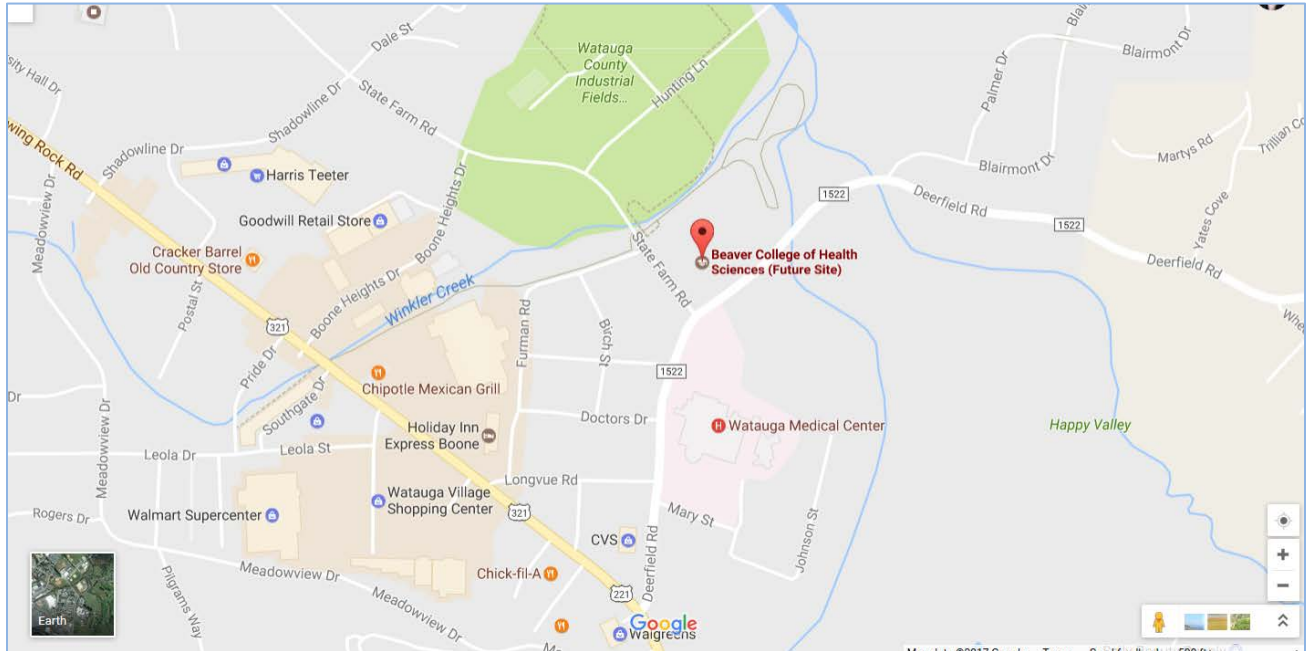
#### Tomorrow

▶ [R] - Baseball at Forbush  
4:00 PM

▶ [H] - Men's Tennis vs West Wilkes  
4:00 PM

[View Calendar](#)

A significant show of employer support can be seen daily as the development of Appalachian State University College of Health Sciences new campus is being built on a tract of land donated by **Appalachian Regional Healthcare System**. This new campus is scheduled to open in 2018.





**High Country Workforce Development Board Meeting Minutes  
July 14, 2016**

**Board Members Present:** Mike Birkmire, Rebecca Carter, Dale Caveny, Chris Edwards, Ronne Grantham, Bob Hege, Dan Little, Bryan Peterson, Terry Rawls, Justin Ray, Melissa Soto, Debbie Woodard, and Sallie Woodring.

**Staff Members Present:** Misty Bishop-Price, Rebecca Bloomquist, Keith Deveraux, and Don Sherrill.

**Guests Present:** Kim Cashatt, Keith Elmore, Mike Fenley, Shane Fox, John Greene, Jennie Harpold, Andrew Holland, Robert Johnson, Brian Lane, Anita Lowe, Phil Pope, Ramona Rhodes, Patty Thompson, Phil Trew, Greg Wade, and John Yates.

**Call to Order:** Chair Sallie Woodring called the meeting to order.

**Recognition:** Sallie Woodring recognized board staff member, Misty Bishop-Price, who served as Interim WDB Director until Keith Deveraux was selected as the new WDB Director. Chair Woodring also introduced and recognized Shane Fox, the new Executive Director of the High Country Council of Governments.

**Oath of Office:** New board members Rebecca Carter and Dale Caveny were administered the Oath of Office.

**Approval of April 14, 2016 Minutes:** Motion for approval was made by Bryan Peterson and seconded by Justin Ray. Motion passed.

**PY2016 Board Officers Vote:** Sallie Woodring for Chair and Justin Ray for Vice Chair. Motion for approval was made by Bob Hege and seconded by Melissa Soto. Motion passed.

**Executive Committee Report:** Chair Sallie Woodring spoke briefly about discussions of the Executive Committee. The committee recommended contract extensions for Mayland Community College and Wilkes Community College regarding service provider contracts. In addition, staff will be working on more changes and updates to the WDB By-laws.

**Employer Services Committee Report:** Dan Little provided the committee report for the Employer Services Committee, as Committee Chair Jason Carlton was not in attendance. Please see attached committee report.

**NCWorks Committee Report:** Dr. Terry Rawls provided the committee report for the NCWorks Committee. Please see attached committee report.

**Presentation - High Country Certified Economic Development Strategy (CEDS):** Phil Trew, Planning Director for the High Country Council of Governments (HCCOG) provided a final overview of the CEDS report. The HCWDB serves as the CEDS Strategy Committee and every five (5) years a new CEDS is adopted. Mr. Trew highlighted additional updates and changes from his presentation in April and asked for a recommendation for the CEDS to be submitted to the HCCOG Executive Board. Motion for approval was made by Debbie Woodard and seconded by Bob Hege. Motion passed.

**Presentation - NC Career Pathways:** Patty Thompson, Career Pathways Facilitator for the Northwest Region gave an overview of NC Career Pathways. Career Pathways is a process of streamlining the way of getting someone through school and off to work (based on employer needs) in an efficient, non-duplicative way. Development of the pathways will be done by local teams consisting of education, workforce development, and employers and will follow eight (8) best-practice criteria. The result will make it easier for people to earn industry-recognized credentials and attain skills that can transfer into the workplace. There will be multiple points of entry and exit without duplication of already existing or attained credentials for everyone in the workforce: adults, dislocated workers, youth, and young adults.

## **Director's Update**

- **New Board Members:** As Program Year 2016 funding will be tied to having a full board (all vacancies filled), there has been considerable focus on filling vacancies and seats that are new this year. New board members that will be coming on soon include Susan Banks, Leviton; Paul Demmink, NAPCO; and Jeff Dreyer, American Emergency Vehicles (AEV).
- **Wilkes NCWorks Career Center Lease Expiration:** The current location's lease will expire at the end of September, and at that point it will become a month-to-month lease. Partners are looking at a different facility in North Wilkesboro that has 17,000 square feet and an annual cost of \$58,000 (compared to current annual cost of \$94,000). When the new lease is secured the HCWDB will be the leaseholder.
- **Watauga County Schools Teacher Academy:** Staff members Misty Bishop-Price and Don Sherrill participated in the Academy in June. A special thanks also goes to Chris Edwards at Chetola and Sallie Woodring at Appalachian Regional Healthcare System who helped arrange visits/tours.
- **NCWorks Career Center Signage:** Two companies have been selected to create the new signage (to include the new state brand) for the region's seven (7) career

centers. Best Image Signs in Wilkesboro will be working on the the signage for Alleghany, Ashe, and Wilkes career centers, and Pittman Signs in Spruce Pine will be working on the signage for Avery, Mitchell, Watauga, and Yancey career centers.

- **WDB Member Survey:** If there are board members who have not yet completed the survey on Survey Monkey, please do so. The information from board members will help the board staff plan for the upcoming Program Year.
- **NC Workforce Development Partnership Conference:** The conference is scheduled for October 5-7, 2016 in Greensboro. Any board members interested in attending need to get in touch with board staff.
- **Career Center Interior Redesigns in Mitchell and Yancey:** This project will be put on hold until more is known about the budget for the upcoming Program Year.
- **High Country Council of Governments Annual Banquet:** The banquet will be held at Linville Ridge on September 9th.

**Announcements:** There were no announcements.

**Public Comment Period:** There were no public comments.

**Meeting Adjournment**

**Mayland Community College  
Nursing Advisory Committee  
Meeting Agenda  
11/1/16 at 4:30 PM  
Room 207, Health Sciences Classroom**

1. Introduction of committee members
2. Introduction of Health Sciences faculty/staff
3. Curriculum Updates- *V. Caraway*
  - Concept- based contextual learning in class, lab and clinical
    - Classroom-
      - Learning Guides
      - The “family”
    - Sim Lab and Clinical
      - Clinical Tools
  - Simulation Lab Update *E. Payne*
    - New Equipment
  - Clinical Updates- *K. Simerly*
    - Clinical sites
    - Preceptorship
4. Other issues- *K. Burr*
  - NCLEX passing rates-
    - Analysis of Standardized Test Scores
    - Undefined Variables
    - Remediation Lab
5. PN Program Update-*K. Burr*
  - Beginning spring 2017
  - NC BON Approval
6. Feedback
  - How are our graduates doing?
  - Issues with new staff members?
  - Suggestions for improvement?
  - Post-graduate survey suggestions

**Mayland Community College  
Nursing Advisory Committee  
2014-2016**

**Kimberly Burr, Nursing Director  
Vicki Caraway (ADN Coordinator)**

Mary Alice Beaver, LPN II

Imm./CD & TB Control Nurse  
Toe River Health District  
[mabeaver@trhd.dst.nc.us](mailto:mabeaver@trhd.dst.nc.us)

Sandra Bickel, RN, BSN

[bannerbickel@skybest.com](mailto:bannerbickel@skybest.com)

Becky Carter

CEO/CNO, Western District Mission Hospitals  
Blue Ridge Regional Hospital/The McDowell Hospital

Dr. Frank Castelblanco, RN, DNP

Director, Division of Regional Services  
Mountain Area Health Education Center  
[frank.castelblanco@mahec.net](mailto:frank.castelblanco@mahec.net)

Claire Cline, BSN, MPH

Senior VP/CNO  
Watauga Medical Center  
Appalachian Regional Healthcare System  
[ccline@apprhs.org](mailto:ccline@apprhs.org)

Steve English, LPN

Staff Nurse  
Brian Center Health & Rehabilitation  
[MSteveenglish@hotmail.com](mailto:MSteveenglish@hotmail.com)

Gwen Frye

Cindy Fuller

Leadership Development  
Watauga Medical Center  
Appalachian Regional Healthcare System  
[cfuller@apprhs.org](mailto:cfuller@apprhs.org)

Linda Hendricks, RN, BSN

[Linda.Hendricks@msj.org](mailto:Linda.Hendricks@msj.org)

Leigh Ann Highsmith, RN	Nurse Educator/Affiliations Coordinator VA Medical Center Charles George <a href="mailto:Leigh.highsmith@va.gov">Leigh.highsmith@va.gov</a>
Jessica Hughes	Nursing Director LifeCare <a href="mailto:Jessicahughes@LCCA.com">Jessicahughes@LCCA.com</a>
Carmen Lacey, RN, BSN	President & Director of Patient Care Cannon Memorial Hospital <a href="mailto:clacey@apprhs.org">clacey@apprhs.org</a>
Karen Lundberg, MSN, RN	Nursing Academic Program Specialist Mission Hospital <a href="mailto:Karen.Lundberg@msj.org">Karen.Lundberg@msj.org</a>
Samanthia McIntosh, FNP	Mitchell County Health Department <a href="mailto:samanthia.mcintosh@trhd.dst.nc.us">samanthia.mcintosh@trhd.dst.nc.us</a>
Della Miller, RN	Blue Ridge Regional Hospital <a href="mailto:dmliller54@yahoo.com">dmliller54@yahoo.com</a>
Linda Pitman, RN	Medical Science Director Mitchell High School <a href="mailto:pitmanLB@gmail.com">pitmanLB@gmail.com</a> <a href="mailto:lindapitman@mcsnc.org">lindapitman@mcsnc.org</a>
Gail Pritchard, LPN	Cannon Memorial Hospital <a href="mailto:gpritchard@apprhs.org">gpritchard@apprhs.org</a>
Teresa Darnall, PhD, MSN, RN	Director, RN-BSN Program Lees-McRae College <a href="mailto:darnallt@lmc.edu">darnallt@lmc.edu</a>
LeTisha Trescott	ADN Student Representative
Terri Vance-Yoder, RN	Nurse Manager Cannon Memorial Hospital <a href="mailto:tyoder@apprhs.org">tyoder@apprhs.org</a>



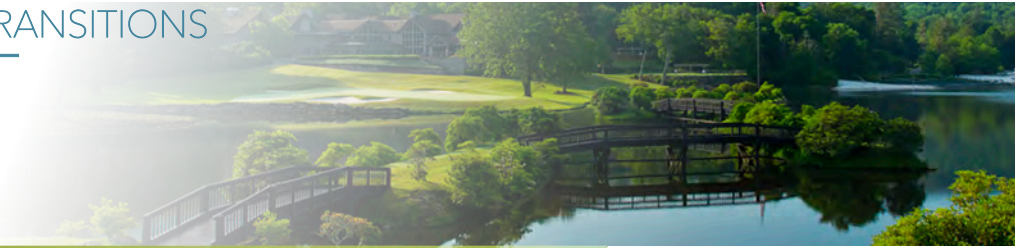
**Nurse Aide I  
Roundtable Discussion  
February 25, 2016**

- |                           |  |
|---------------------------|--|
| 1. Welcome                | Dr. Jeff Cox<br>President, WCC                   |
| 2. Introductions          | All  |
| 3. Meeting Purpose        | Chris Robinson<br>Vice President, Continuing Ed. |
| 4. Facilities Description | Larry Taylor<br>Director, Health Services        |
| 5. Tour of Herring Hall   | Misty Marshburn<br>Instructor, Nurse Aide I      |
| 6. Lunch                  |  |
| 7. WCC's NA I Program     | Larry Taylor                                     |
| 8. Student Assistance     | Ginger Shaffer<br>Chair, Workforce Development   |
| 9. Open Discussion        | All  |

*Employment of nursing assistants is projected to grow 17 percent from 2014 to 2024, much faster than the average for all occupations. Because of the growing elderly population, many nursing assistants will be needed to assist and care for these patients.-- Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, 2016-17 Edition*

# HIGH COUNTRY CARE TRANSITIONS SUMMIT

Friday, September 23  
Grandfather Golf & Country Club  
Linville, NC



**REGISTRATION IS OPEN!**

[highcountryaging.org](http://highcountryaging.org)

Care transitions simply refers to someone moving from one care setting to another. One of our goals, as a network of providers, is to improve the effectiveness of these transitions. This event is designed to share effective practices at the national, state, and local levels, highlight available resources, and develop and strengthen partnerships. The day will include plenary speakers, breakout sessions, networking time, and multiple opportunities to participate and collaborate.

## Who should attend?

Hospitals, clinical health and home health providers, long term care facilities, community-based service providers, mental health care providers, transportation and housing agencies, EMS and rescue squads, police and sheriff departments, fire departments, pharmacies, consumer advocates, faith-based organizations, local government agencies, and other community-based organizations interested in improving person-centered quality services and support for health care transitions.

## Speakers

- Jennifer Hodge - Alliant Quality, North Carolina's Medicare QIO
- Kellie Pope, Ph.D., Pandora Pass, and Paul Daoust - High Country Community Health
- Robin Fox - Appalachian Regional Healthcare System
- Gary McCullough, Ph.D. - ASU College of Health Sciences
- Julie Stafford - Genesis Healthcare Alleghany Center
- Ruth Jordan and Ann Dupre Rogers - Smoky Mountain Center
- Anita Davie and Debra Kuykendall - NC Baptist Aging Ministry
- Craig Sullivan - Ashe and Watauga Medics

## Schedule

7:45-8:30	Networking Breakfast
8:30-8:40	Welcome
8:40-9:30	"Linking Arms for a Healthier High Country"
9:30-10:15	"Whole Person Care: Meeting Community Health Needs in the 21st Century"
10:15-10:30	Break
10:30-11:45	"Improved Patient Outcomes Via Interagency Collaboration"
11:45-12:15	"World Café Part 1: Care Transitions Shared Learning Workshop"
12:15-1:00	Lunch
1:00-1:45	"World Café Part 2: Care Transitions Shared Learning Workshop"
1:45-2:00	Break
2:00-3:00	Breakout Sessions <ul style="list-style-type: none"> <li>a) "Maximizing Mental Health Resources"</li> <li>b) "In Good Faith: Co-Laborers for Aging Adults"</li> <li>c) "EMS and the Role of Community Paramedicine"</li> </ul>
3:00-3:30	Closing Session







March 15, 2017

To Whom It May Concern,

Alleghany Memorial Hospital is pleased to support the High Country Workforce Development Board's application for a Nursing and Related Healthcare Career Pathway.

Our hospital has been very involved in the creation of this pathway, having participated in an employer panel, assisted with an industry survey as well as attended meetings. We will continue to participate on pathway committees committed to make this pathway a success, as we are in need of highly-skilled nurses and other allied health care professionals.

In addition, we are committed to partnering with schools so that students can get their required internship and clinical hours. Lastly, we are committed to hiring successfully Pathway enrollees. What better way to show the success of this pathway to have an abundance of applicants for the many job openings we have.

Congratulations and many thanks for the hard work that we have all done towards getting this application ready for submission. As we were told, however, now the true work begins. Alleghany Memorial is prepared to do our part.

Should you have any questions or thoughts, please contact me.

Courtney Bennett

*Courtney M. Bennett*  
HR Director

*People You Know. Care You Trust. Here When You Need Us.*

233 DOCTORS STREET • SPARTA, NORTH CAROLINA 28675  
TELEPHONE (336) 372-5511 • FAX (336) 372-8451

[www.amhsparta.org](http://www.amhsparta.org)



February 10, 2017

NCWorks Commission  
NC Department of Commerce  
4316 Mail Service Center  
313 Chapanoke Road  
Raleigh, NC 27699-4316

Dear NCWorks Commission Members:

As an employer of graduates as well as clinical site host for local students, Appalachian Regional Health Care System is honored to support the High Country Workforce Development Board's effort to create a regional healthcare career pathway.

Over the many years we have worked with the three regional community college students as they fulfill their mandated hours in a clinical setting. We have a similar arrangement with Appalachian State University and their nursing and allied health program students as well.

Hiring graduates that have completed clinical rotation requirements has helped us with our talent pipeline. We are grateful for this due to the shortage in nurses in this area. It's not unusual for graduates to leave the area seeking additional wages in larger cities. So participating in this career pathway process has proved a 'win-win' for both healthcare employer as well as for the educators.

Appalachian Regional Health Care System has benefited from being on the strategic committee and has enjoyed collaborating with other healthcare organizations and key community stakeholders. We look forward to continuing the work on this pathway in the years to come and see the increase in number of qualified nurses and allied healthcare positions.

Please feel free to contact me should you have any questions about our participation in the Nursing and Related Healthcare career pathway and our full commitment to its success.

Sincerely

A handwritten signature in black ink that reads "Sallie J. Woodring". The signature is written in a cursive style with a large, looping initial "S".

Sallie J. Woodring  
ARHS Director Volunteer Services/Career Pathways



March 7, 2017

NCWorks Commission  
NC Department of Commerce  
4316 Mail Service Center  
313 Chapanoke Road  
Raleigh, NC 27699-4316

Dear High Country Workforce Development Board:

I wish to thank you and your many stakeholders for all the work that you have been doing in the creation of the Nursing and Related Health Care Career pathways. You have asked for a letter of support. May this letter serve as our way of letting you know that you have the 100% backing of Ashe Memorial Hospital.

As a relative newcomer to the Ashe area, I've seen the same problems with hiring nurses in this region as I did in the Piedmont area. We simply don't have a deep enough employee pipeline to fill our needs. With patients getting older, and with new nurses chasing a few more cents in larger, nearby cities, it makes our job all the more challenging. From participating in your committees, I'm learning we are not alone: it appears all healthcare providers in the High Country are facing similar shortages.

Ashe Memorial Hospital will commit to helping our region by being open to student visits (career awareness) and will continue our clinical affiliations with the colleges and universities in the area. We would also like to keep working on the committee as we go forward. We were told at our last meeting that now the work is just beginning. Please know we want to participate as we have lots to gain!

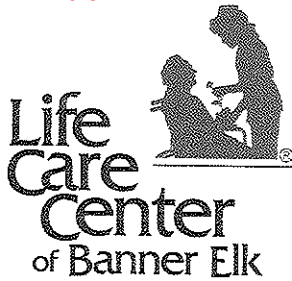
It was also a pleasure to get to meet the other industry professionals. We don't often get a chance to collaborate and share our thoughts and concerns. Many thanks for putting us all together.

Ashe Memorial will continue to play a vital role by helping to train and develop the best healthcare professionals to serve the region. Ashe Memorial will offer support, collaboration and advice to make the High Country Workforce Development Board's Career Pathway in Nursing/Healthcare Professionals a great success. If you have questions or if I can be of further assistance, please contact me.

Best wishes for continued success with this critical pathway!

Sincerely,

Lana Smith, MS, PHR  
Director of Human Resources



P.O. Box 2199/ 185 Norwood Hollow Road / Banner Elk, North Carolina 28604  
(828) 898-5136 / FAX (828) 898-8426 / LCCA.com

March 15, 2017

On behalf of the Life Care Center of Banner Elk, I am submitting this letter in support of the outstanding work that the High Country Workforce Development Board has been doing with the Nursing and Allied Health Care Career pathway. They have galvanized the healthcare community and educators, and have had us strategically look at where we are at with regards to current and future employment needs.

To be clear, it has always been a problem hiring for our long-term resident care facility. You could probably our centers with a 24-7 sign looking for CNA's, LPN's and RN's. It is simply a reality that our region is facing a shortage of nurses, simply put. Being a part of this Nursing and Allied Health Care Career Pathway committee has made me learn that we are not alone. A majority of the health care facilities are facing a problem hiring nurse's aides and registered nurses.

Not only did I learn from others, but during this collaborative process I learned how we together can help our educators, help our students in the area – help us!

Life Care Center of Banner Elk is firmly committed to working now as well as in the future to make this pathway work. We are committed to hiring graduates of the pathway and will continue to take on students as a clinical site.

Many thanks to the many participants that gave of their time and met with us over the past few months. It truly was time well spent and I know it will benefit all healthcare providers going forward.

Don't hesitate to call me should you have any questions.

Sincerely,

A handwritten signature in cursive script that reads "Sheree Byrd".

Sheree Byrd, MSHL, LNHA  
Executive Director  
Life Care Center of Banner Elk



Wilkes Regional  
Medical Center

February 28, 2017

NCWorks Commission  
NC Department of Commerce  
4316 Mail Service Center  
313 Chapanoke Road  
Raleigh, NC 27699-4316

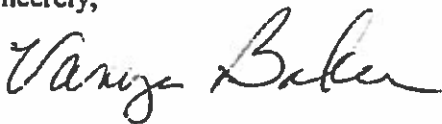
Dear NCWorks Commission Members:

The purpose of this letter is to support the application for a Certified Career Pathway in Nursing/Healthcare. Wilkes Regional Medical Center recognizes the great need and importance to have qualified skilled nurses/healthcare professionals and recognizes that there is a growing shortage of nurses due to an aging population that is living longer and requiring more healthcare services. Therefore the fact that a smaller number of nurses are being produced from nursing schools, this will cause a healthcare crisis that must be addressed throughout the nation. Through the High Country Workforce Development Board's Career Pathway in Nursing/Healthcare Professionals more nurses will be trained and the healthcare professions will be promoted to the community that will bring about community awareness and educate the community about the healthcare careers and how to enter these career fields. Wilkes Regional Medical Center staff has been involved in the development of the High Country Workforce Development Board Career Pathway in Nursing/Healthcare through various meetings and surveys.

Wilkes Regional Medical Center realizes that in order to provide high quality healthcare that here needs to be qualified/trained nurses and health care professionals. Wilkes Regional will continue to play a vital role by helping to train and develop the best healthcare professionals to serve the region. Wilkes Regional will continue to offer support, collaboration and advice to make the High Country Workforce Development Board's Career Pathway in Nursing/Healthcare Professionals a great success.

I am confident that Wilkes Regional Medical Center would have a need to hire nurses and healthcare professionals in the future as we achieve success in providing excellent healthcare to the citizens of North Carolina. If you have questions or concerns or if I can be of further assistance, please contact me.

Sincerely,



Vanya Baker, Vice President of Human Resources

*Award Winning Care*

### 3. Collaborative

Collaboration between key stakeholders is required in order to achieve the goal of helping industry get a pipeline of a trained workforce. As evidenced in this submission, there has been inclusive collaboration from industry, education, workforce development, and additional community partners such as Area Agency on Aging, Area Health Education Center (AHEC), NCWorks Career Centers, Vocational Rehabilitation, and Veteran Services. The diverse partners were committed to coming together, engaging and sharing their expertise with industry to help address their hiring needs. (See Exhibit 3A agendas/attendance rosters)

The High Country region began preparing for the pathway development by having an initial regional educator meeting consisting of public schools, community college, and NCWorks staff, followed by a presentation to the High Country Workforce Development Board (which includes economic development and healthcare employers) in July 2016. Both groups received an overview of the process and the value of the pathway development by the regional NCWorks Career Pathway Facilitator.

In order to tackle a variety of topics with engaged collaboration, the strategic planning members were divided into sub-committees, or “workgroups” that consisted of various stakeholders. In each group, consideration was taken into account as to what each participant had to offer and how their collaboration in the workgroup would contribute to the nursing/healthcare career pathway certification process.

The three workgroups included the following:

- (1) Data-Driven and Evaluation
- (2) Employer Engagement, Collaboration, and Career Awareness
- (3) Articulation, Work-Based Learning, and On & Off Ramps

Over the course of the meetings, additional community partners were added based on what the industry stakeholders were requesting. The engaged collaboration will help create a consistent message to students, adults, dislocated workers, veterans, and others who seek training and employment in High Country’s healthcare industry.

Additional evidence of collaboration includes regional meetings of training providers to discuss results from their advisory committees and relevant information related to the healthcare training pathway (see Exhibit 3B 10/21/16 agenda). The western region meeting consists of the following schools:

Surry Community College	Western Piedmont Community College
Southwestern Community College	AB Tech
McDowell Tech	Blue Ridge Community College
Isothermal Community College	Tri County Community College
Gaston Community College	Mayland Community College
Haywood Community College	Caldwell Community College
Mitchell Community College	Wilkes Community College

Also, Appalachian State University’s Health Care Management program has a very active advisory board comprised of healthcare executives from across the state that meet once each semester and discuss industry trends and essential skills and competencies required of graduates. In addition, many of the advisory board members are also preceptors for internships and provide feedback on student skills and competencies via a survey at the end of each internship (see Exhibit 3B 10/21/16 agenda).

**Regional Survey**

In an effort to obtain additional feedback, the High Country WDB developed and distributed a [regional survey](#) (which can be viewed on the HCWDB website in the [Career Pathways section](#)) designed for educators, community partners, and employers. The survey focused on a number of topics to identify gaps, needs, opportunities for training, engagement, employment, and partnerships. While the response rate was lower than anticipated, information gathered does support the development of the healthcare pathway.

## HIGH COUNTRY NURSING/HEALTHCARE CAREER PATHWAY PARTNERS

<b>Industry</b>	Alleghany Memorial Appalachian Regional Healthcare System Appalachian Home Care Ashe Memorial Hospital Forest Ridge Assisted Living High Country Community Health Life Care Center of Banner Elk Margate Health & Rehab Mission Health- Blue Ridge Villages of Wilkes Wilkes Regional Medical Center
<b>High Country Workforce Development Board</b>	Alleghany County Ashe County Avery County Mitchell County Watauga County Wilkes County Yancey County
<b>Community College</b>	Caldwell Community College Mayland Community College Wilkes Community College
<b>Universities</b>	Appalachian State University East Tennessee State University Lees-McRae College
<b>Local Educational Agencies</b>	Alleghany County Schools Ashe County Schools Avery County Schools Mitchell County Schools Watauga County Schools Wilkes County Schools Yancey County Schools
<b>Community Partners</b>	Community Care Clinic Daymark Recovery Services High Country Area Agency on Aging High Country Council of Governments NC Vocational Rehabilitation NC Veteran Services NCWorks Career Centers Northwest AHEC



## **ASU Development of New Health Sciences Campus**

A significant sign of collaboration that supports the development of the pathway is the current construction of the new Appalachian State University Beaver College of Health Sciences Campus, which will double its current space. This new facility will bring a wealth of resources to the region, the state, and beyond for improved training opportunities and skill development to meet the demands required by employers.

It should be noted that the new campus is being built on land donated by Appalachian Regional Healthcare System. The new facility will also house the Wake Forest University Physician Assistant Program and Blue Cross Blue Shield of NC Institute for Health and Human Services program.

**ASU is also live streaming the development of the campus which can be viewed here:**

<http://give.appstate.edu/news/id/149>

**ASU has created a timeline of health sciences at the university and can be viewed here:**

<http://give.appstate.edu/healthsciences/BCHS-timeline/index.html#event-tl-swfoe>

Give Today

Designate your gift

The Appalachian Fund

**Beaver College of Health Sciences**

The Evolution

Building the Future

Creating a Learning Community Together

Imagine the Future... Timeline

Invest in our Educational Community

Wilson Scholars Program

Donor Bill of Rights

Ways to give

Gift Planning

Making a Difference

Thanks and Recognition

Foundation

Contact

## Beaver College of Health Sciences



The Beaver College of Health Sciences (BCHS) is doubling its size. On June 23, 2016, Appalachian broke ground for the future home of BCHS. The building will encompass 14 of the 16 disciplines and allow students across various academic programs to obtain experiential training together in shared spaces. This commitment to interprofessional education will provide graduates from the BCHS a competitive advantage by acquiring creative thinking and problem solving academic and clinical skills needed to be contributing members of the health care profession.

Appalachian and the Beaver College of Health Sciences are looking forward to expanding community relationships. The building will be a catalyst for change to enhance health, quality of life and economic development in the region. Revitalizing and expanding the proposed medical health district and centralizing academic departments and programs will pave the way to BCHS's commitment of being the preeminent and most comprehensive academic center for health professions in western North Carolina. We invite you to explore our new home and the inspiring innovations that will enhance the health and quality of life in North Carolina and beyond.

[BCHS Evolution](#)

[Give Now](#)

### News

#### Live stream of BCHS construction: new building set to open August 2018



Appalachian State University is live streaming the construction of the Beaver College of Health Sciences' new home across from Watauga Medical Center on Deerfield Road. The new health sciences campus will be completed in time to open for the Fall 2018 semester.

[Learn more](#)

### Contact

#### Kelli Wilson

Director of Development,  
Beaver College of Health Sciences

828-262-6714

[wilsonkh@appstate.edu](mailto:wilsonkh@appstate.edu)

Give Today

Designate your gift

The Appalachian Fund

Beaver College of Health Sciences

The Evolution

**Building the Future**

Creating a Learning Community Together

Imagine the Future... Timeline

Invest in our Educational Community

Wilson Scholars Program

Donor Bill of Rights

Ways to give

Gift Planning

Making a Difference

Thanks and Recognition

Foundation

Contact

## Beaver College of Health Sciences

### Building the Future



The new building that will house the Beaver College of Health Sciences (BCHS) will encompass 203,000 square feet and be constructed on a 9.2-acre parcel of land donated by one of our strategic partners, Appalachian Regional Healthcare System (ARHS). The footprint is adjacent to the Greenway Trail and is across the street from the Watauga Hospital, the flagship facility of ARHS.

Fourteen of the 16 existing programs in the Beaver College of Health Sciences will be housed in the new building including space for the Wake Forest Physician Assistant Program and the Blue Cross Blue Shield of NC Institute for Health and Human Services. The new building will house high-tech and innovative classrooms, faculty offices, a student information commons and gallery, a student leadership and success center, an interprofessional health clinic, food innovation and exploration labs, exercise physiology and human performance labs, nursing simulation and clinical innovation, rehabilitative science labs, human anatomy and physiology labs, human cadaver lab, and numerous problem-based learning classrooms.

[BCHS Home](#)

[Give Now](#)

### Contacts

#### Kelli Wilson

Director of Development,  
Beaver College of Health Sciences

828-262-6714

[wilsonkh@appstate.edu](mailto:wilsonkh@appstate.edu)



**Nursing & Related Healthcare Strategic Planning Committee  
Meeting 1**

**Dec. 8<sup>th</sup>, 2016 • 11:30 am - 1:30 pm**

**BREMCO Office Community Room**

**2491 Old US Hwy 421 South • Boone, NC 28607**

- 11:30 am – 11:45 am **Lunch**
- 11:45 am – 11:50 am **Welcome & Introductions**  
*Keith Deveraux, Director, High Country Workforce Development Board*
- 11:50 am – 12:15 pm **Brief History of Career Pathways**  
**How the Certification of Career Pathways Benefits Stakeholders**  
**Career Pathway Creation: 8 Criteria & Collaborative Work Groups**  
*Patty Thompson, Career Pathway Facilitator, NCWorks*
- 12:15 pm – 1:00 pm **Informal Industry Panel Discussion**  
A facilitated Industry Question & Answer session will be led to assess the current employment environment and as well as future needs. Also, healthcare employers’ engagement with schools and the community will be discussed.
- 1:00 pm – 1:15 pm **Work Groups:**
  - 1. Employer Engagement, Career Awareness and Collaborative
  - 2. Articulation & Coordination, Work-based Learning and Multiple Points of Entry & Exit
  - 3. Demand Driven & Data-Informed, Evaluation

Three work groups will be created with a mixture of the key stakeholders. Tasks will be assigned aligning with the eight criteria and the related criteria.  
*Patty Thompson, Career Pathway Facilitator, NCWorks*
- 1:15 pm – 1:30 pm **Time Frame for Pathway and Question & Answer period**
- 1:30 pm **Adjourn**
- NEXT MEETING:** *Date TBD, 11:30am, location TBD*  
*Lunch will be provided.*

**Work Group Agenda – Meeting One**  
Employer Engagement, Collaboration and Career Awareness

**Jan. 10<sup>th</sup>, 2017**

**Pass out Work Group Overview, Tasks and Rubric**

**Go over ground rules**

**Need to designate a Chair for this workgroup**

**Need minute takers (can rotate)**

**Our Goals as a group – Go over the 4 page task list**

- Review the **Overview...**
- Review the **Objectives...**
- Explain the **Rubric...** (This is what the Interagency Review Team will be looking for in the actual application)

As a group, we can meet all the objectives and satisfy the rubric if we list, describe and/ or document the following:

- Do we have the right people engaged in the process? Are we missing anyone that could stand to benefit or help us out?
- Determine which Nursing and Allied Healthcare occupations are in high demand now and / or in the near future within the High Country Region
- Determine what skills, abilities and knowledge is required for each occupation and if the training provided in the region is matching what is required.
- Get long-term participation from employers and educators
- Commitment to hire individuals that successfully exit the pathway
- Find out which healthcare employers provide Work-Based Learning opportunities (Internships, Clinical, Job Shadowing, etc.)
- List career awareness programs going on in the 7 counties K-12, colleges and at NCWorks Career Centers (School Guest Speakers, Career Fairs, Facility Tours, etc...)
- Describe how we are training our teachers, career & guidance counselors, and NCWorks Career Center staff to make youth and the public aware of careers in Nursing and Related Healthcare occupations

*What is the best way for our group to do this? Engaged discussion (we have had two panels)? Continued discussion? A Survey?*

***As a group, let's figure out how we wish to get this information.***

**Work Group Agenda – Meeting One  
Jan. 10<sup>th</sup>, 2017**

**ARTICULATION & COORDINATION, WORK-BASED LEARNING,  
AND ON/OFF RAMP  
WORK GROUP TASK LIST**

**Pass out Work Group List**

**Go over ground rules**

**Need a Chair (Industry)**

**Need minute takers (can rotate)**

**Our Goals as a group –**

Go over the 4 page task list

- Offer secondary students the opportunity to earn *postsecondary credit* through programs such as Career and College Promise,
  - *Let's list the programs offered, such as Career & College Promise, Innovative high Schools, etc.*
- Provide individuals opportunity to earn academic and technical *certificates, diplomas, and degrees*,
  - *Let's list the various programs offered postsecondary that offer certificates, diplomas, degrees, High Country Wide*
- Allow opportunities to stack credentials such as career readiness certificates, industry validated recognized third party certifications, and state licenses or certificates.
  - *Let's list the various stackable credentials that are offered throughout the High Country Region*
- Provide special considerations for veterans/Voc Rehab to demonstrate skills based on experience (i.e., MOS or Badges) and provide accelerated educational/training opportunities for gap fulfillment,
  - *Which schools and employers are currently working creatively with Veterans/Voc Rehab and their prior training? What could we do to do more and truly work with returning veterans?*
- **WORK BASED LEARNING:**
  - Include a list of Facilities that provide tours or shadowing
  - Include a list of Clinical Sites in the High Country Region
- Provide a graphic that illustrates Career Ladder or Pipeline for Nursing and Healthcare occupations (**Review examples of Pipelines**)

**Follow up for next meeting**

**Work Group Agenda – Meeting One**  
Demand Driven & Data-Informed, Evaluation  
**Jan. 10<sup>th</sup>, 2017**

**Pass out Work Group Overview, Tasks and Rubric**

**Go over ground rules**

**Need to designate a Chair for this workgroup**

**Need minute takers (can rotate)**

**Our Goals as a group – Go over the 2 page task list**

- Review the **Overview...**
- Review the **Objectives...**
- Explain the **Rubric...** (This is what the Interagency Review Team will be looking for in the actual application)

As a group, we can meet all the objectives and satisfy the rubric if we list, describe and/ or document the following:

- Let's determine the best way to have the most accurate data that shows demand and wages for Nursing and Allied Healthcare document our need for this pathway.
- Anecdotal data can be used (Survey results... consult with Work Group One, as they may conduct a survey)
- For the evaluation purposes
  - What will the baseline data look like and where will it come from
  - What will be the mid-point benchmarks
  - Most importantly, determine what success will look like: Completers, employment, satisfied employers?
  - How will this be updated and modified if necessary

**Nursing & Related Healthcare Career Pathways Planning Committee**  
**High Country Workforce Development Board**  
 Dec 8<sup>th</sup>, 2016 • 11:30 am – 1:30 pm  
 Meeting Attendees

Name (Please Print)	Business/Industry/Organization	Email/Phone
1. Patricia Thompson	NC WORK - Dept Commerce	Patricia.Thompson@nccommerce.com 919 306 7073
2. Katie Wagoner	WCC / Health Sciences	Kawagoner244@wilkescc.edu 336-838-6459
3. Debbie Woodard	Wilkes Community College	drwoodard792@wilkescc.edu 336-903-3231
4. Keith Deveraux	High Country Workforce Development Board	
5. Rebecca Blomquist	High Country Workforce Development Board	
6. Larry Taylor	Wilkes Community Colls	larry.taylor@wilkescc.edu
7. Don Sherrill	High Country Workforce Development Board	don.sherrill@highcountrywdb.com
8. Cameron Keziah	Forest Ridge Assisted Living	ckeziak@ridgecare.com
9. Cheryl Hamby	Forest Ridge Assisted Living	chamby@ridgecare.com
10. April Payne	Villages at Wilkes	t19a@wilkeseniorvillage.org
11. Kim Davis	Avery Co CTE Director	kimdavis@averyschools.net
12. Brandi Pung	CCCTI	bdunlap@cccti.edu
13. Rita Farley	MCC	rfarley@mayland.edu
14. Paul Crouse	Allegheny Co Schools	pcrouse@ <del>allegheny.k12.nc.us</del> 336-657-7985
15. Kelly Welsh	Appalachian Regional Healthcare System	kwelsh@arhs.org 828-268-7063



Name (Please Print)	Business/Industry/Organization	Email/Phone
16. SALLIE WOODRING	ARHS	swoodring@apprhs.org
17. TIEWASTARK	WHS / WIA	(828) 264-2407 EXT 10222 starkt@watanya.k12.nc.us
18. MARIA BRASWELL	NC Div. of Voc REHAB	maria.braswell@dhs.nc.gov
19. John Boyd	Mayland Comm College	jboyd@mayland.edu
20. Laura Fero	Lees McRae College	fero1@lmc.edu
21. D.T. Rawls	Upp State U	
22. Melissa Selby	Community Care Clinic	melissa.cccclinic@gmail.com
23. Joellen Lowder	Ashe County Schools	
24. Ellen Howell	App Home Care, LLC	ellen@apphomecare.com
25. Sue Vaughn	East TN State Univ	vaughn@etsu.edu
26. Angela McCormick	NC DUKS	angela.mccormick@dhs.nc.gov
27. Sandi Lane	App State Univ.	lanesj1@appstate.edu
28. April Cline	CCC + T1	acline@cccti.edu
29. Barbara Harris	CCC + T7	bharris@cccti.edu
30. Murray Hawkinson	Daymark Recovery Services	mhawkinson@daymarkrecovery.org 828-264-8759
31. Pam Wilson	NC Works Career Center Avery, Mitchell + Yancey	Pam.wilson@nccommerce.com 828-682-6618
32. GREG WADK	NC WORKS WILKES	greg.wade@nccommerce.com 828

	Kathy Leonard	Appalachian Home Care	828 763-8233 kathy@ <del>home</del> <sup>apphome</sup> care.com
34.	Chris Edwards	Chetola Resort	cedwards@chetola.com / 828-295-5510
35.	Bryan Belcher	High Center, Community Health	bryanbelcher@hchc.m.c.l.c.org 828-262-3886
36.	Janes Ramirez	Appalachian State	Ramirezje@appstate.edu 828-303-9635
37.	Blonnen Sheffield	Appalachian State	sheffieldbl@appstate.edu 828-448-6142
38.	Scott Davis	Morgantown Health + Rehab	scottdavis@morgantownhealth.com 536 246 5581
39.	Anita Lowe	NC Works	anita.lowe@nccommerce.com 828/265-5385
40.	Wayne Shepherd	Wilkes Co. Schools	336-651-7133 shepherj@wilkes.k12.nc.us
41.	Amber Faix		336-651-7009 faixa@wilkes.k12.nc.us
42.	Melanee Mills	Northwest AHEC	mgmills@nwahc.org 336 713 7714
43.	Alan Wyatt	NC Works	alan.wyatt@wilkescc.edu
44.	Misty Bishop Price	WDB	
45.			
46.			
47.			
48.			
49.			

**High Country's Nursing & Related Healthcare Strategic Planning Committee  
Meeting 2  
Jan. 10<sup>th</sup>, 2017  
11:30 am – 1:30 pm  
Blowing Rock Art & History Museum  
159 Chestnut Street  
Blowing Rock, NC 28605**

- 11:30 am – 11:45 am    **Lunch**
- 11:45 am – 11:50 am    **Welcome & Introductions**  
*Keith Deveraux, Director, High Country Workforce Development Board*
- 11:50 am – 12:45 pm    **2<sup>nd</sup> Informal Industry Panel Discussion – HOSPITAL EMPLOYERS**  
Our Second facilitated Industry Question & Answer panel addressing hospital setting employer challenges. Current and anticipated hiring needs as well as their engagement with regional training programs and the community will be discussed.
- 12:45 pm - 1:25 pm    **Work Groups:**
1. Employer Engagement, Career Awareness and Collaborative
  2. Articulation & Coordination, Work-based Learning and Multiple Points of Entry & Exit
  3. Demand Driven & Data-Informed, Evaluation
- The three work groups will convene and the respective objectives of each group will be discussed. Work group tasks align with the eight criteria and the related criteria.
- 1:25 pm – 1:30 pm    **Question & Answer period**
- 1:30 pm    **Adjourn**
- NEXT MEETING:**    *Date TBD, 11:30am, location TBD  
Lunch will be provided.*

January 10, 2017 Career Pathways

Last Name First Name

Bennett	Courtney	Courtney Bennett
Berlinghoff	Kathleen	Kathleen Berlinghoff
Bishop-Price	Misty	MBP
Bloomquist	Rebecca	RB
Boyd	John	Cancelled
Braswell	Maria	Maria Braswell
Byrd	Sheree	Sheree Byrd
Carter	Becky	Cancelled
Cline	April	April Cline
Connolly	Linda	Cancelled
Davis	Kim	Kim Davis
Davis	Scott	Scott Davis
Deveraux	Keith	Keith Deveraux
Deyton	Cynthia	Cynthia Deyton
Edwards	Chris	Chris Edwards
Fero	Laura	Laura Fero
Gentry	Donna	Donna Gentry
Hamby	Cheryl	Cheryl Hamby
Harrell	Ellen	EH
Harris	Barbara	Cancelled
Hiegl	Nicole	Nicole Hiegl
Holland	Andrew	Andrew Holland
Houser	Sara	Sara Houser
Levy	Denise	Denise Levy
Lowder	Joallen	Cancelled

Paul Cruse  
Allegheny Schools

Last Name	First Name	
Lowe	Anita	<del>Anita Lowe</del>
McCormick	Angela	<del>Angela McCormick</del>
Mills	Melanee	Cancelled
Nelson	Barry	Cancelled
Payne	April	
Rawls	Daniel \Terry\''''	<del>Daniel Rawls</del>
Roggenkamp	Susan	<del>Susan Roggenkamp</del>
Shepherd	Wayne	<del>Wayne Shepherd</del>
Sherrill	Don	Don Sherrill
Smith	Lana	Lana Smith
Staines	Norman	<del>Norman Staines</del>
Stark	Tierra	<del>Tierra Stark</del> 98
Taylor	Larry	<del>Larry Taylor</del>
Thompson	Patricia	<del>Patricia Thompson</del>
Tobey	Marty	Cancelled
Vaughn	Scott	<del>Scott Vaughn</del>
Wade	Greg	<del>Greg Wade</del>
Welsh	Kelly	Kelly Welsh
Woodard	Debbie	Debbie Woodard
Woodring	Sallie	Sallie Woodring
Wyatt	Alan	Cancelled

wilson

Pam

Pam Wilson

**High Country's Nursing & Related Healthcare Strategic Planning Committee**  
**Meeting 3**  
**Feb. 15<sup>th</sup>, 2017**  
**11:30 am – 1:30 pm**  
**Blowing Rock Art & History Museum**  
**159 Chestnut Street**  
**Blowing Rock, NC 28605**

- 11:30 am – 11:45 am    **Lunch**
- 11:45 am – 11:50 am    **Welcome & Introductions**  
*Keith Deveraux, Director, High Country Workforce Development Board*
- 11:50 am – 12:10 pm    **Greetings from NC Department of Commerce, Division of Workforce Solutions**  
*Will Collins, Assistant Secretary for the Division of Workforce Solutions, NC Department of Commerce*
- 12:10 pm - 12:30 pm    **Supplementing the Pipeline – Informal Presentations highlighting alternative workforce pipelines**
- *Andrew Holland, Career Advisor – Veterans' Employment Services, Division of Workforce Solutions*
  - *Maria Braswell, Angela McCormick & David Lopp, Rehabilitation Counselors – NC Vocational Rehabilitation Services*
  - *Melanee W. Mills, Health Careers and Workforce Diversity Coordinator - Northwest AHEC*
- 12:30 pm – 12:40 pm    **Workgroup Updates**  
*Keith Deveraux, High Country Workforce Development Board, will provide an overview Workgroup One's status*  
*Patty Thompson, NCWorks, will provide an overview Workgroup Two's status*  
*Don Sherrill, High Country Workforce Development Board, will provide an overview Workgroup Three's status*
- 12:40 pm – 1:30 pm    **Breakout into Workgroups:**
1. Employer Engagement, Career Awareness and Collaborative
  2. Articulation & Coordination, Work-based Learning and Multiple Points of Entry & Exit
  3. Demand-Driven & Data-Informed, Evaluation
- 1:30 pm                    **Adjourn**

**NEXT MEETING:**            *Wednesday, March 8<sup>th</sup>, 11:30am*  
*BREMCO Office in Boone*  
*Lunch will be provided.*

## Health Care Career Pathways - Meeting 3 February 15, 2017

Last Name	First Name	Signature	Organization
Bloomquist	Rebecca		High Country WDB
Boyd	John	x/L	
Braswell	Maria		NC DURS
Cline	April		CCC-TI
Collins	Will	✓	
Connolly	Linda		Mission Health
Crouse	Paul		Allegheny Co Schools
Davis	Kim		Avery Co Schools
Davis	Scott		Musgrave Health & Edu-6
Deveraux	Keith		High Country WDB
Deyton	Cynthia		Gancey County Schools
Earley	Rita	x/L	
Falise	Amber		Wilkes Co Schools
Fero	Laura	x/L	
Fox	Shane	✓	✓
Harrell	Ellen	✓	
Harris	Barbara		CCC-TI
Hiegl	Nicole		High Country AAA
Holland	Andrew		NC DURS High Country
Keziah	Cameron	x/L	
Lopp	David		✓
Lowder	Joallen		
Lowe	Anita		✓
McCormick	Angela		NC DURS
Mills	Melanee		NW AHEC
Pope	Phil		NCWORKS CAREER CENTER - Boone
Rawls	Terry		ASU
Setzer	Felicia		NCWORKS

Last Name	First Name	Signature	Organization
Shepherd	Wayne	<i>J. Wayne Shepherd</i>	Wilkes Co. Schools
Sherrill	Don	<i>Don Sherrill</i>	High Country WDB
Smith	Lana	<i>Lana Smith</i>	Ashe Memorial Hospital
Stout	Jim		
Taylor	Larry	<i>Larry Taylor</i>	WCC
Thompson	Patricia	<i>Pat Thompson</i>	NC Works
Vaughn	Scott	<i>Scott Vaughn</i>	East Tennessee State Univ
Wade	Greg	<i>Greg Wade</i>	NC DEPT OF Commerce
<del>Wilson</del> Greene	<del>Ram</del> John	<i>John Greene</i>	Maryland CC / NC Works



High Country's Nursing & Related Healthcare Strategic Planning Committee  
Meeting 4  
March 8<sup>th</sup>, 2017 11:30 am – 1:30 pm  
BREMCO Office Community Room  
2491 Old US Hwy 421 South  
Boone, NC 28607

**AGENDA**

- 11:30am – 12 Noon     **Working Lunch**
- 12 Noon – 12:05pm     **Welcome & Introductions**  
*Keith Deveraux*, Director, High Country Workforce Development Board
- 12:05pm – 12:30pm     **Review of the High Country Nursing and Related Healthcare Career Pathway Overview**  
*Keith Deveraux*, Director, High Country Workforce Development Board  
*Misty Bishop-Price*, Systems Manager, High Country WDB  
*Rebecca Bloomquist*, Communications & Business Services Coordinator, High Country WDB  
*Don Sherrill*, Accountability & Compliance Manager, High Country WDB  
*Patricia Thompson*, Career Pathway Facilitator, NCWorks
- 12:30pm – 12:45pm     **Signature Page**  
Distribute forms for signatures
- 12:45pm – 1:00pm     **What's Next?**  
Dr. Dion Clark, NCWorks Career Pathways Director
- 1:00pm – 1:30pm     **Breakout into Workgroups:**  
*A final opportunity for dialogue, collaboration and an opportunity to gather last minute info or fill in the gaps.*
1. Employer Engagement, Career Awareness and Collaborative
  2. Articulation & Coordination, Work-based Learning and Multiple Points of Entry & Exit
  3. Demand Driven & Data-Informed, Evaluation
- Adjourn*

**Healthcare Career Pathways Meeting 4  
March 8, 2017**

Last Name	First Name	Please Sign In	Organization
Bennett	Courtney		
Bishop-Price	Misty	<i>Misty Bishop-Price</i>	HCWDB
Bloomquist	Rebecca	<i>Rebecca Bloomquist</i>	HCWDB
Braswell	Maria		
Connolly	Linda	<i>Linda Connolly</i>	Mission Health
Crouse	Paul	<i>Paul Crouse</i>	Allegheny Co Schools
Culbreath-Setzer	Felicia	<i>Felicia Culbreath-Setzer</i>	NCWORKS
Davis	Kim	<i>Kim Davis</i>	Avery County Schools
Deveraux	Keith	<i>Keith Deveraux</i>	HCWDB
Edwards	Chris	<i>Chris Edwards</i>	Chetola
Falise	Amber	<i>Amber Falise</i>	Wilkes Co. Schools
Fero	Laura	<i>Laura Fero</i>	Low McKean
Harris	Barbara	<i>Barbara J. Harris</i>	CCCTI
Holland	Andrew	<i>Andrew Holland</i>	NC DWS
Lowder	Joallen	<i>Joallen Lowder</i>	Ashe County Schools
Lowe	Anita	<i>Anita Lowe</i>	NCWORKS / DWS
McCormick	Angela	<i>Angela McCormick</i>	NC DURS
Mills	Melanee	<i>Melanee Mills</i>	NW AHEC
Pinkham	Gail	<i>Gail Pinkham</i>	HC AAA-SCSEP
Rawls	D Terry	<i>D Terry Rawls</i>	ASU
Sherrill	Don	<i>Don Sherrill</i>	HCWDB
Smith	Lana	<i>Lana Smith</i>	Ashe Memorial
Stark	Tierra	<i>Tierra Stark</i>	Watauga County Schools
Taylor	Larry	<i>Larry Taylor</i>	WCC
Thompson	Patricia	<i>Patricia Thompson</i>	NCWORKS
Tobey	Marty	<i>Marty Tobey</i>	NC OPT
Vaughn	Scott	<i>Scott Vaughn</i>	EISG
Wade	Greg	<i>Greg Wade</i>	NC DWS

Last Name	First Name	Please Sign In	Organization
Welsh	Kelly	<i>Kelly Welsh</i>	<i>Appalachian Regional Healthcare</i>
Wilson	Pam	<i>Sallie Woodring</i>	<i>ALHS</i>
Woodring	Sallie		<i>Community Care Clinic</i>
<i>Selby</i>	<i>Melissa</i>	<i>D. Cole</i>	<i>NC WORKS</i>
<i>Clark</i>	<i>Dion</i>		<i>Mayland Community College</i>
<i>Greene</i>	<i>John</i>		

**High Country Workforce Development Board  
NCWorks Career Pathways  
Nursing and Related Healthcare Planning Committee Notes  
December 8, 2016**

**Welcome and Introductions:** provided by Keith Deveraux, Director of the High Country Workforce Development Board.

**Brief History of Career Pathways:** provided by Patty Thompson, Career Pathway Facilitator.

Overview of Certified Career Pathways presented to include benefits to stakeholders, the eight criteria required as part of the application, and creating work groups to complete necessary tasks. High Country's goal is to complete the healthcare application to be submitted for March 2017 review by the NCWorks Commission.

**Industry Panel Discussion:** Question and answer session for panel regarding industry needs and concerns. Panel members included:

Scott Davis, Margate Health  
Ellen Harrell, Appalachian Home Care  
Murray Hawkinson, Daymark Recovery Services  
Cameron Keziah, Ridgecare/Forest Ridge Assisted Living  
April Payne, Villages of Wilkes  
Kelly Welsh, Appalachian Regional Healthcare System

Needs/Issues Identified:

- PCA certification classes are needed to meet skills gap
- Need for CNA's, Medical Assisting, Surgical Techs, Behavioral Health, and Registered Nurses
- Psychiatry is generally lower pay and is fastest leaving while there is high need
  - Huge need in child psychiatry
- Lack of applicants for Dining Services with ServSafe certification
- Some CNA's are intimidated by the additional requirements that NC now has to be certified
- Employee retention issues (CNA's leave for nursing; older workforce challenged by demands and long shifts; job hopping; lack of desire to work; students relocate after completion of training; low pay for CNA's; some CNA's will quit instead of reporting they're having issues with a client)
- Lack of applicants requires new ways to outreach (offering paid in-house training; using networks to recruit new hires)
  - Employers are still having trouble hiring even with offering paid training.

- Now it's more who you know to get a good employee instead of knowing someone in order to get a job.
- Some positions require experience which works against interns/graduates
  - Need a balance of ages/experience for shifts
- Lack of employees in home health is resulting in turning away of client referrals
- Shortage of qualified instructors to teach CNA and Health Sciences at high school
- Serious lack of soft skills/bedside manner/job readiness impacts quality of care (dependability; quit without notices; entitlement; accountability)
- Employers are seeing the need to develop workforce training for employees to improve the entire customer experience
- Young workforce reduces quality of care due to lack of skills and mentors
- Location impacts scheduling (Boone is able to find part-time employees easier than Ashe for example)
- Some applicants want reduced hours so not to lose social assistance benefits
- Selectivity in when/where/how far employee will drive
- Physicians now expecting flexible schedules when hired
  - Home care is easier for flexible scheduling.
- Physicians are writing work notes stating some employees can only work 3 to 4 days in a row or some employees are having trouble working a 12-hour shift.
- Low reimbursement rates by providers in turn results in lower wages
  - Hard to compete with wages in Asheville and Charlotte
- Connecting employers with career awareness events
- Connecting schools with employers so education is aware of job openings

Several employers participate in work-based learning opportunities.

- Villages of Wilkes has internship program with Wilkes County Schools. Students participate in an interview and are selected for placement.
- Appalachian Regional hosts 600 placements a year through local training programs with a 20-25% conversion rate.
- Daymark is able to take multiple interns.

Appalachian Regional Healthcare system has 1,400 employees. Currently has 90 openings, 35 of which are nurses (10 are full-time positions).

Margate Health & Rehab and Forest Ridge currently have CNA openings.

Daymark employs social workers, counselors, physician assistants. In the past, they relied on internships to help fill vacancies through conversion. Now, they have gone four months without any applications for a substance abuse counselor.

**High Country Workforce Development Board  
NCWorks Career Pathways  
Nursing and Related Healthcare Meeting Notes  
January 10, 2017**

**Welcome:** provided by Keith Deveraux, Director of High Country Workforce Development Board and Patty Thompson, Career Pathways Facilitator.

**Industry Panel Discussion:** Question and answer session with a specific focus on hospitals in the area regarding industry needs and concerns. Panel members included the following:

Courtney Bennett, HR Manager, Alleghany Memorial Hospital  
Kathy Berlinghoff, Director of HR, Appalachian Regional Healthcare System  
Sara Houser, Chief Nursing Officer, Ashe Memorial Hospital

**Needs/Issues Identified:**

- Current vacancies and needs include professional positions and speciality positions such as RN's, paramedics, clinical lab specialist, IT professionals, respiratory therapists, physical therapists, therapy assistants, LPN's in physicians offices, and certified medical technologists and medical technicians.
  - Noted that there is no local training for Clinical Lab Tech Science programs
- Local employers are all competing with each other to hire graduates and experienced staff when there aren't enough graduates to meet all the needs
- Employers are experiencing a challenge with pay equity for those employees moving into the area from larger areas with higher wages
- Challenges related to employees:
  - Lack of hands-on experience
  - Often see issues between older experienced staff and new hires
  - Work ethic of no calls/no shows, especially within 90 days of becoming hired
  - Hard to find staff that can make the sacrifices that healthcare careers require, as healthcare is a 24/7/365 day/year industry.
  - Seeing younger staff struggle with expectation of expanded responsibilities and serving in multiple roles
  - Seeing older "transplants" from larger areas/hospitals also struggle with expectation of serving in multiple roles
  - Many younger, new employees lack the emotional intelligence to cope with the challenge life and work demands
  - High quality health care professionals are often promoted into supervisory positions without a lot of training or experience in this area
  - When making new hires, reference checks often don't provide true picture of ability and work ethic (often only start/end dates)

- Employers are having to provide and develop in-house training to address customer service skills and the customer experience deficiencies they are seeing in younger new hires.
- Appears to be a disconnect between educators and employees/students to teach about being engaged in the customer experience, expectations, etc.
- Employer awareness/training may be needed when working with multi-generational staff
- Challenges related to training:
  - Schools are limited by Board of Nursing regarding numbers of students
  - Lack of clinical space and patients to address training demands and education experiences
  - Lack of experienced/certified staff and preceptors to mentor/train students (some facilities offer incentives to staff to be preceptors)
  - Challenge to have staff “ready” as staff leave/retire (can’t double staff/financially)
  - High demands of training expectations can’t be handled by everyone

Career Awareness Activities:

- Employers participate in career fairs at high schools and community colleges
- Serve as guest speakers at events/classes
- Participate in health fairs or community events
- General advertising
- Beginning recruitment efforts now in expectation of baby boomer retirements
- Camp Med funded by AHEC in partnership with App Regional offers three summer camps where high school juniors and seniors are exposed to various aspects of healthcare
- App Regional currently has over 50 affiliation agreements with other schools and serves about 600 students per year

Was stated that students must be filtered more with real information and experiences at all levels of training in order for realistic expectations to be understood.

Alleghany Memorial stated that 50% of their employees are Virginia residents and would like to see more local residents hired. They do not advertise in Virginia.

Meeting included good discussion between educators and employers on several topics related to student engagement, realistic expectations, and greater awareness.

**High Country Workforce Development Board  
NCWorks Career Pathways  
Nursing and Related Healthcare Meeting Notes  
February 15, 2017**

**Welcome:** provided by Keith Deveraux, Director of High Country Workforce Development Board and Patty Thompson, Career Pathways Facilitator.

**Veterans in the Workforce:** Andrew Holland, Local Veteran Employment Representative with the Division of Workforce Solutions provided information about the services he provides within the High Country Workforce Development Board's service delivery area. He meets with businesses to encourage them to consider hiring veterans and explain the many advantages to hiring veterans. Because of their range of duties while serving in the military, they often bring a multitude of transferable skills. Andrew's position is unique in that he also works with veterans to assist them in finding employment after serving in the military.

**Assisting Individuals with Disabilities to Obtain Employment:** David Lopp, Local Representative with NC Division of Vocational Rehabilitation gave a brief overview of the services they can provide to individuals with disabilities. Locally, counselors are available to work with both job seekers and businesses to help persons with disabilities obtain and retain employment. Assessments and testing are available for job seekers. Paid on-the-job training is also available which helps to subsidize a portion of the worker's wages during the planned training period. Assistive technology is also available for individuals that need these services. VR counselors can also provide short term and long term follow-up after entry into employment.

**Resources available through Area Health Education Centers (AHECs):** Melanee Mills with Northwest AHEC provided an overview of the AHEC system in NC and the roles they play related to the healthcare sector. Of the 9 areas in NC, they are all unique to some degree. They work with public schools and colleges. Camp Med is a program offered during the summer to expose youth to the healthcare field as a possible future career choice.

Will Collins, Assistant Secretary of Commerce for Workforce Services joined our group for a portion of our meeting. He made a few comments to the group about NC's Workforce System. NC Dept of Commerce leadership is working closely with leadership from the Department of Health and Human Services to more closely align and partner the services provided by each of the respective departments. He reflected that NC's workforce system has room to improve communication to both businesses and job seekers regarding services the system has to offer.

Shane Fox, Executive Director of High Country Council of Governments made a few remarks the group. He commended the group for working regionally on a healthcare career pathway. The regional approach makes sense from an efficiency and effectiveness viewpoint.



Later in the meeting, the group broke into committees to report back after our last month's meetings and plan for completion of the behind the scenes work needed for the healthcare career pathways application.

### **Employer Engagement & Collaboration**

The group discussed current data included in the application and next steps.

### **Data and Evaluation Committee**

The group reviewed the data that had been collected to support the health care career pathway, and the members expressed the need to collect the baseline data for future performance evaluation to support the healthcare pipeline.

### **Articulation & Coordination, Work-Based Learning & On/Off Ramp Committee**

The group reviewed the draft version of Section Five for review and input. Cynthia Deyton, CTE Director for Yancey County had some updates and will provide. We discussed getting an inventory of Work-Based Learning sites and we are trying to figure out the best way to get this. Cynthia mentioned that the State / DPI might have this information as it is frequently asked by DPI to educators. We also learned that there are many WBL contracts and relationships between healthcare providers and educators: CCCTI alone has approximately 180 internship sites and relationships with healthcare practices of all sizes. We have to figure out a way to make this manageable as we create our inventory. Maybe we go with the top sites and not an exhaustive list.

**High Country Workforce Development Board  
NCWorks Career Pathways  
Nursing and Related Healthcare Meeting Notes  
March 4, 2017**

**Welcome:** provided by Keith Deveraux, Director of High Country Workforce Development Board and Patty Thompson, Career Pathways Facilitator.

**Review of Pathway Document:** Don Sherrill provided an overview of sections pertaining to Data Informed and Evaluation. Misty Bishop-Price provided an overview of sections pertaining to Employer Engagement, Career Awareness, and Collaboration. Patty Thompson provided an overview of sections on Articulation and Coordination, Work Based Learning, and Multiple Points of Entry and Exit. During each section specific items were highlighted and brief discussion was held around the challenges of obtaining data.

Comments were provided by Dr. Dion Clark on the next steps regarding the work of the group and implementation of the pathway.

Those in attendance felt the process has provided them with a better understanding of the sector challenges and future opportunities. Those in attendance completed the general meeting by completing the “sign off” documents.

**Workgroup Breakout:** Information was reviewed for the application submission. Committee members were asked to review their sections and submit final recommendations to be included.

Health Care Management Program  
Board of Advisors Meeting  
Roan Mountain Room (122)  
Plemmons Student Union  
October 21, 2016

- 10:30 a.m. Welcome and Introductions.....Mr. Patrick Billings (Chair)
- Approval of Spring 2016 Meeting Minutes (attachment)
- 10:45 Department Director’s Update.....Dr. Meg Barth
- 10:50 Undergraduate Program Director’s Report.....Dr. Dave Williams
- Enrollment Trends, Progress Report, and Internships
  - New and Future Faculty
  - Board Survey Results and Input
- 11:05 Student Activities
- Future Health Executives
  - Practicum
  - Appalachian Regional Volunteer Program
- 11:20 MHA Update.....Dr. Sandi Lane
- Enrollment Trends and Progress Report
  - Board Input on MHA Marketing Efforts
- 11:40 Nutrition Program Input.....Ms. Kyle Thompson
- 11:50 College of Health Sciences Dean’s Update.....Dr. Fred Whitt
- 12:20 Upsilon Phi Delta Honor Cord Ceremony.....Dr. Elizabeth McGrady
- 12:30 p.m. Announcements, New Business, Lunch, and Networking
- 1:00 p.m. Adjourn and Mock Interviews

**Agenda**  
**Western Region Fall Meeting**  
**Wilkes Community College – Wilkesboro\*\***  
**October 21, 2016**

Overview

New Rule

    Impact on State Approved Schools

Social Media

Training Waiver

CCP Age Requirements

Candidate Handbook

Video Reminder

Upload Process

Pass/Fail Rates

Most Common Missed Steps

Faculty Approval Request

Multigenerational Classrooms

Challenges

    Low Enrollment Number & Strategies for Recruitment

    Receiving PV Reports

    Schools IT Dept

Host Site for Next Meeting (April 21, 2017)

\*\*A special “thank-you” to Wilkes Community College for being our host site!!

**High Country Educators  
Meeting Agenda  
Certified Career Pathway Overview**

**1 pm - Tuesday, June 21<sup>st</sup>, 2016**

High Country Council of Government / Workforce Development Board

468 New Market Blvd.

Boone, NC 28607

Welcome & Introductions...

Brief History of Career Pathways...

Introduction of what the “Certification” of Career Pathways means for us all

Your part in the Process... Artifacts and Documentation!

- Asset mapping
- Current Employer Relationships & Collaboration
- Existing Curriculum & Program of Studies
- Articulation other than State agreement (if any....)
- Career Awareness

Questions, Answers & Discussion

**High Country Workforce Development Board  
Educators Committee  
Meeting Attendees  
June 21, 2016 – 1:00 pm  
High Country Council of Governments**

Name (Please Print)	Business/Industry/Organization	Email/Phone
1. Keith Deveraux	NCCommerce Apprenticeship	
2. Bonne Grantham	Networks - Regional Ops Dir.	
3. Joellen Bowder	Ashe County Schools	
4. Wayne Shepherd	Wilkes Co. Schools	
5. Tierra Stark	Watauga County Schools	
6. CRAIG WALLACE	WATAUGA COUNTY SCHOOLS	
7. Rita Farley	Maryland CC	
8. Donna Bean	Caldwell CC	
9. Cynthia Deyton	Yancey County Schools	
10. Kim Davis	Avery County Schools	kimdavis@averyschools.net
11. Phil Pope	NETWORKS - WATAUGA	PHIL.POPE@WILKESCC.EDU
12. Kim Bell	Networks/Wilkes Community College	Kim.bell@wilkescc.edu
13. Don Sherrill	High Country WOB	don.sherrill@highcountrywob.com
14. Ginger Shaffer	Wilkes CC	ginger.shaffer@wilkescc.edu

**High Country Workforce Development Board  
 Educators Committee  
 Meeting Attendees  
 June 21, 2016 – 1:00 pm  
 High Country Council of Governments**

Name (Please Print)	Business/Industry/Organization	Email/Phone
1. John Greene	NC Works Avery Mitchell Yancy	828-737-5419 john.l.greene@averycounty.nc.gov
2. Misty Bishop-Price	HC WDB	828 265 5434 misty.bishopprice@highcountrywdb.com
3. Rebecca Bloomquist	HC WDB	(828) 265-5434 rebecca.bloomquist@highcountrywdb.com
4.		
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11.		
12.		
13.		
14.		

# Healthcare Career Pathway Committee Members

	Name	Organization	Stakeholder	EMAIL	12/08	01/10	2/15	3/8	Work Group
1	Don Sherrill	High Country WDB	Community	<a href="mailto:don.sherrill@highcountrywdb.com">don.sherrill@highcountrywdb.com</a>	Y	Y	Y	Y	3
2	Keith Deveraux	High Country WDB	Community	<a href="mailto:keith.deveraux@highcountrywdb.com">keith.deveraux@highcountrywdb.com</a>	Y	Y	Y	Y	1
3	Misty Bishop-Price	High Country WDB	Community	<a href="mailto:misty.bishopprice@highcountrywdb.com">misty.bishopprice@highcountrywdb.com</a>	Y	Y		Y	1
4	Rebecca Bloomquist	High Country WDB	Community	<a href="mailto:rebecca.bloomquist@highcountrywdb.com">rebecca.bloomquist@highcountrywdb.com</a>	Y	Y	Y	Y	3
5	Alan Wyatt	NCWorks	Community	<a href="mailto:alan.wyatt@wilkescc.edu">alan.wyatt@wilkescc.edu</a>	Y				
6	Anita Lowe	NCWorks	Community	<a href="mailto:anita.lowe@nccommerce.com">anita.lowe@nccommerce.com</a>	Y	Y	Y	Y	2
7	Greg Wade	NCWorks	Community	<a href="mailto:greggory.wade@nccommerce.com">greggory.wade@nccommerce.com</a>	Y	Y	Y	Y	3
8	Pam Wilson	NCWorks/MCC	Community	<a href="mailto:pam.wilson@nccommerce.com">pam.wilson@nccommerce.com</a>	Y	Y	Y		2
9	Patty Thompson	NCWorks	Community	<a href="mailto:patricia.thompson@nccommerce.com">patricia.thompson@nccommerce.com</a>	Y	Y	Y	Y	2
10	John Greene	NCWorks/MCC	Community	<a href="mailto:john.l.greene@averycountync.gov">john.l.greene@averycountync.gov</a>			Y	Y	2
11	Phil Pope	NCWorks Career Center Watauga	Community	<a href="mailto:phil.pope@wilkescc.edu">phil.pope@wilkescc.edu</a>			Y		3
12	Angela McCormick	Voc Rehab	Community	<a href="mailto:angela.mccormick@dhhs.nc.gov">angela.mccormick@dhhs.nc.gov</a>	Y	Y	Y	Y	1
13	Maria Braswell	Voc Rehab	Community	<a href="mailto:maria.braswell@dhhs.nc.gov">maria.braswell@dhhs.nc.gov</a>	Y	Y	Y		2
55	Nicole Hiegl	High Country Aging	Community	<a href="mailto:nhiegl@regiond.org">nhiegl@regiond.org</a>		Y	Y		1
57	Andrew Holland	NCWorks Vet Services	Community	<a href="mailto:william.holland@nccommerce.com">william.holland@nccommerce.com</a>		Y	Y	Y	2
59	David Lopp	NC VocRehab	Community	<a href="mailto:david.lopp@dhhs.nc.gov">david.lopp@dhhs.nc.gov</a>			Y		3
60	Felicia Setzer	NC Dept of Commerce	Community	<a href="mailto:felicia.setzer@nccommerce.com">felicia.setzer@nccommerce.com</a>			Y		2
61	Shane Fox	High Country COG	Community	<a href="mailto:Sfox@regiond.org">Sfox@regiond.org</a>			Y		N/A
62	Will Collins	NC Dept of Commerce	Community	<a href="mailto:william.collins@nccommerce.com">william.collins@nccommerce.com</a>			Y		N/A
63	Gail Pinkham	SSCEP/HC Area Agency on Aging	Community	<a href="mailto:gpinkham@regiond.org">gpinkham@regiond.org</a>				Y	N/A
14	Bronwen Sheffield	App State	Education	<a href="mailto:sheffieldb@appstate.edu">sheffieldb@appstate.edu</a>	Y				1
15	Dr. Sandi Lane	App State	Education	<a href="mailto:lanesj1@appstate.edu">lanesj1@appstate.edu</a>	Y				1
16	Juanes Ramirez	App State	Education	<a href="mailto:ramirezje@appstate.edu">ramirezje@appstate.edu</a>	Y				2
17	Terry Rawls	App State	Education	<a href="mailto:rawlsdt@appstate.edu">rawlsdt@appstate.edu</a>	Y	Y	Y	Y	3
18	April Cline	CCCTI	Education	<a href="mailto:acline@cccti.edu">acline@cccti.edu</a>	Y	Y	Y		3
19	Barbara Harris	CCCTI	Education	<a href="mailto:bharris@cccti.edu">bharris@cccti.edu</a>	Y		Y	Y	2
20	Norman Staines	CCCTI	Education	<a href="mailto:nstaines@cccti.edu">nstaines@cccti.edu</a>		Y			2
21	Brandy Dunlap	CCCTI	Education	<a href="mailto:bdunlap@cccti.edu">bdunlap@cccti.edu</a>	Y				1
22	Paul Crouse	CTE Alleghany	Education	<a href="mailto:crouserp@alleghany.k12.nc.us">crouserp@alleghany.k12.nc.us</a>	Y	Y	Y	Y	1



	Name	Organization	Stakeholder	EMAIL	12/08	01/10	2/15	3/8	Work Group
23	Joallen Lowder	CTE Ashe Co	Education	<a href="mailto:joallen@ashe.k12.nc.us">joallen@ashe.k12.nc.us</a>	Y			Y	1
24	Kim Davis	CTE Avery Co	Education	<a href="mailto:kimdavis@averyschools.net">kimdavis@averyschools.net</a>	Y	Y	Y	Y	2
25	Marty Tobey	CTE Regional Director	Education	<a href="mailto:marty.tobey@dpi.nc.gov">marty.tobey@dpi.nc.gov</a>				Y	3
26	Tierra Stark	CTE Watauga Co Schools	Education	<a href="mailto:starkt@watauga.k12.nc.us">starkt@watauga.k12.nc.us</a>	Y	Y		Y	2
27	Amber Falise	CTE Wilkes Co	Education	<a href="mailto:falisea@wilkes.k12.nc.us">falisea@wilkes.k12.nc.us</a>	Y		Y	Y	3
28	Wayne Shepherd	CTE Wilkes Co	Education	<a href="mailto:shepherj@wilkes.k12.nc.us">shepherj@wilkes.k12.nc.us</a>	Y	y	y		3
29	Cynthia Deyton	CTE Yancey Co	Education	<a href="mailto:cbdeyton@yanceync.net">cbdeyton@yanceync.net</a>		Y	Y		2
30	Scott Vaughn	East Tennessee State University	Education	<a href="mailto:vaughn@etsu.edu">vaughn@etsu.edu</a>	Y	Y	Y	Y	1
31	Laura Fero	Lees-McRae College	Education	<a href="mailto:ferol@lmc.edu">ferol@lmc.edu</a>	Y	Y		Y	2
32	John Boyd	Mayland Comm College	Education	<a href="mailto:jboyd@mayland.edu">jboyd@mayland.edu</a>	Y				3
33	Rita Early	Mayland Comm College	Education	<a href="mailto:rearley@mayland.edu">rearley@mayland.edu</a>	Y				2
34	Debbie Woodard	Wilkes Comm College	Education	<a href="mailto:drwoodard792@wilkescc.edu">drwoodard792@wilkescc.edu</a>	Y	Y			3
35	Katie Wagoner	Wilkes Comm College	Education	<a href="mailto:kawagoner244@wilkescc.edu">kawagoner244@wilkescc.edu</a>	Y				2
36	Larry Talyor	Wilkes Comm College	Education	<a href="mailto:ldtaylor727@wilkescc.edu">ldtaylor727@wilkescc.edu</a>	Y	Y	Y	Y	1
37	Melanee Mills	Northwest AHEC	Education	<a href="mailto:mgmills@wakehealth.edu">mgmills@wakehealth.edu</a>	Y		Y	Y	1
38	Courtney Bennett	Alleghany Memorial Hospital	Industry	<a href="mailto:cbennett@amhsparta.org">cbennett@amhsparta.org</a>		Y			2
39	Ellen Harrell	Appalachian Home Care	Industry	<a href="mailto:ellen@apphomecare.com">ellen@apphomecare.com</a>	Y				1
40	Kathy Leonard	Appalachian Home Care	Industry	<a href="mailto:kathy@apphomecare.com">kathy@apphomecare.com</a>	Y				3
41	Kelly Welsh	Appalachian Regional Healthcare System	Industry	<a href="mailto:kwelsh@apprhs.org">kwelsh@apprhs.org</a>	Y	Y		Y	2
42	Chris Edwards	Chetola Resort	Industry/WDB/NCWorks Committee Chair	<a href="mailto:cedwards@chetola.com">cedwards@chetola.com</a>	Y	Y		Y	1
43	Melissa Selby	Community Care Clinic	Industry	<a href="mailto:melissa.ccclinic@gmail.com">melissa.ccclinic@gmail.com</a>	Y			Y	2
44	Murray Hawkinson	Daymark Recovery Services	Industry	<a href="mailto:mhawkinson@daymarkrecovery.org">mhawkinson@daymarkrecovery.org</a>	Y				3
45	Bryan Belcher	High Country Comm Health	Industry	<a href="mailto:bryanbelcher@hcchmail.org">bryanbelcher@hcchmail.org</a>	Y				3
46	Sheree Byrd	Life Care Center of Banner Elk	Industry	<a href="mailto:sherre_byrd@lcca.com">sherre_byrd@lcca.com</a>	N	Y			1
47	Scott Davis	Margate Health and Rehab	Industry	<a href="mailto:scott.davis@margatehealth.com">scott.davis@margatehealth.com</a>	Y	Y	Y		2
48	Cameron Keziah	Ridgecare	Industry	<a href="mailto:ckezieh@ridgecare.com">ckezieh@ridgecare.com</a>	Y				3
49	Cheryl Hamby	Ridgecare	Industry	<a href="mailto:chamby@ridgecare.com">chamby@ridgecare.com</a>	Y	Y			2
50	April Payne	Villages of Wilkes	Industry	<a href="mailto:tlaa@wilkeseniorvillage.org">tlaa@wilkeseniorvillage.org</a>	Y	Y			1
51	Sallie Woodring	Appalachian Regional Healthcare System	Industry/WDB Chair	<a href="mailto:swoodring@apprhs.org">swoodring@apprhs.org</a>	Y	Y		Y	1
52	Linda Connolly	Mission Healthcare	Industry	<a href="mailto:linda.connolly@msj.org">linda.connolly@msj.org</a>			Y	Y	3

	Name	Organization	Stakeholder	EMAIL	12/08	01/10	2/15	3/8	Work Group
53	Sara Houser	Ashe Memorial	Industry	<a href="mailto:nursing@ashememorial.org">nursing@ashememorial.org</a>		Y			1
54	Lana Smith	Ashe Memorial	Industry	<a href="mailto:lane.smith@ashememorial.org">lane.smith@ashememorial.org</a>		Y	Y	Y	1
56	Donna Gentry	Ridgecare	Industry	<a href="mailto:dgentry@ridgecare.com">dgentry@ridgecare.com</a>		Y			1
58	Kathleen Berlinghoff	App Regional	Industry	<a href="mailto:kberlinghoff@apprhs.org">kberlinghoff@apprhs.org</a>		Y			3

Work Groups

- 1- Employer Engagement, Collaboration, and Career Awareness
- 2- Articulation, Work Based Learning, and On and Off Ramps
- 3- Data & Evaluation

#### 4. Career Awareness

There are various opportunities throughout the region that offer the opportunity for exposure to and awareness of the healthcare career pathway. Local schools, colleges, universities, and partners participate in a number of career awareness initiatives that engage youth and adults. While the following list is not inclusive of all activities and partnerships, it is representative of the vast amount of time and emphasis dedicated to these types of services.

##### **Northwest AHEC/Wake Forest School of Medicine**

With an emphasis on community education, the Northwest Area Healthcare Education Center (AHEC) offers a variety of programs and partnerships that support the development of career awareness and training in the healthcare sector for the High Country region. AHEC provides opportunities to elementary, middle, and high school students as well as college and university students. Healthcare programs include the following:

**Project SEARCH Academy** (Begins with a rising 8th grade cohort and continues through 12th grade): Student Education, Awareness, and Recruitment for Careers in Health

Project (SEARCH) is a six-day enrichment program for rising 8th grade students designed to recruit, educate, prepare, and enhance the academic science qualifications of middle school students as they transition to high school.

The program includes a one week in-residence component on the campus of Wake Forest University (WFU). Students spend mornings taking part in college-level lab experiences in chemistry and biology investigating biological and chemical questions using the same active inquiry methods that WFU students use. In the afternoons, students tour research and medical facilities, take field trips, and talk with career counselors who help them plan a route to college and beyond.

The program increases student and parent engagement in career planning, particularly in the high-demand biotechnology and healthcare fields. Students participate in a twenty-hour shadowing experience with a health professional in their home community. Cost of attending the camp is \$400.

**Camp Med:** Camp Med is a one-week summer day camp designed to recruit, educate, and prepare high school students for careers in health. The program specifically aims to identify at least fifteen (15) diverse high school students in grades 9-12 who have an interest and the academic potential for a career in the health sciences. Each county hosts a camp and selects

their students. Camp Med Coordinators engage the health professionals of their community to provide students with exposure to a variety of health professions, hands-on activities, speakers and tours. The logistics of each camp are the result of collaboration between the local school system, community college and medical facility in that county. The camp is free, and the dates vary by county.

**Future Leaders in Health Care Annual Conference:** The Future Leaders in Health Care Conference targets high school students that have a strong interest in healthcare as a future career. This weekend educational conference includes workshops and discussions on specific topics like leadership development, public health issues, cultural diversity in healthcare, adolescent health, volunteerism, and more. Students also have the opportunity to network with several colleges and universities and healthcare professionals.

This conference is part of the NC AHEC mission to improve the supply and distribution of the healthcare workforce by providing support at every link of the educational pipeline. Focus is placed on minority and disadvantaged students because statistics show that in all health professions, minority populations continue to be under-represented relative to the overall population in the state. The United States Department of Health and Human Services states that "increasing the number of minority health professionals is viewed as a partial solution to improving access to care. Several studies have shown that under-represented minority health profession graduates are more likely to enter primary care specialties and to voluntarily practice in or near designated primary care workforce shortage areas."

**Brenner FIT Culinary Camp:** The Brenner FIT Culinary Camp is a free 10 week nutrition and physical activity education curriculum that combines both low-budget, healthy cooking demonstrations and fun, practical examples of how to get families active. The mission of the program is to improve the nutritional knowledge and habits of children 7-14 years of age via interactive culinary programming in a YMCA Summer Day Camp. This program will be offered to all families in the target program, with emphasis on recruiting families from underserved areas.

**Classroom and Career Fair Visits:** AHEC offer opportunities for school-age students to engage, educate, and explore careers in health through classroom visits, speakers, tours, and career fairs.

**Wake Forest Baptist Medical Center "Volunteen" Program:** The Volunteen Program is designed for students, ages 14-18. Volunteens must commit to volunteering two (2) full days a week that are assigned and set throughout the summer from 8:45 a.m. - 4:00 p.m. Volunteens are required to complete 100 hours of service each summer, in order to complete the program

successfully and in order to be eligible to return throughout the school year and/or the following summer.

**Health Occupations Students of America (HOSA), District 7 Annual Fall Leadership**

**Conference:** The mission of HOSA is to enhance the delivery of compassionate, quality healthcare by providing opportunities for knowledge, skill, and leadership development of all health science education students; therefore, helping the student meet the needs of the healthcare community. Participants include both educators and students who have an opportunity to learn from healthcare professionals at Wake Forest Baptist Medical Center (WFBMC) through a variety of specific departmental presentations and tours. The Fall Conference focuses on topics such as leadership, college admissions, medical careers, and the HOSA national service project.

**Student National Medical Association (SNMA) Annual Pre-Medical Student Conference:**

Northwest AHEC and the Student National Medical Association (SNMA) of the Wake Forest School of Medicine partner and implemented the Annual SNMA Premedical Student Conference. The purpose of this conference is to enlighten high school and college students on the requirements, application process, and expectations of medical school. The goal is to lay the foundation to increase the number of minority medical school applicants matriculating into the five North Carolina medical schools – Wake Forest, UNC-Chapel Hill, East Carolina, Campbell, and Duke – to more accurately reflect the rich diversity of the communities in which they will ultimately serve.

**Share the Health Fair:** More than 200 community participants utilized the services of the Share the Health Fair, a free annual health fair organized by Wake Forest School of Medicine medical students to serve the community by making basic health screenings and educational resources available to those who might not otherwise receive them. This health fair provided an opportunity for Wake Forest School of Medicine medical and PA students, Winston-Salem State University (WSSU) nursing and allied health students, and health science students from community programs to develop and implement a real world indigent care, interdisciplinary screening clinic, supervised by WFBMC community physicians with a wide diversity of community participants that they may not have had healthcare otherwise. This Share the Health Fair has proven to be an exceptional interdisciplinary health profession student experience.

## Career Development/Awareness Activities

### Alleghany County Schools Career Development Activities

- 2016 Health Career Fair for students.
- Continuing to develop health sciences program.
- Field trips and guest speakers.

### Ashe County Schools Career Development Activities

- Field trips, guest speakers, nursing home and assisted living facility visits/job shadowing/clinical/volunteering.
- Ashe Memorial Hospital sponsors the Health Science Student of the Month which allows students to visit the hospital and administrator before receiving recognition.
- Forest Ridge Assisted Living sponsors scholarships for students taking their CNA test.
- Discussions with business and industry leaders in the community.
- Host career fairs for students.

### Avery County Schools Career Development Activities

- **Camp Med:** Students in grades 9-12 participate in Camp Med, a summer week-long enrichment program through a grant with AHEC, where students tour regional health care education and service facilities to learn about the wide range of health care careers including Baptist Hospital in Winston Salem, Appalachian Regional Healthcare System facilities in our area, the East Carolina University School of Dental Medicine Community Service Learning Center in Spruce Pine, the Wake Forest School of Medicine's physician assistant program at Appalachian State University, the North Carolina Research Campus in Kannapolis, Lees McRae College's School of Nursing, Appalachian State University's School of Nursing, Appalachian State University's Exercise Science program-including interacting with the teaching cadaver.
- **Career Development:** A two-day interactive and informative Career Development program for all students in eighth grade to learn about STEM and CTE programs and careers in our region and how to align aptitudes and interests to formulate a high school four year plan for career/college preparation and success.
- **Work Based Learning:** Internship opportunities for seniors in various healthcare fields. Currently, students are placed with physical therapists, veterinarians, dentists, social workers, and child care centers.

### **Mitchell County Schools Career Development Activities**

- Mitchell County School students attend the MAHEC Career Awareness Expo at UNCA.
- **Career Exposure:** Students in Health Sciences II rotate through about 10 different career job shadows at local healthcare facilities.
- HOSA students sponsor 3 blood drives with Red Cross each year.  
<http://www.ncpublicschools.org/cte/program-areas/health/hosa>
- Students also participate in **Project Promise internships** with Mission Healthcare.  
<https://wncpromise.org/>

### **Watauga County Schools Career Development Activities**

- **Work Based Learning:** Watauga County Schools has close to 120 interns every year in various industries in the county, with around *20 of those attending internships related to the Health Sciences field*. These interns may be at the hospital, ASU, or a family care practice office. Very few of these students actually have their CNA license since they cannot complete the examination until they turn 18 and have completed the Nursing Fundamentals course. The Nursing Fundamentals students do attend clinical hours at a local nursing home.
- **Career Awareness** activities geared towards Nursing and/or Healthcare that Watauga students participate in include a Career Explorations Day, guest speakers, field trips, and a summer camp called Camp Med
- **Career Explorations Day:** Annual event where all career pathways are showcased for the 7th grade students of the county. This event allows Watauga County Schools to show the 7<sup>th</sup> grade students several different Healthcare related pathways. Watauga High School sends their CTE Health Science teachers to discuss programs and health-related careers. The local hospital sends representatives to discuss modern health science and health-related careers.
- Watauga Innovation Academy (a Cooperative & Innovative High School) is piloting the CCCTI Medical Office Assisting program this year for full implementation next year.

## Wilkes County Schools Career Development Activities

### HIGH SCHOOL:

- **CTE Internship Program:** Major focus on soft skills and employability skills. Includes interns at Villages of Wilkes, local doctor offices, and Hugh Chatham Memorial Hospital. All interns required to attend resume writing workshop.
- **Educator Externship Program:** Educators visit local business and industries to learn about work environments, skill sets needed, education requirements, etc. Educators bring this back to the classroom.
- **Healthcare Challenge:** Juniors/Seniors working on graduation project can apply. Two-day event where students learn about healthcare policies, procedures, and occupations. Students tour the hospital and spend 1.5 hours in three (3) different departments.
- **Career Fairs:** Currently preparing for three (3) fairs at Wilkes Central High School: Manufacturing, "The Great Outdoors," and Service Oriented.
- **Summer Volunteer Program at Hugh Chatham:** Students interested in interning at Hugh Chatham Memorial Hospital are encouraged to apply.
- **SMART Lunch Sessions:** Lessons are delivered on careers, soft skills, resume writing, interview skills, resume writing, WorkKeys, etc.
- **GEAR Up:** Various career development activities with 9<sup>th</sup> graders.
- **Class Lessons:** Per teacher request, mock interviews in Health Science class at West Wilkes High School, interview skills (in coordination with NCWorks) at North Wilkes High School, career cluster lessons at East Wilkes High School.
- **Virtual Career Center:** Available to all students
- **Elective Showcases:** Each high school showcases its electives (including CTE electives) and involves Wilkes Community College, which showcases its Career & College Promise courses too. Events are open to students and parents.

### MIDDLE SCHOOL:

- **GEAR Up:** Lots of career development activities with all grade levels, college tours, and summer camps. Grades 6-8.
- **Career Fairs**
- **8<sup>th</sup> Grade Career Cluster Survey and Pathway discussions**
- **Camp Med:** Summer camp for youth interested in healthcare
- **Virtual Career Center:** Available to all students

**NOTE:** *Wilkes County Schools requires that health science teachers maintain a teaching license, CPR Instructor Certification, and be a Registered Nurse while attending ongoing professional development throughout the year.*



Welcome, click to visit our [Virtual Career Center!](#)



You might be asking yourself, "What is a Virtual Career Center?" Well the answer is easy, with the simple click of a button, you will have access to career development resources that will help you develop and reach your educational and career goals. You will also have access to our Career Development Coordinator's contact information as we encourage you to ask questions and talk about your career plans!!

The Virtual Career Center contains the following information:

#### **For Students**

- local internship opportunities
- career & college research resources
- soft skills
- resume writing
- writing cover letters
- interview skills
- dress
- information for student interns
- career clusters
- job search resources

#### **For Educators**

- career research resources
- soft skill lesson plans
- educator externship program information
- career clusters
- SCAN skills

## Yancey County Schools Career Development Activities

- MAHEC activities, career fairs, field trips, career counseling, guest speakers.
- Educator attends the annual CTE Summer Conference and MAHEC activities.

# Next Step Student Center

**NEXT STEP CENTER**

- Home
- MHHS Home
- Announcements
- Senior Information
- Financial Aid/Scholarships
- Counseling
- Department Files
- Counseling
- Department Links

**LOCATION**

The Next Step Student Center at MHHS is located in the Business Department Computer Lab.

## Have you seen our new Next Step Student Center?

Want to learn more about colleges, careers, applying to colleges & finding \$\$ for college? This is the place for all that!

## College Career Advising Resources

Each college offers a variety of counseling and academic advising resources to upcoming and current students to include youth, adults, and dislocated workers that can assist individuals in making more informed choices and gather relevant information specific to their career field. At many locations, services can be received on campus or online (See sample of WCC's newsletter and events).

The screenshot shows the Mayland Community College website. At the top, the college logo is on the left, and navigation links (HOME, DIRECTORY, LEO, EMAIL, CONTACT US, GIVE TO MCC) are on the right. A blue navigation bar contains links for ABOUT MAYLAND, ACADEMICS, ADMISSIONS, CONTINUING EDUCATION, FINANCIAL AID, STUDENT LIFE, and QUICK LINKS. Below this is a banner image of a campus building with a 'Career Services' overlay. A breadcrumb trail reads 'STUDENT LIFE » COUNSELING AND DISABILITY SERVICES » CAREER SERVICES'. The main content area features a 'Career Services' heading, a paragraph about career counseling, and a list of resources including 'Comprehensive career planning', 'What Color is YOUR PARACHUTE?', and 'College Foundation of NC'. A 'Non-traditional Careers' section is also visible. On the right, a blue sidebar menu lists various services like 'Counseling and Disability Services', 'Disability Services', 'Career Services', 'Transfer Assistance', 'Counseling Resources', 'SOAR', 'SGA/Student Organizations', 'Registrar', 'Student Code of Conduct', 'Title IX / VAWA', 'Catalog', 'Student Handbook', 'Transfer', 'LEO', 'Forms & Information', 'Student Insurance/Accident Insurance', 'Class Delay Schedule/Weather Line', and 'Learning Resources Center link'.

**Career Services**

Students can receive help in assessing their career interests, abilities, values, skills, personality type, and other factors important in making career choices. Popular career assessments include the Myers-Briggs Personality Inventory and the Strong Interest Inventory. Students can research a wide variety of occupations and fields of interest using resources such as web databases, on-line videos, occupational information software, and books available to check out. Through career counseling students are able to make decisions about their career and educational goals and develop action plans for achieving those goals.

- [Comprehensive career planning](#)
- [What Color is YOUR PARACHUTE?](#)
- [College Foundation of NC](#)

**Non-traditional Careers**

Don't be afraid to consider career paths that are not common for your gender or background. Keeping an open mind

- ▼ Counseling and Disability Services
  - Disability Services
  - Career Services
  - Transfer Assistance
  - ▶ Counseling Resources
- ▶ SOAR
- ▶ SGA/Student Organizations
- ▶ Registrar
- ▶ Student Code of Conduct
- ▶ Title IX / VAWA
- ▶ Catalog
- ▶ Student Handbook
- ▶ Transfer
- ▶ LEO
- ▶ Forms & Information
- ▶ Student Insurance/Accident Insurance
- ▶ Class Delay Schedule/Weather Line
- ▶ Learning Resources Center link

# Learning Resources Center (LRC)

ACADEMICS » LEARNING RESOURCES CENTER (LRC)

[PRINTER-FRIENDLY VERSION](#) [PDF VERSION](#)

## Learning Resources Center (LRC)

The Learning Resources Center is an instructional support system and information network. Services are provided not only to MCC students, faculty, and staff, but also to residents of Avery, Mitchell, and Yancey counties. Resources include both print and non-print materials, electronic resources, audio-visual equipment, and workshops and orientations.

Additional information, details, and links are available in our [Mayland Learning Resources Center Guide](#).

The LRC is on the second floor of the Gwaltney Hall on Mayland Community College's main campus.

Access to online materials is available in the LRC on the main campus and at workstations in the Avery and Yancey learning centers. You are welcome to use your own device to connect to Mayland's Wireless Network.

Current MCC students, faculty, and staff have direct access to online resources both on and off campus through their LEO account via the LRC tab.

For help or to receive an LRC orientation, ask a librarian.

- [Online Catalog](#)
- [Course Search](#)
- [Current Class Schedule](#)
- [Distance Education](#)
- [Learning Resources Center \(LRC\)](#)
  - [A – Z Annotated List of Online Resources](#)
- [High School Programs](#)
- [Articulation Agreements](#)
- [College Competencies](#)
- [Cost of Attendance](#)
- [Academic Calendar](#)

## Mayland LRC Nursing and Health Resources Guide

[LRC Home](#)

[Nursing Health](#)

[A.D.A.M. Anatomy](#)

[BoardVitals via STAT!Ref](#)

[MEDCOM Videos](#)

[National Standard](#)

[NC LIVE Health](#)

[ProQuest Nursing & Allied Health](#)

[Salem Health](#)

[STAT!Ref](#)

### Nursing - Allied Health Resources Page Links

- [A.D.A.M. Interactive Anatomy](#)  
The North Carolina Community College System Office state-wide license for ANATOMY.TV expired and it has been replaced with A.D.A.M. Interactive Anatomy. A.D.A.M. Interactive Anatomy is a mainstay in anatomy education classes around the globe. This interactive learning system dramatically enhances the study of human anatomy and related topics with incredibly detailed graphics, precision accuracy and advanced functionality.
- [BoardVitals](#)  
The North Carolina Community College System Office has purchased the license for BoardVitals which is part of STAT!Ref. BoardVitals is a resource of exam banks to prepare our students for certification tests in Nursing, Radiography Tech, Surgical Tech.
- [MEDCOM TRAINEX Allied Health Streaming Videos](#)  
Over 255 Allied Health Videos that are streamed online. Topics include Anatomy and Physiology, Basic Clinical Skills, Infection Control, Legal Aspects, Nursing Assistant, Obstetrical Nursing, Pediatrics, Safety and more.
- [Natural Standard via Therapeutic Research](#)  
Evidence-based reviews on dietary supplements and complementary and alternative medicine therapies, including herbs, supplements, vitamins, diets, nutrition, exercise, and complementary practices and modalities.
- [NC LIVE - Nursing & Allied Health AND Health & Wellness Collections](#)  
The Nursing & Allied Health Collection provides professional type resources, while the Health & Wellness Information Center contains information geared to laymen (which can be used by professionals for patient information and education).
- [ProQuest Nursing & Allied Health Source](#)  
ProQuest Nursing & Allied Health Source provides users with reliable healthcare information covering nursing, allied health, alternative and complementary medicine, and much more. This versatile database is designed to meet the needs of researchers at healthcare facilities as well as nursing and allied health programs at academic institutions. ProQuest Nursing & Allied Health Source provides abstracting and indexing for more than 1,200 titles, with over 1,050 titles in full-text, plus more than 15,700 full text dissertations representing the most rigorous scholarship in nursing and related fields.
- [Salem Press Health](#)  
A comprehensive collection of online titles that covers all aspects of human health, from addictions to diseases to psychology and an award-winning medical guide.
- [STAT!Ref from National Library Alliance](#)  
The North Carolina Community College System Office has purchased the license for STAT!Ref which is a cross-searchable collection of electronic resources for healthcare professionals.

### Ask Us!



Help is available through our "Ask a Librarian" service.

**Anyone may request to receive an Orientation to the LRC by our staff. The online LRC Orientation Handbook is always available.**

There are several ways to contact us should you have a question or need help:

You may email us at [lrc@mayland.edu](mailto:lrc@mayland.edu)

You may call us at (828) 766-1211 or 1-800-4-MAYLAND, ext. 1211.

You may use our [Contact Form](#) to ask a question or leave a message.

# Caldwell Community College and Technical Institute

[Home](#) | [Future Students](#) | [Current Students](#) | [Business & Community](#) | [Faculty & Staff](#) | [Alumni & Friends](#) | [Directory](#) | [Site Map](#)

## [Counseling & Advisement Services](#)

### [Academic Advising Centers](#)

### [Transition Advisement Services](#)

#### Site Search

Geodile:

Enter text to be searched

Google [Web Search](#)

#### Where to Find Us

##### Caldwell Campus

1st floor - F-Bldg.

##### Watauga Campus

Student Services Bldg.

#### Contact Us

To schedule an appointment with a counselor, call:

**Caldwell Campus**  
828-726-2746

**Watauga Campus**  
828-297-3811

## Counseling and Advisement Services

To learn more, select one of the services that we provide:

**Career Counseling** - Learn About Yourself... through assessment inventories that will identify your strengths, interests, personality, and values

**Career Exploration** - Learn About Occupations... and about educational/career training opportunities

#### Online...

- [America's Career Infonet](#)
- [BLS Career Information](#)
- [College Board Online \(career\)](#)
- [College Board Online \(college\)](#)
- [College Foundation, Inc.](#)
- [Glassdoor](#) (career resource)
- [JobHunters Bible.com](#)
- [NC Careers](#)
- [NC Career Resource Network](#)
- [NC Community College System](#)
- [Occupational Outlook Handbook](#)
- [O.Net](#)
- [Peterson's Guide Online](#)
- [UNC - General Administration](#)

#### On Campus...

- Occupational Outlook Handbook
- Dictionary of Occupational Titles
- College Handbook & Index of Majors
- DISCOVER computerized exploration
- CAREER EXPLORER computerized pgm.
- Student employment
- Resume & Interview Assistance
- Jobs Network
- Crisis counseling
- personal counseling referrals

**Job Search** - Learn About Jobs... through job locating resources

**Resumes & Interviews** - Learn to market yourself... through effective resume writing and preparation for interviews resources

Try a self-guided career exploration. Click the icon above to get started.

## NCWorks Online

NCWorks Online is a one-stop online resource for job seekers and employers in North Carolina.

Privacy | ©2012 Caldwell Community College & Technical Institute

# Caldwell Community College and Technical Institute

Serving Caldwell and Watauga Counties

Google Custom Search

**CURRENT STUDENTS**

**FUTURE STUDENTS**

**HIGH SCHOOL STUDENTS**

**CONTINUING ED STUDENTS**

**ADULT ED STUDENTS**

**BUSINESS COMMUNITY**

[Home](#) > [Current Students \(Academic Services\)](#) > Academic Advising

## Academic Advising Center

The mission of the Academic Advising Center is to provide the best possible advisement for students to achieve their academic, career, and personal goals.

### [Who is my Advisor?](#)

### [Online Advising](#)

### [Comprehensive Articulation Agreement](#)

### [Transfer Agreements](#)

### [Your Rights](#)

## Contacts

**Tonja Horn**  
Coordinator  
Academic Advising Center  
- Caldwell  
828-726-2627

**Allan Johnson**  
Coordinator  
Academic Advising Center

### General Info

### Transfer Days - Caldwell

### Transfer Days - Watauga

### FAQs

### Benefits

- Convenient advisor location
- Accurate student record keeping
- Complete semester schedule planning
- Quick and easy registration
- Advisement on transfer information
- Ease of adding and/or dropping classes

### Advising Services Offered

- Placement test score interpretation
- Determination, location, and availability of support services
- Assistance with selection of programs of study

### College Transfer Students

- Assisting with selection of majors or pre-majors, development of individual education plans, schedule planning registration including drop/add
- Providing up-to-date record keeping for individual students
- Scheduling appointments for college transfer students and faculty



Career Services

Home / Career Services



Welcome to Wilkes Community College Career Services! From initial assessment to career exploration and employability skills, we are your one-stop source for informed career planning and job search strategies.

Services within career counseling include career planning and decision making. Formal assessment tools, such as personality and interest inventories are available. Preparatory resources for employment opportunities, including

Upcoming Career Services Events

MARCH, 2017

*SORT OPTIONS*

15 MAR	ROCK YOUR RESUME
21 MAR	ROCK YOUR RESUME
24 MAR	ETIQUETTE LUNCHEON
28 MAR	ACE YOUR INTERVIEW
29 MAR	ACE YOUR INTERVIEW

preparation for and movement toward satisfying careers.

**Location:** First floor of Alumni Hall in Student Services  
**Hours:** 8 a.m.–5 p.m., Monday–Thursday, and 8 a.m.–3 p.m. on Friday

Career Exploration

**Three Steps to Successful Career Planning:**

There are three basic steps in making a successful career decision.

1. *Assessment - Knowing yourself involves looking inward:*

- Review your past experiences, skills, abilities, and hobbies
- Discover your work interests, leisure interests, skills, values, and personality through assessment inventories such as Career Coach and Focus 2 (links below)
- Assess your goals and dreams
- Define success and adequate income for you
- Consider your life-style, relationships, finances, and geographical preferences



(Access code for Focus 2: wcc)

2. *Exploring Options - Gathering information about career fields of interest:*

Explore Careers



Search/Post Jobs

Career Services on Facebook

## Career Advising Strategies/Career Fairs/Career Awareness

**Teachers Academy/Externships:** Many of the public schools support and host learning opportunities designed to expose educators and career advisors to the front lines of industry leaders. One recent example includes the Watauga Teacher Academy held June 2016. During this event, educators, NCWorks staff, along with WDB staff visited Watauga Medical Center and heard from top leaders of their needs along with a presentation, “A Case for Healthcare Careers.”



**WCC Healthcare Career Panel:** Scheduled for April 2017, WCC is hosting a panel of healthcare employers for students interested in or participating in healthcare. Current panel members include Wilkes Regional Medical Center, Mountain View Medical, Medical Associates of Wilkes, Wake Forest Health Internal Medicine, and Greenway Healthcare.

**WDB Presentation:** January 2016 the Workforce Development Board received a presentation on regional innovations in career education. Information included programs being provided to middle and high school students and in partnership with GEAR Up/Appalachian State University. (See Exhibit 4D)

**College Tours:** NCWorks and WDB staff recently participated in a tour and overview session of WCC's newest building housing the healthcare programs. Staff were exposed to all the programs and saw students first hand in the learning environment. This opportunity provides staff with up-to-date information that can be used while assisting customers at the NCWorks Career Center. Future tours are being planned with Wilkes County Schools' health sciences programs.





**Lees-McRae College:** Lees-McRae utilizes a variety of strategies and resources to provide to provide career awareness opportunities to their students as outlined in their survey responses.

<p><b>Q26: In what ways are students exposed to the health care industry sector that assists them in making career decisions (career advising strategies)?</b></p>	<p>We have career days here within our school and host many functions to engage those interested in healthcare to participate in activities surrounding the degree majors we offer.</p>
<p><b>Q27: As an educator, what resources do you utilize to obtain information on high-growth careers?</b></p>	<p>We look at employment statistics and trends and also partner with our community to determine needed areas. We host a community advisory board at the school that meets twice a year which offers excellent input into our strategies for growth and degree offerings.</p>
<p><b>Q28: In what ways do you partner with the health care sector/employers to increase awareness and assist in the development of training curricula and courses? Please identify employer names if possible.</b></p>	<p>Many of our partners sit on our community advisory board. In addition all of our degree programs have clinical rotations of over 1000 hours within the curriculum. This helps us stay connected to the needs of our employee partners. In addition, we are accredited programs and operate off of national benchmarking and standards.</p>
<p><b>Q29: What professional development is provided to staff to ensure a consistent understanding of workforce demands in the region?</b></p>	<p>We have continuing education requirements and also master instructor required training. In addition, our faculty sit on many community boards and offer their expertise throughout the region in partnership with workforce partners.</p>
<p><b>Q30: In what ways do you outreach to parents of students or the community regarding careers in healthcare?</b></p>	<p>We have numerous open house opportunities and also frequently visit high school campuses in the region. In addition we host some camp med activities and are involved with HOSA groups at local high schools</p>

**Career Development/Job Fairs:** Public education, colleges and universities, and NCWorks Career Centers participate in various career fairs to expose students, adults, and dislocated workers to the many employment options available within the region.

The strong participation with the healthcare sector supports the development and the need of the career pathway in the High Country region.

The screenshot shows the top of a website for Appalachian State University. The header includes the university logo, a 'Sign In' button, and a search bar. Below the header is a large banner for 'CAREERFEST' in bold, black letters with a yellow outline. The banner text reads: 'March 1, 2017 1pm to 5pm in the Holmes Convocation Center!', 'YOUR CAREER STARTS HERE', 'Network with 100+ Employers - Explore Careers - Find a Job - Secure an Internship - Schedule Interviews', and 'JOB & INTERNSHIP OPPORTUNITIES FOR ALL MAJORS!'. Below the banner is a navigation menu with tabs for 'STUDENTS & ALUMNI', 'PARENTS', 'FACULTY', 'EMPLOYERS', 'EVENTS', and 'ABOUT'. The 'EVENTS' tab is selected. The main content area features a sidebar on the left with links for 'CareerFest', 'Resume Clinic', and 'Event Calendar'. Below these links is a section titled 'Check out these videos to help you with your Job and Internship Search!' with a video thumbnail titled 'CAREER ADVICE VIDEOS'. The main content area displays the event title 'CareerFest', a description: 'CareerFest is Appalachian State University's largest and most comprehensive career event. Serving students and alumni of all majors and skills, the event is host to many companies, non-profits, healthcare and government agencies that are ready to network with students and introduce them to valuable internship and job opportunities.', the date and time 'March 1, 2017 from 1:00pm - 5:00pm', and the location 'Holmes Convocation Center'.

**NCWorks Career Centers:** Staff frequently plan and host job fairs each year in an effort to assist employers with their hiring needs. Staff also participate in special events in partnerships with local schools and assist in mock interviews and other career advising strategies. Healthcare employers continue to participate in hiring events in an effort to meet their hiring demands. Employers utilize a variety of outreach efforts to include postings in NCWorks Online.

<b>NCWorks Job Fairs</b>	<b>Participating Healthcare Employers</b>
Alleghany March 23, 2017	Ridgecare; Bayada Home Health Care
Wilkes January 2017	Home Instead
Wilkes October 2016	RHA Health Services; Ridgecare; Avante; Prism Medical; Home Instead; Bayada; Westwood Hills
Wilkes September 2016	Premier Home Health; Home Instead; Avante
Avery & Mitchell August 2016	Avery Mitchell Correctional Institution (healthcare positions)
Wilkes July 14, 2016	Premier Home Health
Wilkes (Veteran focus) June 27, 2016	Premier Home Health; Home Instead Senior Care
Wilkes June 20, 2016	Premier Home Health; Home Instead Senior Care
Wilkes April 29, 2016	Avante; Home Instead
Watauga March 22, 2016	Ridge Care; Glenbridge; Bayada
Mitchell March 10, 2016	Avery Mitchell Correctional Institution (healthcare positions)
Mitchell December 14, 2015	Avery Mitchell Correctional Institution (openings for RN, CNA, medical director)
Wilkes Fall 2015	Ashe Memorial; Avante Center; Genesis Health Care; Home Care Management; NC Dept. of Public Safety; Living Waters; Westwood Hills Nursing and Rehab
Watauga August 15, 2015	Appalachian Regional Healthcare System; Deerfield Ridge
Wilkes Fall 2014	Avante; Bayada; Pruitt Health Hospice; RHA Health Services; Team Nurse; Wilkes Regional Medical Center

NCWorks Career Awareness	Activities
Avery/Mitchell/Yancey 2017	<p>Mountain Heritage High School Sophomore Project <i>NCWorks provided a workshop to approximately 200 10<sup>th</sup> graders (in groups of 25) on soft skills, job search and local high growth job areas, which included health care</i></p> <p>Avery High School Career Fair (April 2017)</p> <p>Yancey Business Expo (June 2017)</p>
Avery/Mitchell/Yancey 2016	<p>Mountain Heritage High School Sophomore Project <i>NCWorks provided a workshop to approximately 200 10<sup>th</sup> graders (in groups of 25) on soft skills, job search and local high growth job areas, which included health care.</i></p> <p>MCC Nursing and Medical Assisting Orientation <i>NCWorks presented on available services, including information on career ladders and job growth in health care fields.</i></p> <p>Mayland Community College PN Orientation <i>NCWorks staff presented to the newly established Practical Nursing program incoming students. Services offered and local labor market information including high growth areas was included.</i></p>
Wilkes 2016	<p>NCWorks staff assisted with mock interviews at local high school during March, May, September, and December</p> <p>During October, students visited the NCWorks Career Center and received a presentation on services and information about careers</p>
Avery/Mitchell/Yancey 2015	<p>NCWorks staff met with Toe River Health District to discuss employee needs and devise a marketing plan to advertise openings.</p> <p>Mountain Heritage High School Sophomore Project <i>NCWorks provided a workshop to approximately 200 10<sup>th</sup> graders (in groups of 25) on soft skills, job search and local high growth job areas, which included health care.</i></p> <p>Mitchell High School Seniors NCWorks project</p>

	<p><i>Discussed job search methods and high growth job areas which included healthcare.</i></p> <p>MCC Nursing and Medical Assisting Orientation <i>NCWorks presented on available services, including information on career ladders and job growth in health care fields.</i></p> <p>Mountain Heritage Career Fair - Blue Ridge Hospital System, Celo Health Center</p> <p>Avery High STEM Fair – <i>Open to businesses and the general community to educate them on STEM related opportunities for students at the high school, which included healthcare.</i></p> <p>Mitchell High School Seniors NCWorks project <i>Discussed job search methods and high growth job areas which included healthcare.</i></p>
<p>Avery/Mitchell/Yancey 2014</p>	<p>Avery High School Career Fair- Cannon Memorial Hospital, Avery Senior Center</p> <p>Avery Business Expo- <i>Sponsored by Avery County Chamber of Commerce with NCWorks assisting and attending.- Jonathan Lindsey Dentistry, Cannon Memorial Hospital</i></p> <p>Mitchell High School Seniors NCWorks project <i>Discussed job search methods and high growth job areas which included healthcare.</i></p> <p>MCC Nursing Orientation – <i>NCWorks presented on available services, including information on career ladders and job growth in health care fields</i></p> <p>MCC Nursing Orientation-<i>NCWorks presented on available services, including information on career ladders and job growth in health care fields</i></p> <p>Mountain Heritage Career Fair – Blue Ridge Hospital System, Celo Health Center, Yancey Health Department</p>

## **Other Resources**

There are a variety of additional resources that can be utilized in regards to career awareness and development. Education, partners, and NCWorks staff may also make use of the following resources:

- [CFNC.org](http://CFNC.org) A great resource specifically designed for the state is the College Foundation of North Carolina website. This site will help in discovering career interest, plan high school courses, follow a college planning timeline, virtually tour NC colleges and universities, find ways to pay for college, and prepare for the SAT and ACT. The site gives specific information on various careers and health occupations including job descriptions, average salaries, educational requirements, job outlook, and videos.
- [ExploreHealthCareers.org](http://ExploreHealthCareers.org)
- [Occupational Outlook Handbook Online](http://OccupationalOutlookHandbookOnline)
- [O\\*NET Online – Occupational Information Network](http://O*NETOnline)
- [Health Careers YouTube Channel](http://HealthCareersYouTubeChannel) - videos of health professionals describing their duties and training.
- [Career Coach Online](http://CareerCoachOnline) at WCC
- [Focus 2](http://Focus2) is a comprehensive career and educational planning tool partnered with WCC
- [Career One Stop](http://CareerOneStop)
- [My Next Move](http://MyNextMove)

# READY TO WORK?



## Health Care Hiring Event

When:

March 22nd @ 9am - 11am

Location:

NCWorks Career Center  
130 Poplar Grove Connector  
Boone

*Positions available include certified nursing aides, certified medical assistants, licensed practical nurses, and registered nurses*

**NCWorks**  
Connecting Talent to Jobs



**Glenbridge Health & Rehabilitation**

**For more information call**

**Watauga NCWorks Career Center  
828.265.5385**

**[www.ncworks.gov](http://www.ncworks.gov)**

# SPRING 2017

## Calendar of Events

### JANUARY/ FEBRUARY

**Digital Scavenger Hunt**  
*Discover our new resources and compete for prizes. Free pizza and drinks.*

Wednesday – January 25  
11:00 am – 1:00 pm  
Alumni Hall Lobby

**Ace Your Interview**  
*Prepare for interviews and learn how to make a great first impression.*

Tuesday – February 7  
12:30 – 1:30 pm  
Alumni Hall, Room 1112

**Rock Your Resume**  
*Tips and trends for writing resumes, cover letters, and references.*

Wednesday – February 22  
12:00 – 12:50 pm  
Alumni Hall, Room 1112

### MARCH

**Rock Your Resume**  
*Tips and trends for writing resumes, cover letters, and references.*

Wednesday – March 15  
12:00 – 1:00 pm  
Alumni Hall, Room 1112  
or

Tuesday – March 21  
12:30 – 1:30 pm  
Alumni Hall, Room 1112

**Ace Your Interview**  
*Prepare for interviews and learn how to make a great first impression.*

Tuesday – March 28  
12:30 – 1:30 pm  
Alumni Hall, Room 1112  
or

Wednesday – March 29  
12:00 – 1:00 pm  
Alumni Hall, Room 1112

**Etiquette Luncheon**  
*Enjoy a four-course meal and learn fine dining and important social skills.*

Friday – March 24  
12:00 pm – 1:30 pm  
John A. Walker Center

Cost: \$14.00.  
RSVP by March 10.

### APRIL

**Get LinkedIn**  
*Create a LinkedIn account to project a professional image and search for jobs.*

Tuesday – April 4  
12:30 – 1:30 pm  
Pardue Library, Room 1201

**Employer Expectations and Professionalism**  
*Important tips for entering the workforce.*

Wednesday – April 5  
12:00 – 1:00 pm  
Alumni Hall, Room 1112

## WILKES COMMUNITY COLLEGE CAREER SERVICES

WCC  
Career  
Services

Space is limited.  
Please RSVP Debbie Furr at:  
debbie.furr@wilkescc.edu  
336-838-6545

Follow us:





# Wilkes Community College Career Connections



Need help choosing career or looking for a job? WCC Career Services offers assistance with career exploration and planning, resumes, interview preparation, and job search strategies. Services are available to WCC students, alumni, and employers at no charge. A variety of events are offered each semester to help students achieve their career goals. Check out the new [Career Services](#) website for additional information, resources, and upcoming events.

## Digital Scavenger Hunt



Join us Wednesday, January 25, from 11 am to 1 pm in Alumni Hall for the Spring Digital Scavenger Hunt. Learn about our online resources and compete for prizes. Free pizza and drinks while they last. Digital forms are also available for students at all three WCC locations and online students. For more information or forms, contact Debbie Furr at [debbie.furr@wilkescc.edu](mailto:debbie.furr@wilkescc.edu).

## Career Success Tools

Career Services is pleased to offer two new Career Success Tools which are available to WCC students, alumni, faculty, and staff:

### Focus2

- Comprehensive assessment and career planning tool
- 5 Different assessments to determine which careers and WCC programs fit
- Offers national salary information, videos, and job descriptions
- Endorsed by NCDA



### Career Coach

- Links student to top employers in our region for programs they may pursue
- Local salary information
- Cross-reference Military Occupation Codes to civilian codes
- Simple resume builder



Contact Mike Roope for additional assistance with career exploration at 336-838-6147.

## Job Alerts



Career Services offers students and alumni the opportunity to access [Job Alerts](#) via email or text. Once logged in, you may manage your password, phone numbers and email addresses. Users may opt out at any time. Job information will be from the college's official jobs board at [College Central Network](#).

## Etiquette Luncheon

Having a meal as part of the job interview process is becoming more common. Would you feel confident dining with a potential employer and using the various utensils and glassware in a formal setting? Come enjoy a delicious four course meal with Mary John Boswell of Strictly Manners and learn fine dining tips and important social skills for your professional and personal life. Date: March 24. Time: 12:00 pm to 1:30 pm. Location: John A. Walker Center. Cost: \$14.00. **Reservations and payment due by March 10.** Please call 336-838-6545 for reservations. **Space is limited!**



## College Central Network



**Check out the job listings on College Central Network.** CCN is the official jobs board for the college and is a free resource for WCC students, alumni, and employers. Access jobs listings, download resumes, create career portfolios, listen to podcasts from HR professionals, read career advice documents, and more! Employers may create an account to post jobs and search

resumes. Create a free account at [College Central Network](http://College Central Network) today!

## Resumes

Not sure what how to create a resume? Career Services can help. From the [Career Services](#) website click on **Resumes** for examples and information regarding cover letters and references. If available, use the job description as a guide to know which type of skills the employer is seeking. Include similar key words and skills on your resume to make it easier for employers to see that you are qualified. You may need to edit your resume each time you apply for different jobs. Attend a **Rock Your Resume** workshop this semester for more tips or contact Debbie Furr at [debbie.furr@wilkescc.edu](mailto:debbie.furr@wilkescc.edu) for assistance.



## Interviews



Preparing for interviews is crucial if you want to improve your chances of getting a job. Research the company and become familiar with their services and products. Go to their website and look for press releases and information regarding the history of the company. Practice answering questions they may ask and have questions ready for the employer. From the [Career Services](#) website, click on **Interview Tips** for more resources. Attend one of the **Ace Your Interview** workshops this semester to learn how to make a great first impression!

# Digital Dirt & Your Internet Presence: Are You Dirty?



Many employers use social media sites to research job candidates. Employers want to evaluate your character and personality outside the typical interview process to see if you will be a good fit for their organization and if you project a professional image online. Make sure your social media sites are appropriate for others to see. This also pertains to postings by friends on your site. Take the time to edit your internet presence and delete or update information, postings, photos, and videos by you and your friends on a consistent basis. Attend the Digital Dirt workshop this semester to learn how to clean up your dirt!

## Social Media and Calendar of Events

Access upcoming events via the [Career Services](#) website or at the [Campus News and Events](#) link. Visit our Facebook and Twitter pages for job listings, events, and career topics.



[www.facebook.com/WCCCareer](http://www.facebook.com/WCCCareer)



[www.twitter.com/WCCCareer](http://www.twitter.com/WCCCareer)

### Contact Information:

**Michael Roope, EdS, LPC**

**Career Counselor**

**336-838-6147**

**[michael.roope@wilkescc.edu](mailto:michael.roope@wilkescc.edu)**

**Debbie K. Furr, MA**

**Employability Counselor**

**336-838-6545**

**[debbie.furr@wilkescc.edu](mailto:debbie.furr@wilkescc.edu)**

*“Your time is limited, don’t waste it living someone else’s life.  
Don’t be trapped by dogma, which is living the result of other people’s thinking.  
Don’t let the noise of other’s opinion drown your own inner voice.  
And most important, have the courage to follow your heart and intuition,  
they somehow already know what you truly want to become.  
Everything else is secondary.”*

*-Steve Jobs*

## High Country Workforce Development Board Meeting Minutes January 14, 2016

**Members Present:** Mike Birkmire, Jane Blackburn, Keith Deveraux, Veronica Grantham, Trasa Jones, Laura Lambeth, Dan Little, Dr. Terry Rawls, Justin Ray, Sam Ray, Stacy Sears, Kory Wilcox, Debbie Woodard, and Sallie Woodring.

**Staff Present:** Misty Bishop-Price, Rebecca Bloomquist, Tanna Greathouse, Don Sherrill, and Adrian Tait.

**Guests:** Kim Bell, Ken Boham, John Boyd, David Burlison, Mary Ann Cole, Kim Davis, Cynthia Deyton, Rita Earley, Tracy Hall, Jennie Harpold, April Jones, Dewayne Krege, Joallen Loweder, Anita Lowe, Bradley Tunstill, Pam Wilson, and Jennifer Wilson-Kearse.

**Call to Order:** Chair Sallie Woodring called the meeting to order.

### **Approval of October 8, 2015 Minutes**

Motion for approval was made by Trasa Jones and seconded by Mike Birkmire. Motion passed.

### **Program Innovations in Career Education**

- **The Watauga Innovation Academy – “Pioneering Success for College and Career”**  
Marshall Gasperson, Principal of Watauga High School, [gave a presentation](#) to the board.
- **Extreme STEM Tours**  
Tracy Hall, Executive Director of Education Matters in Catawba Valley, presented the [Extreme STEM Tour program](#) to the board and shared a [video](#).
- **Grade 8 Initiative**  
Pam Wilson, WIOA Director for Mayland Community College, introduced Kim Davis, Director of Career Technical and STEM Education at Avery County Schools, Dewayne Krege, Special Populations Coordinator for Career Technical Education at Avery County Schools, and Dr. David Burlison, Superintendent of Avery County Schools. Together they [presented the Grade 8 Initiative](#).
- **GEAR UP**  
Jennifer Wilson-Kearse, Executive Director of the NC Appalachian Collaborative for Higher Education, [presented the GEAR UP program](#) to the board. GEAR UP (Gaining Early Awareness and Readiness for Undergraduate Programs) is a federally funded college access program designed to increase the number of students who are prepared to enter and succeed in postsecondary education immediately after high school. Bradley Tunstill, Coordinator of Entrepreneurial Education and Programming

in Burke and Ashe Counties, provided additional details about As U Guide, one of the Direct Programs for GEAR UP students.

### **Committee Updates**

- **NCWorks Committee**  
Dr. Terry Rawls shared notes from the NCWorks Committee meeting on December 10, 2015.
- **Employer Services Committee**  
Dan Little shared notes from the Employer Service Committee meeting on December 10, 2015.
- **Executive Committee**  
Sallie Woodring shared notes from the Executive Committee meeting on January 7, 2016.

### **Director's Update**

Adrian Tait, Director of Workforce Development, [shared his updates](#) with the board.

### **Public Comment Period**

There were no public comments.

### **Announcements**

There were no announcements.

### **Adjournment**

Meeting adjourned at 4:02pm.

## 5. Articulation & Coordination

The High Country partnership is supported by articulation agreements between the local schools and the community college system. This permits high school students to begin taking a variety of healthcare classes and have their course work transfer seamlessly to local community colleges. The standard statewide agreement between [North Carolina's high schools and community colleges](#) is currently being revised and won't be completed by the submission of this application, but bears noting.

In addition, there are also a few unique, one-to-one local articulation agreements between LEAs and their local community college.

- **Yancey County Schools** is updating a local articulation agreement. Currently in draft form and not yet approved.
- **Mitchell LEAs** and **Mayland Community College** are currently drafting a unique articulation between each another.

While Alleghany, Ashe, and Watauga do not have local articulation agreements with the community colleges in the area, the classes they offer are included in the standard *High School to Community College Articulation Agreement* course list. Wilkes LEA has a local articulation agreement for Agriculture, Business, and Trade career clusters, but not for the health sciences as of yet. It should be noted that the Alleghany County School System restarted its health science program at Alleghany High School. The 2015-2016 school year was the first time health science courses were offered since 2001-2002.

Some of the LEAs in the seven-county region offer their students' healthcare classes using different curriculum programs. Avery County's Project Lead the Way and Career & College Promise program are offered in partnership with Mayland Community College (Exhibit 5A). Watauga County's Watauga High School and the Watauga Innovation Academy (a Cooperative and Innovative High School located within Watauga High) offer NCDPI courses in healthcare (Exhibit 5B).

An "At-a-Glance" listing of NCDPI Health Science courses offered by county is presented (Exhibit 5C). Also, individual health science career pathway LEA plans are listed for Avery, Mitchell, Watauga, Wilkes, and Yancey (Exhibit 5D). Although there are some variations in health science offerings, five (5) of the High Country high schools offer Health Science I, Health Science II, and Nursing Fundamentals. These three (3) courses constitute the core of the Nurse Aide program available through North Carolina high schools, which is now a requirement for anyone entering the Associate Degree in Nursing (ADN) programs. Both Alleghany and Avery LEAs have their students complete the CNA program at local community colleges.

High Country is home to three (3) community colleges, one private college, one state university and a neighboring state university which extends in-state tuition rates with bordering counties. At the community college level, the three (3) High Country community colleges offer degree as well as non-degree course options. Some of the non-degree classes lead to diplomas, certificates and/or valuable credentials (Exhibit 5E). Incumbent workers, unemployed adults,

and dislocated workers, in addition to youth populations, all have the opportunity to enroll and complete credit or non-credit courses.

An “At-a-Glance” list of degree and non-degree healthcare program offerings for High Country colleges and universities can be found in Exhibit 5F. Several degree and non-degree programs offered at the community college level have bachelor’s degree programs available at Appalachian State University (ASU), East Tennessee State University, and Lees-McRae College. Transferring from the community college to the senior colleges/universities is eased by a series of articulation agreements. The [Standard State-wide Articulation Agreement between NC Universities and Community Colleges](#) allows students to seamlessly transfer credit courses between the three (3) High Country community colleges and Appalachian State University. Unique articulation agreements between the community colleges and Lees-McRae (Exhibit 5G) as well as East Tennessee State (Exhibit 5H) also exist.

Another formalized unique articulation agreement exists between Appalachian State University and Caldwell Community College & Technical Institute (CCCTI). The Speech Language Pathology Assistant program at CCCTI graduates students with an AAS degree in Speech Language Pathology Assistant that can transfer to ASU allowing them to finish their Bachelor of Science degree seamlessly.

An associate degree nurse who graduates from a North Carolina community college and wishes to transfer to a state university benefits from the state’s [Uniform Articulation Agreement between the University of North Carolina RN to BSN Programs and the North Carolina Community College System Associate Degree Nursing Program](#).

Some associate degree in nursing (ADN) students in the High Country have an opportunity to participate in a Regionally Increasing Baccalaureate Nursing (**RIBN**) Program. Both Caldwell Community College & Technical Institute and Wilkes Community College partner [with Lenoir Rhyne University’s RIBN](#) Program (Exhibit I). The program provides a seamless associate to baccalaureate nursing education for top academic students. The first three (3) years of study will be at the community college campus along with one (1) course per semester at Lenoir-Rhyne. Upon successful completion of the first three (3) years, students will take their fourth year at Lenoir-Rhyne, which is located in nearby Catawba County. A RIBN program partnership is currently being drafted between Lees-McRae College and Surry Community College, which is located in the Piedmont Triad. Mayland Community College, however, is keeping an eye on this RIBN partnership as they may wish to similarly collaborate with Lees-McRae in the future.

Opportunities for continuing studies in healthcare beyond associate and bachelor degrees exist within High Country. Exhibit J presents various graduate programs at Appalachian State University as well as at East Tennessee State University.

Melanee Mills, Health Careers & Workforce Diversity Coordinator from Northwest Area Health Education Centers (AHEC) has attended strategic planning committee meetings. At the February 15<sup>th</sup> meeting she shared with regional stakeholders what AHEC does to help with healthcare education and services in the High Country region. Northwest AHEC provides continuing

education opportunities to healthcare professionals as well as shares information on workshops and graduate school opportunities. In addition, it has a mandate to provide career awareness to K-12 students with a variety of programs (See Section 4 – Career Awareness). The [Northwest AHEC](#) covers five (5) of the seven (7) counties in the High Country region. Mitchell and Yancey counties are covered by the Mountain Area AHEC, which is based in Asheville and serves Western North Carolina.

An example of some of the workshop and courses AHEC offers is illustrated here:

The screenshot displays the Northwest AHEC website interface. At the top, the logo for Northwest AHEC is shown with the tagline "Linking Education, Practice and Communities for Better Health". To the right, a banner reads "Education Solutions for the 21st Century" and "Instructional Design and Technology" with an image of a woman. A navigation bar includes links for "Online Services Home", "View Course Catalog", "Help & Support", "Library & Information Services", "Subscribe to Northwest AHEC", and "About Us".

Below the navigation bar, the "Wake Forest School of Medicine" logo is visible. The main content area features a "Hide Classroom Events | Show Online Courses" toggle and a calendar for March. Three course listings are shown:

- Complementary/Alternative Medicine in 2017**: Friday March 3 from 8:30 AM to 3:45 PM. Registration is online. Location: (Holiday Inn) Crowne Plaza Hotel, Hwy 70, 1385 Lenoir Rhyne Blvd, SE, Hickory, NC 28602. Topics: Nursing, Allied Health, Mental Health, Public Health.
- Ob/Gyn Ultrasound**: Monday March 6 from 8:15 AM to Friday March 10 at 12:00 PM. Online registration is not enabled for this event. Location: Wake Forest Baptist Medical Center, Program for Medical Ultrasound, Winston Salem, NC 27157-1039. Topics: Ultrasound, Allied Health, Medicine, Nursing.
- RN Refresher Orientation**: Tuesday March 7 from 1:00 PM to 4:00 PM. Registration is online. Location: Northwest AHEC, 475 Deacon Boulevard, Winston Salem, NC 27105. Topic: Nursing.

On the left side, there is a "My CE Profile" section with a "Refresh My Data" button and input fields for "last name:", "last 4 SSN:", and "Zip Code:". Below this are "Login" and "Use My AHEC Login" buttons. An "Event Search" section includes a "Search Term:" input field and dropdown menus for "Nursing", "-Select Credit Type-", "-Select Month-", and "-Select Location-". At the bottom of the left sidebar are buttons for "Hide Online Courses" and "Hide Classroom Events".



## AVERY COUNTY – Project Lead The Way BioMed Sciences Curriculum

*An articulated pathway through the Medical Assisting program at Mayland Community College.*

### Course Descriptions:

#### PLTW Principles of Biomedical Sciences

**Course Number:** HP70 (Honors level course)  
**Prerequisite:** None

In the introductory course of the PLTW Biomedical Science program, students explore concepts of biology and medicine to determine factors that lead to the death of a fictional person. While investigating the case, students examine autopsy reports, investigate medical history, and explore medical treatments that might have prolonged the person's life. The activities and projects introduce students to human physiology, basic biology, medicine, and research processes while allowing them to design their own experiments to solve problems.

#### PLTW Human Body Systems

**Course Number:** HP71 (Honors level course)  
**Prerequisite:** HP70 PLTW Principles of Biomedical Sciences

Students examine the interactions of human body systems as they explore identity, power, movement, protection, and homeostasis. Exploring science in action, students build organs and tissues on a personal "body"; use data acquisition software to monitor body functions such as muscle movement, reflex and voluntary action, and respiration; and take on the roles of biomedical professionals to solve real-world medical cases.

#### PLTW Medical Interventions

**Course Number:** HP72 (Honors level course)  
**Prerequisite:** HP71 PLTW Human Body Systems

Students follow the life of a fictitious family as they investigate how to prevent, diagnose, and treat disease. Students explore how to detect and fight infection; screen and evaluate the code in human DNA; evaluate cancer treatment options; and prevail when the organs of the body begin to fail. Through real-world cases, students are exposed to a range of interventions related to immunology, surgery, genetics, pharmacology, medical devices, and diagnostics.

#### PLTW Biomedical Innovations

**Course Number:** HP73 (Honors level course)  
**Prerequisite:** HP72 PLTW Medical Interventions

In the final course of the PLTW Biomedical Science sequence, students build on the knowledge and skills gained from previous courses to design innovative solutions for the most pressing health challenges of the 21st century. Students address topics ranging from public health and biomedical engineering to clinical medicine and physiology. They have the opportunity to work on an independent design project with a mentor or advisor from a university, medical facility, or research institution.

## EXHIBIT 5B Watauga



### **WATAUGA HIGH SCHOOL AND INNOVATION ACADEMY** **NURSING AND RELATED HEALTHCARE PATHWAYS**

Watauga County Schools is home to two (2) high schools that are housed within the same building. Watauga High School is a standard operating comprehensive high school that provides students with many career pathways including a Health Sciences and Nursing Pathway. The Watauga Innovation Academy is a Cooperative and Innovative High School with five (5) career pathways currently piloting a Medical Office Assisting Program. Watauga High School and Innovation Academy offer the NCDPI courses of Health Team Relations, Biomedical Technology I, Health Sciences I, Health Sciences II, and Nursing Fundamentals. Watauga Innovation Academy also offers the community college courses of MED 121, MED 122, and MED 118. Healthcare related internships are also offered to students where they gain valuable knowledge and skills. Plans are underway to transfer the NCDPI Nursing Fundamentals course over to the community college version of Nurse Aide I via community college partner, Caldwell Community College and Technical Institute. This transfer will begin with Watauga Innovation Academy.

Watauga County holds an annual Career Explorations Day where all career pathways are showcased for the 7th grade students of the county. This event allows Watauga County Schools to show the 7th grade students several different Healthcare related pathways. Watauga High School sends its CTE Health Science teachers to discuss programs and health-related careers. The local hospital sends representatives to discuss modern health science and health-related careers.

# CAREER AND TECHNICAL EDUCATION

## CTE HEALTH SCIENCE CURRICULUM

COURSE NUMBER	COURSE TITLE	COURSES OFFERED BY LEA IN HIGH COUNTRY
HB11 (7200)	<u>Biomedical Technology I</u>	ASHE, WATAUGA, WILKES, YANCEY
HB12 (7200)	<u>Biomedical Technology II</u>	WILKES,
CS95 (8595)	<u>CTE Advanced Studies</u>	WILKES,
various (8598)	<u>CTE Career and College Promise</u>	ASHE, MITCHELL, WILKES, WATAUGA, YANCEY
CS97 (8597)	<u>CTE Internship</u>	ASHE, MITCHELL, WILKES, WATAUGA, YANCEY
	<u>Emergency Med Technology I</u>	WILKES,
	<u>Emergency Med Technology II</u>	WILKES,
HB05 (7205)	<u>Exploring Biotechnology in Health Science (middle grades)</u>	
HN44 (7244)	<u>Fundamentals of Gerontology</u>	ASHE,
HU40 (7240)	<u>Health Science I</u>	ASHE, ALLEGHANY, MITCHELL, WATAUGA, WILKES, YANCEY
HU42 (7242)	<u>Health Science II</u>	ASHE, ALLEGHANY, MITCHELL, WATAUGA, WILKES, YANCEY
HU10 (7210)	<u>Health Team Relations</u>	ALLEGHANY, MITCHELL, WATAUGA, WILKES, YANCEY
HN43 (7243)	<u>Nursing Fundamentals / Nurse Aide 1</u>	ASHE, MITCHELL, WATAUGA, WILKES, YANCEY
HH32 (7232)	<u>Pharmacy Technician</u>	
HP73 (7273)	<u>PLTW Biomedical Innovations</u>	AVERY
HP71 (7271)	<u>PLTW Human Body Systems</u>	AVERY
HP72 (7272)	<u>PLTW Medical Interventions</u>	AVERY
HP70 (7270)	<u>PLTW Principles of Biomedical Sciences</u>	AVERY
HN45 (7245)	<u>Public Health Fundamentals</u>	



**Mayland Community College**  
**Career and College Promise High School Pathway**  
**2016-2017**



Program of Study: Medical Assisting (C45400H)									Certificate
Avery High School	High School Plan								
	Grade	English Required Courses	Math Required Courses	Science Required Courses	Social Studies Required Courses	Recommended Courses			
	9	English I Honors	Math I	Biology Honors	American History Civics Honors	Health and PE	Personal Finance BF05	PTLW: Principles of Biomedical Science	Elective
	10	English II Honors	Math II	Chemistry Honors or Physics Honors	AP World History	MSITA: Word and PowerPoint BM10	Spanish I	PTLW: Human Body Systems	Elective
	11	English III Honors	Math III	AP Environmental Science	AP U.S. History	MSITA: Excel and Access BM20	Spanish II	PTLW: Medical Interventions	Elective
12	English IV Honors	MAT 152 (4)	AP Physics or BIO 111 (4)	AP Government	MED 110 (1)	MED 118 (2)	PLTW: Biomedical Innovation	PSY 150 (3)	
Community College Plan									
MCC	Year 13								Diploma [D45400H]
	Fall								
	Spring								
	Summer								
	Year 14 [A45400]								Associate Degree
Fall									
Spring									

Required Credits for the Certificate: 17  
 Hours Remaining for the Diploma:  
 Hours Remaining for the Degree:

**College Contact:**  
 Brenda McFee  
 Dean, Business, Engineering, and Technical Studies  
 (828) 766-1330 [bmcfee@mayland.edu](mailto:bmcfee@mayland.edu)

**High School Contact:**  
 Frank O'Hagan  
 CCP Coordinator - Yancey County  
 (828) 766-1304 [fohagan@mayland.edu](mailto:fohagan@mayland.edu)

**Occupation(s):** Medical Assistants [O\\*Net Code: 31-9092.00](#)  
 Medical Records and Health Information Technicians [O\\*Net Code: 29-2071.00](#)  
 Medical Secretaries [O\\*Net Code: 43-6013.00](#)  
 Medical Transcriptionists [O\\*Net Code: 31-9094.00](#)

**Salary:** Hourly: \$10.65 - \$18.31  
 Average Hourly (2014 Median): \$14.12  
 Yearly: \$22,150 - \$38,080  
 Average Yearly (2014 Median): \$29,360

**Demand:** Much Faster Than Average (2012-2022)

**Articulated Credits:**  
 PLTW: Principles of Biomedical Science = MED 121 (3)  
 PLTW: Human Body Systems = BIO 163 (5)  
 PLTW: Medical Interventions = MED 122 (3)

MITCHELL COUNTY SCHOOLS RN/HEALTHCARE COURSE SUGGESTIONS

**Courses to Take While in High School**

Freshman	English I	Marketing or Foods I	World History	Math I	Health & PE	Health Team Relations	MS Word & PowerPoint	Personal Finance
Sophomore	English II	Biology	Civics and Economics	Math II	Spanish I	Health Sciences I	Spanish II	MS Excell/Access
Junior	English III	Chemistry/Physical Science	American History (yr I)	Math III	CIS 110 Intro to Computers	Health Sciences II	BIO 165 Anatomy & Physiology I	
Senior	English IV	Earth/Environmental Science	PSY 150 Gen Psych	MAT 171 Prec	MED 122 Medical Terminol	Nursing Fundamentals (2 b)	BIO 166 Anatomy & Physiology II	

**Mayland Community College Courses/Associate Degree Nursing**

First Year Community College	ACA 118 College Success Skills							
	NUR 111 Intro to Health Concepts							
	NUR 117 Pharmacology							
	NUR 112 Health-Illness Concepts							
	NUR 114 Holistic Health Concepts							
	ENG 111 Expository Writing							
	NUR 113 Family Health Concepts							
Second Year Community College	BIO General Microbiology							
	NUR 211 Health Care Concepts							
	PSY 241 Developmental Psychology							
	NUR 212 Health Systems Concepts							
	NUR 213 Complex Health Concepts							
	ENG 114 Prof. Search and Reporting							
	3 hour Humanities Elective							

Page 1



**WATAUGA HIGH SCHOOL AND INNOVATION ACADEMY**  
**NURSING AND RELATED HEALTHCARE PATHWAYS**

**FOUR YEAR PLAN (W/6 YEAR EXTENSION)**  
**Health Sciences Nurse Aide**

	Secondary Level				Post-Secondary Level	
	<u>High School Diploma &amp; CCP Nurse Aide</u>				<u>Associate Degree Nursing</u>	
	9th Grade	10th Grade	11th Grade	12th Grade	13th Grade	14th Grade
<b>ENGLISH</b>	English I	English II	English III	English IV	ENG 111	ENG 112/114
<b>MATH</b>	Math I	Math II	Math III	Math IV	BIO 168	BIO 169
<b>SCIENCE</b>	Earth	Biology	Chemistry or Physics	Elective or Language	PSY 241	BIO 275
<b>HISTORY</b>	World	Civics/Eco	American I	Elective or Language	CIS 110/113	NUR 113
<b>PE</b>	Health	PE	American II	Elective	NAS 102	NUR 114
<b>ELECTIVE</b>	Health Team Relations (MED 118)	Biomedical Technology I	Health Sciences II	Nursing Fundamentals (NAS 101)		
<b>ELECTIVE</b>	Elective	Health Sciences I (MED 121/122)	Anatomy & Physiology (BIO 163)			NUR 111
<b>ELECTIVE</b>	Elective	Elective	PSY 150	COM 120	NUR 112	NUR 213
					Major Elective	Humanities
<b>Suggestions:</b>	<ul style="list-style-type: none"> <li>Complete an Industry Related Internship</li> <li>Use CCP to complete College Level English</li> </ul>					
<b>Job Outlook:</b>	<b>Registered Nurses - Therapeutic Services</b> <ul style="list-style-type: none"> <li>Provide and coordinate patient care and maintain accurate records. Assess health problems and implement patient care plans. Educate patients and the public about various health conditions.</li> <li>Total Average Annual Openings: 3,491                      Growth Rate: 1.9%</li> <li>NC Entry Annual Wage: \$45,840                      NC Median Annual Wage: \$57,990</li> </ul> <p align="center">Source: O*NET Online, 2015 NC Career Clusters Guide, and CCCTI</p>					
<b>Tuition:</b>	Total tuition saved through CCP: <b>\$1,404</b>					

Credentials: CPR, OSHA, CNA



**WATAUGA HIGH SCHOOL AND INNOVATION ACADEMY**  
**NURSING AND RELATED HEALTHCARE PATHWAYS**

**4 YEAR PLAN (W/ 6 YEAR EXTENSION)**

Health Science: Therapeutic & Diagnostic Services Medical Assisting

	Secondary Level				Post-Secondary Level	
	<u>High School Diploma &amp; Medical Assisting Course Credits</u>				<u>Medical Assisting Associate Degree</u>	
	9th Grade	10th Grade	11th Grade	12th Grade	13th Grade	14th Grade
ENGLISH	English I	English II	English III	English IV	CIS 110/111	MED 260
MATH	Math I	Math II	Math III	Math IV	MAT110	MED 262
SCIENCE	Earth	Biology	Chemistry or Physics	Elective or World Language	COM 120	MED 264
HISTORY	World	Civics/Eco	American I	Elective or World Language	MED 240	MED 272
PE	Health	PE	American II	MED 131	MED 150	
ELECTIVE	Health Team Relations (MED 118)	Health Sciences I (MED 121/122)	Health Sciences II	MED 140	OST 148	
ELECTIVE	Biomedical Technology I	MED 110	MED 130	BIO 163		
ELECTIVE	Elective	Elective	PSY 150	ENG 111		
Suggestions:	<ul style="list-style-type: none"> <li>Complete an Industry Related Internship</li> <li>Use CCP to complete College Level English , Psychology, etc.</li> </ul>					
Job Outlook:	<p><b>Medical Assistants</b></p> <ul style="list-style-type: none"> <li>Perform administrative and certain clinical duties under the direction of a physician. Administrative duties may include scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes. Clinical duties may include taking and recording vital signs and medical histories, preparing patients for examination, drawing blood, and administering medications as directed by physician.</li> <li>Total Average Annual Openings: 660      Growth Rate: +25%</li> <li>NC Entry Annual Wage: \$29,830      NC Median Annual Wage: \$38,950</li> </ul> <p align="right">Source: O*NET Online, 2015 NC Career Clusters Guide, and CCCTI</p>					
Tuition:	Total tuition saved through CCP: \$2,280					
Credentials:	CPR, Medical Assisting Certification					

EW Career Cluster



Education Level	Grade	English	Math	Social Studies	Science	Health/PE, and Other Electives	Elective	Elective	Elective	<p><b>CTE Completer</b>                      To be a "completer", students must earn at least three credits from the Foundational Course list (with one credit being from a second level course - indicated by a * below). The fourth credit can come from either the Foundational or Enhancement course lists. All CCP courses count as completer courses - if aligned with the career cluster.</p>
<p>Courses listed in <b>BOLD</b> print are required for graduation. <i>italicized</i> courses are recommended, but not required for graduation.</p>										
Secondary (Grades 9-12)	9	English 1	Foundations of Math 1, Math 1, or Math 2	World History	Earth & Environmental Science	Health/PE	CTE Course (choose from the highlighted courses listed in the shaded columns on the right)	CTE Course (choose from the highlighted courses listed in the shaded columns on the right)	Recommend - Other Elective... <b>OR</b> Math 1 -if also taking Found. of Math 1	<p><b>Foundational Courses</b>                      Biomedical Technology 1&amp;2*                      Health Team Relations                      Health Science 1&amp;2*                      Nursing Fundamentals*                      Emergency Medical Tech 1&amp;2*                      CTE Advanced Studies</p>
	10	English 2	Foundations of Math 2, Math 2, or Math 3	American History 1	Physical Science	Elective Recommend - Foreign Lang 1 Other CTE course	CTE Course (choose from the highlighted courses listed in the shaded columns on the right)	CTE Course (choose from the highlighted courses listed in the shaded columns on the right)	Recommend - Other Elective... <b>OR</b> Math 2 -if also taking Found. of Math 2	
	11	English 3	Math 3 or Other Math	American History 2	Biology	Elective Recommend - Foreign Lang 2 Other CTE course	CTE Course (choose from the highlighted courses listed in the shaded columns on the right)	CCP	CCP	
	12	English 4	4 <sup>th</sup> Math	Civics & Economics	Chemistry or Other Elective	Elective Recommend - Other CTE course	CTE Course (choose from the highlighted courses listed in the shaded columns on the right)	CCP	CCP	
CCP Courses		PSY 150 - General Psychology ENG 111 - Writing and Inquiry				Career and College Promise (CCP) Courses are available at all Wilkes County High Schools. These courses allow high school students to earn high school and college credit at the same time. To be eligible to take these courses, students must: <ul style="list-style-type: none"> <li>- Be a high school junior or senior;</li> <li>- Have a weighted grade point average of 3.0 or higher <u>or</u> have the recommendation of their high school principal;</li> <li>- Be making progress toward graduation;</li> <li>- Maintain a minimum 2.0 gpa in college coursework after completing two courses.</li> </ul>				<p><b>NOTE:</b> This document is intended to be a sample of what a student's schedule might look like... if he/she thinks they are interested in pursuing a career in this field of study. Different courses may be offered at different schools.</p> <p><b>Career Pathways:</b>                      Nursing,                      Emergency Medical Technician,                      Certified Nursing Assistant</p>





Mtn. Heritage High School & Mayland Community College  
Nursing Assistant Pathway  
2016-2017



Education Level	Grade	English	Math	Social Studies	Science	Health/PE and Other Electives	Elective	Elective	Elective	CTE Electives – CTE Concentration To earn a CTE concentration, students must take four courses within a CTE Cluster. Three (3) must be Foundational Courses with one course being a second level (starred *) course. The fourth course may be either Foundational or Enhancement courses. Students may also earn a CTE Concentration by completing 4 CCP classes within a pathway. Recommended course sequences are made in green within the pathway.
Secondary (Grades 9 – 12)	9	English I	Math I	World History	Earth & Environmental Science	Health/PE	Health Team Relations	Microsoft Word	1 Additional Elective	<b>Foundational Courses</b> Health Team Relations Biomedical Technology Health Science I Health Science II*
	10	English II	Math II & Math II Completer	Civics & Economics	Biology		Biomedical Technology	Foods I Or Marketing	1 Additional Elective	
	11	English III	Math III	American History I & American History II	Chemistry OR Physical Science	World Language I If College Track	Health Science I	Health Science II*	1 Additional Elective	<b>Enhancement Courses</b> BM10 Microsoft Word & PowerPoint BM20 Microsoft Excel & Access MM51 Marketing FN41 Foods I FE60 Parenting and Child Development ME11 Entrepreneurship I BF10 Principles of Business & Finance BF05 Personal Finance CS97 CTE Internship
	12	English IV	One Additional Math			World Language II If College Track	NAS 101 Nursing Assistant I	PSY 150 General Psychology	NAS 106 Geriatric Aide	
Post-Secondary (Grades 13 & 14)	Associates Degree in Nursing at Mayland Community College									<b>Courses Eligible for Articulation</b> Health Science I = MED 121 and MED 122 Medical Terminology I and II  <b>Potential college savings available by taking CCP courses during high school:</b> <b>\$1,215.50</b> ***based on \$71.50/credit hour***
	13	ACA 118 College Success Skills BIO 168 Anatomy and Physiology I ENG 111 Writing and Inquiry NUR 111 Intro to Health Concepts NUR 117 Pharmacology				BIO 169 Anatomy and Physiology II NUR 112 Health-Illness Concepts NUR 114 Holistic Health Concepts				
14	BIO 175 General Microbiology NUR 113 Family Health Concepts NUR 211 Health Care Concepts PSY 241 Developmental Psychology				NUR 212 Health Systems Concepts NUR 213 Complex Health Concepts ENG 112 Writing/Research in the Disciplines Humanities Elective					

**EXHIBIT 5D YANCEY LEA**

Additional Program Options Available at Mayland Community College				
Nurse Aide Certificate	Practical Nursing (D45660)		Certificate	Certificate
NAS 101 Nurse Aide I NAS 106 Geriatric Aide PSY 150 General Psychology NAS 107 Medication Aide	ACA 118 College Success Skills BIO 168 Anatomy & Physiology I NUR 101 Practical Nursing I BIO 169 Anatomy & Physiology II ENG 111 Writing and Inquiry NUR 102 Practical Nursing II NUR 103 Practical Nursing III PSY 150 General Psychology			
<b>Credentials</b>				
High School – CPR and First Aid and National Consortium for Health Science Education Assessment College – North Carolina Nurse Aide Certification				
<b>Four-Year University - 2+2 Transfer Opportunities for Associate Degree in Nursing</b>				
East Tennessee State University, BS in Nursing (Online) Gardner-Webb University, BS in Nursing (Online) Lees McRae College, BS in Nursing (Online) Milligan College, BS in Nursing Western Carolina University, BS in Nursing (Online)				
<b>Career and College Promise Course Information</b>				
Career and College Promise (CCP) courses allow high school students to earn high school and college credit at the same time. To be eligible to take these courses, students must:				
<ul style="list-style-type: none"> <li>• Be high school juniors or seniors;</li> <li>• Have a weighted grade point average of 3.0 or higher or have the recommendation of their high school principal;</li> <li>• Meet the prerequisites for the Career Technical Pathway (as defined in the Career &amp; College Promise Operating Procedures)</li> </ul>				
Eligibility Maintenance requires:				
<ul style="list-style-type: none"> <li>• Continued progression toward high school graduation.</li> <li>• Maintain minimum 2.0 grade point average in college coursework after completing two courses.</li> </ul>				



Mtn. Heritage High School & Mayland Community College  
 Medical Assisting Pathway  
 2016-2017



Education Level	Grade	English	Math	Social Studies	Science	Health/PE and Other Electives	Elective	Elective	Elective	CTE Electives – CTE Concentration To earn a CTE concentration, students must take four courses within a CTE Cluster. Three (3) must be Foundational Courses with one course being a second level (starred *) course. The fourth course may be either Foundational or Enhancement courses. Students may also earn a CTE Concentration by completing 4 CCP classes within a pathway. Recommended course sequences are made in green within the pathway.
Secondary (Grades 9 – 12)	9	English I	Math I	World History	Earth & Environmental Science	Health/PE	Health Team Relations	Microsoft Word	1 Additional Elective	<b>Foundational Courses</b> Health Team Relations Biomedical Technology Health Science I Health Science II*
	10	English II	Math II & Math II Completer	Civics & Economics	Biology		Biomedical Technology	Foods I Or Marketing	1 Additional Elective	
	11	English III	Math III	American History I & American History II	Chemistry OR Physical Science	World Language I If College Track	Health Science I	Health Science II*	MED 110 Orientation to Medical Assisting	<b>Enhancement Courses</b> BM10 Microsoft Word & PowerPoint BM20 Microsoft Excel & Access MM51 Marketing FN41 Foods I FE60 Parenting and Child Development ME11 Entrepreneurship I BF10 Principles of Business & Finance BF05 Personal Finance CS97 CTE Internship
	12	English IV	One Additional Math	World Language II If College Track	1 Additional Elective	OS 110 Introduction to Computers	MED 118 Medical Law and Ethics	OS 110 Introduction to Computers	BIO 163 Anatomy & Physiology	
Post-Secondary (Year 13 & 14)	Program Leading to Associates Degree in Medical Assisting at Mayland Community College									<b>Courses Eligible for Articulation</b>  Health Science I = MED 121 and MED 122 Medical Terminology I and II  <b>Potential college savings available by taking CCP courses during high school:</b> <b>\$1,215.50</b> ***based on \$71.50/credit hour***
	13	MED 130 Administrative Office Procedures I MED 140 Exam Room Procedures I ENG 111 Writing and Inquiry MED 150 Lab Procedures I				MED 240 Exam Room Procedures II MED 260 MED Clinical Practicum (Externship) MED 262 Clinical Perspectives				
14	ENG 112 Writing/Research in the Disciplines MED 270 Symptomatology OST 148 Medical Coding Billing and Insurance ACC 115 or ACC 120 Accounting				BIO 110 or BIO 111 Biology BUS 137 Principles of Management MED 131 Administrative Office Procedures II OST 243 Medical Office Simulation Humanities Elective					

Additional Program Options Available at Mayland Community College				
Medical Office Administration Certificate (C45400)	Medical Office Administration Certificate (C45400A)	Medical Assisting Diploma (D45400)		
BIO 163 Basic Anatomy & Physiology MED 110 Orient. to Med. Assisting MED 121 Medical Terminology I MED 122 Medical Terminology II MED 118 Medical Law & Ethics	MED 121 Medical Terminology I MED 122 Medical Terminology II MED 130 Admin Office Procedures I OST 148 Med. Coding Billing and Ins. MED 118 Medical Law and Ethics MED 131 Administrative Office Procedures II CIS 110 Introduction to Computers	MED 130 Admin Office Procedures I MED 140 Exam Room Procedures I ENG 111 Writing and Inquiry MED 150 Lab Procedures I MED 240 Exam Room Procedures II MED 260 MED Clinical Practicum (Externship) MED 262 Clinical Perspectives		
<b>Credentials</b>				
High School – CPR and First Aid and National Consortium for Health Science Education Assessment Community College – Nurse Aide I Certification				
<u>Four-Year University - 2+2 Transfer Opportunities for Associate Degree in Nursing</u>				
<u>Career and College Promise Course Information</u>				
<p>Career and College Promise (CCP) courses allow high school students to earn college credit at the while still in high school. To be eligible to take these courses, students must:</p> <ul style="list-style-type: none"> <li>• Be a high school junior or seniors;</li> <li>• Have a weighted grade point average of 3.0 or higher or have the recommendation of their high school principal;</li> <li>• Meet the prerequisites for the Career Technical Pathway (as defined in the Career &amp; College Promise Operating Procedures)</li> </ul> <p>Eligibility Maintenance requires:</p> <ul style="list-style-type: none"> <li>• Continued progression toward high school graduation.</li> <li>• Maintain minimum 2.0 grade point average in college coursework after completing two courses.</li> </ul> <p>Student may enroll in up to two pathways simultaneously.</p>				

**EXHIBIT 5E**

<b>CALDWELL COMMUNITY COLLEGE &amp; TECH INSTITUTE NURSING &amp; ALLIED HEALTHCARE OFFERINGS</b>				
	<b>Degree</b>	<b>Diploma</b>	<b>Certificate</b>	<b>Cont. Ed</b>
<b><i>Nursing AND*</i></b>	x			
Nurse Aide I				x
Nurse Aide Refresher				x
Cardiovascular Sonography	x		x	
Medical Sonography	x			
Nuclear Medicine Technology	x	x		
Radiography	x			
Echocardiography			x	
Speech-Language Pathology Assistant	x	x		
Health Care Technology Institute				x
Health Unit Coordinator				x
<b><i>Medical Assisting*</i></b>	x			
Ophthalmic Medical Assistant		x		
Medication Aide				x
Phlebotomy				x
Physical Therapist Assistant	x			
Geriatric Physical Therapy				x
Pharmacy Technician				x
Massage Therapy				x
EMT - Basic				x
Paramedic				x

**\* Program also offered at Watauga Campus**

**EXHIBIT 5E**

<b>MAYLAND COMMUNITY COLLEGE NURSING &amp; ALLIED HEALTHCARE OFFERINGS</b>				
	<b>Degree</b>	<b>Diploma</b>	<b>Certificate</b>	<b>Cont. Ed</b>
Nursing ADN	x			
Practical Nursing (Pending Approval)		x		
Nurse Aid				x
Nurse Aid Certificate			x	
Geriatric Aid				x
Phlebotomy				x
Medication Aide				x
EKG Tech				x
EMT Paramedic				x
EMT Intermediate				x
EMT Basic				x
Medical Asst	x	x	x	
Medical Coding				x
Medical Office Administration			x	

**EXHIBIT 5E**

<b>WILKES COMMUNITY COLLEGE NURSING &amp; ALLIED HEALTHCARE OFFERINGS</b>					
	<b>Degree</b>	<b>Diploma</b>	<b>Certificate</b>	<b>Cont. Ed</b>	<b>Ed2Go(Cont. Ed)</b>
Nursing AD	✓				
Nurse Aid				✓	
Nurse Aid II				✓	
Nurse Aide Refresher				✓	
Physical Therapist Aide					✓
Phlebotomy				✓	
Pharmacy Tech				✓	✓
Medication Aide				✓	
EKG Tech				✓	
Radiography	✓				
Respiratory Therapy	✓				
Emergency Med Science	✓				
EMT Paramedic				✓	
EMT Intermediate				✓	
EMT Basic				✓	
Medical Assistant	✓	✓			
Medical Office Admin				✓	✓
Healthcare Billing/Coding				✓	✓
Advanced Coding CPT & Certifications Exam Review					✓
Medical Terminology					✓
CPR/First Aid				✓	
Advanced Cardiac Life Support				✓	
Pediatric Advanced Life Support				✓	
Anatomy & Physiology I					✓
Anatomy & Physiology II					✓
Dental Assisting		✓			

**EXHIBIT 5F**

TOP COMMUNITY COLLEGE & UNIVERSITY NURSING, CLINICAL & SUPPORT OFFERINGS IN HEALTHCARE					
Caldwell CC	Mayland CC	Wilkes CC	App State Univ	East TN State Univ	Lees McRae
<i>Nursing ADN</i>	Nursing ADN	Nursing ADN	Traditional RN	Traditional BSN	Traditional BSN
Nurse Aide I	Practical Nursing (Pending Approval)	Nurse Aid	RN BSN Online	RN - BSN	RN - BSN
Nurse Aide Refresher	Nurse Aid	Nurse Aid II	MSN	LPN - BSN	LPN - BSN (Pending Approval)
	Nurse Aid Certificate	Nurse Aide Refresher		MSN	RIBN Program (Pending Approval)
	Geriatric Aid	Physical Therapist Aide		DNP	
				PhD	
Radiography	EKG Tech	Radiography		BS Radiologic Science	
Echocardiography		EKG Tech		CT (Computed Tomograph) CERT ONLY	
Nuclear Medicine Technology				MRI (Magnetic Resonance Imaging) CERT ONLY	
Cardiovascular Sonography					
Medical Sonography					
		Respiratory Therapy		BS CardioPul (Resp)	
EMT - Basic	EMT Paramedic	Emergency Med Science	Paramedical		Bach Emer Med.Svc & Mgt
Paramedic	EMT Intermediate	EMT Paramedic			
	EMT Basic	EMT Intermediate			
		EMT Basic			
Speech Language Pathology Asst		CPR/First Aid			
Massage Therapy		Advanced Cardiac Life Support			
		Pediatric Advanced Life Support			
Health Care Technology Institute	Medical Coding	Medical Office Admin	Health Promotions	BS in Allied Health Leadership	BS in Health & Wellness Science (Pend. Approval)
Health Unit Coordinator	Medical Office Administration	Healthcare Billing/Coding	Health Care management	MS in Allied health	
		Advanced Coding CPT & Certifications Exam Review	Master's Health Administration		
		Medical Terminology	Gerontology Certificate		
			Phys Assistant		
<i>Medical Assisting*</i>	Medical Asst	Medical Asst			
Ophthalmic Medical Assistant					
Medication Aide	Medication Aide	Medication Aide			
Pharmacy Technician		Pharmacy Tech			
Phlebotomy	Phlebotomy	Phlebotomy			
Physical Therapist Assistant					
Geriatric Physical Therapy					
		Dental Assisting			

\* Program also offered at Watauga Campus





Direct Transfer Agreement – Lees-McRae College and Mayland Community College  
LMC RN to BSN Completion Program at Mayland Community College

**Rationale**

As a senior, liberal arts college, fully accredited by the Southern Association of Colleges and Schools, Lees-McRae College (LMC) enters into this articulation agreement with Mayland Community College (MCC). Both colleges enter into this agreement in their continuing efforts to meet the nursing needs of the citizen of western North Carolina and work cooperatively to provide access to higher education in the nursing field. This agreement will pertain to those MCC students who earn their Associate in Applied Science in Nursing who see to complete their Bachelor of Science in Nursing Degree in the Lees-McRae College RN to BSN Completion Program which is situated on the main campus of Mayland Community College. THE LMC RN to BSN Completion Program is accredited by the Commission on Collegiate Nursing Education (CCNE).

**Transferring Student Requirements and Provisions**

- A student entering with an Associate in Applied Science in Nursing from Mayland Community College as designated in this agreement will be registered with Junior class status at Lees-McRae College, with all the privileges and benefits available to students already enrolled at LMC, including eligibility for financial assistance, academic honors, student activities, development services, and social opportunities.
- A student transferring to Lees-McRae College under this agreement shall have academic credits earned at Mayland Community College accepted at face value, with the conditions that all requirements for graduation from MCC meet the program of study for LMC as detailed in this articulation agreement.

**Admission to Lees-McRae College and the RN to BSN Completion Program**

1. Students wishing to engage in this articulation agreement must have been awarded an Associate in Applied Science in Nursing as specified in this agreement from Mayland Community College.
2. Students articulating from Mayland Community College shall be considered a "transfer student" (as described in the Lees-McRae College Catalog at the time of application) and as such must meet all requirements for admission to Lees-McRae College under that status.
3. In addition, students must have obtained their North Carolina license as a registered nurse and be currently employed in nursing at least 20 hours per week.
4. When Lees-McRae College's Vice President of Extended Campus and Online Learning has received all of the appropriate documents for admission (as listed in the Lees-McRae College Catalog at the time of application), including an official transcript from Mayland Community College and two recommendations, the student will be notified of their acceptance to Lees-McRae College by the Vice President of Extended Campus and Online Learning.

**Agreement**

Lees-McRae College and Mayland Community College entered into this agreement beginning with the spring semester of the 2003-2004 academic year, and will continue this agreement until such time as it is either modified or cancelled by either party. It is understood by both parties that this agreement is subject to review and revision as appropriate. It is recommended that this agreement be reviewed, and revised if necessary, on a yearly basis to ensure compliance with all local, state, and national accrediting bodies' policies and expectations.

Both Lees-McRae College and Mayland Community College give mutual assurance that in performing their duties under this agreement, they will not discriminate on the basis of age, ancestry, citizenship status, color, disability, gender, national origin, race, religion, sexual orientation, veteran status, or other protected group. Reasonable accommodations for participation by disabled persons will be made available in compliance with Section 504 of the Americans with Disabilities Act.

This Articulation Agreement between LMC and MCC is entered into by the undersigned officials of each institution:

For LMC:

  
Bo Bennett

Vice President of Extended Campus  
And Online Learning

2/7/14  
Date

For MCC:

  
Rhia Crawford

Vice President of Curriculum, Instruction and Student  
Development

2-7-14  
Date

## ARTICULATION/TRANSFER AGREEMENT

### EAST TENNESSEE STATE UNIVERSITY Bachelor of Science Degree/RN to BSN Nursing<sup>1</sup> MAYLAND COMMUNITY COLLEGE Associate of Applied Science Degree/*Nursing*

**Mayland Community College**

<u>FRESHMAN</u>	<u>Fall</u>	<u>Spring</u>	<u>Summer</u>	<u>SOPHOMORE</u>	<u>Fall</u>	<u>Spring</u>
BIO 165 <sup>2</sup> , 166 <sup>2</sup> , 175 <sup>2</sup>	4	4	3	ENG 114	3	
ENG 111			3	NUR 113 <sup>2</sup> ; 211 <sup>2</sup> , 212 <sup>2</sup> , 213 <sup>2</sup>	10	15
ACA 118	2			PSY 241	3	
CIS 110; PSY 150	3	3		<u>Select one from:</u>		3
NUR 111 <sup>2</sup> , 117 <sup>2</sup>	10			ART 116, DRA 111, MUS 110		
NUR 112 <sup>2</sup> , NUR 114 <sup>2</sup>		10				
	19	17	6		16	18

**TOTAL HOURS: 76**

**COMPLETION OF THESE REQUIREMENTS DOES NOT GUARANTEE ADMISSION TO THE PROGRAM.**

**East Tennessee State University**

<u>SUMMER</u>	<u>Hours</u>	<u>FALL</u>	<u>Hours</u>	<u>SPRING</u>	<u>Hours</u>	<u>SUMMER</u>	<u>Hours</u>
HIST 2010, 2020	6	NRSE 2030 <sup>2</sup>	4	NRSE 4110 <sup>2</sup>	3	NRSE 4120 <sup>2</sup> (W,O)	3
<u>Select one from:</u>	3	NRSE 3200 <sup>2,3</sup> (T)	4	NRSE 3010 <sup>2</sup>	3	NRSE 4060 <sup>2</sup>	3
ENGL 2030, 2110, 2120, 2210 (W), 2220 (W), 2330, 2430 (W)		NRSE 2016	4	NRSE 3220 <sup>2</sup> (W)	3	NRSE 4062 <sup>2</sup>	8
<u>Select one from:</u>	3	MATH 1530	3	SPCH 1300 or 2300	3		
ENGL 3150 (W), 3280 (W); ENTC 3020; HIST 1110, 1120; PHIL 1030, 2020 (W), 2040 (O), 2640; RELI 2210		CSCI 1100	3				
		[may test out]					
	12		15 [18]		12		14

**TOTAL HOURS: 53 [56] + [7]<sup>3</sup> = 60 [63]**  
**TOTAL DEGREE CREDITS: 136 [139]**

<sup>1</sup>See attached Admission Criteria and Application Procedure for additional program requirements and information.

<sup>2</sup>A 'C' or higher is required in all Science, Health Science, and Nursing Courses. College of Nursing policy limits the number of attempts for these courses.

<sup>3</sup>Upon completion of NRSE 3200, credit [7 hours] given through assessment. For additional information, visit [www.etsu.edu/etsucon](http://www.etsu.edu/etsucon). To schedule an appointment with an advisor, please contact, Office of Student Services, (423) 439-4578 or (888)-376-8773.

one oral, and one using information technology. You must take these courses at ETSU as transfer credit does not satisfy the intensive requirements. In this articulation agreement, these courses are indicated by: Writing (W), Oral (O), and Using Information Technology (T). NOTE: Intensive courses are built into ETSU program requirements. They are not additional hours.

**CHECK WITH NURSING ADVISOR TO MAKE SURE ALL INTENSIVE REQUIREMENTS ARE MET.**

For more information, consult with the ETSU College of Nursing at (423) 439-4578 or toll free number 1-888-37NURSE.

Transfer students with 50 or more transferable hours are required to take half the intensives requirements; two writing,

Updated 3/12/13

Articulation Agreement between Caldwell Community College & Technical Institute  
Associate Degree Nursing and Lenoir-Rhyne University Bachelor of Science Degree  
with Major in Nursing (Hickory RIBN)

- A. A minimum cumulative GPA of 3.0 is required for admission to the Hickory RIBN. Students admitted to Hickory RIBN must meet admission requirements of CCC&TI and LRU. CCC&TI RIBN admission standards will meet the standard admission requirements for degree seeking students at LRU. Retention in the nursing major is contingent on maintaining a grade of "C" or higher in all required courses in the major.
- B. Year 2 and 3 nursing courses completed at CCC&TI meet the requirements for an Associate Degree Nursing and satisfy graduation requirements. These courses do not directly transfer to LRU but after successful completion of NUR 420 Transition to Professional Nursing during semester eight, 39 semester hour credits will be awarded.
- C. To graduate from LRU with a Bachelor of Science Degree with a Major in Nursing, all students must complete the degree requirements per academic regulations listed in the LRU catalog.
- D. This agreement will run continually without need for renewal. Updates to the agreement will be initiated and processed every two years. The update process will be completed as follows: copies of this agreement will be distributed to Chairs & Directors/Deans/Provost by February 1 of each update year. Updates or "no change" approval to this agreement should be returned by March 15. If curriculum changes are identified by either institution during the review process, parties from both institutions will review and approve the proposed changes and make necessary updates to the course equivalency outline.
- E. Either party upon written notice can terminate this agreement. If the agreement is terminated, CCC&TI students who have matriculated at LRU can continue until completion of the bachelor of science degree if they are continuously enrolled at LRU. Also, students who are enrolled at CCC&TI at the time may continue under the terms of the agreement as long as they are continuously enrolled. If the student ceases enrollment for two regular academic semesters, he/she must re-enroll under the most recently adopted agreement.

Lenoir-Rhyne University

Caldwell Community College  
& Technical Institute

  
Dr. Larry Hall (Provost)      7/26/16  
Date

  
Dr. Kenneth Boham      6/25/16  
Date

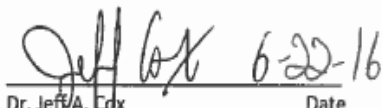
Articulation Agreement between Wilkes Community College  
Associate Degree Nursing and Lenoir-Rhyne University Bachelor of Science Degree  
with Major in Nursing (Hickory RIBN)

- A. A minimum cumulative GPA of 3.0 is required for admission to the Hickory RIBN. Students admitted to Hickory RIBN must meet admission requirements of WCC and LRU. WCC RIBN admission standards will meet the standard admission requirements for degree seeking students at LRU. Retention in the nursing major is contingent on maintaining a grade of "C" or higher in all required courses in the major.
- B. Year 2 and 3 nursing courses completed at WCC meet the requirements for an Associate Degree Nursing and satisfy graduation requirements. These courses do not directly transfer to LRU but after successful completion of NUR 420 Transition to Professional Practice during semester nine, 39 semester hour credits will be awarded.
- C. To graduate from LRU with a Bachelor of Science Degree with a Major in Nursing, all students must complete the degree requirements per academic regulations listed in the LRU catalog.
- D. This agreement will run continually without need for renewal. Updates to the agreement will be initiated and processed every two years. The update process will be completed as follows: copies of this agreement will be distributed to Chairs & Directors/Deans/Provost by February 1 of each update year. Updates or "no change" approval to this agreement should be returned by March 15. If curriculum changes are identified by either institution during the review process, parties from both institutions will review and approve the proposed changes and make necessary updates to the course equivalency outline.
- E. Either party upon written notice can terminate this agreement. If the agreement is terminated, WCC students who have matriculated at LRU can continue until completion of the bachelor of science degree if they are continuously enrolled at LRU. Also, students who are enrolled at WCC at the time may continue under the terms of the agreement as long as they are continuously enrolled. If the student ceases enrollment for two regular academic semesters, he/she must re-enroll under the most recently adopted agreement.

Lenoir-Rhyne University

Wilkes Community College

  
Dr. Larry Hall (Provost)      7/26/16  
Date

  
Dr. Jeff A. Cox      6-22-16  
Date

**EXHIBIT 5J**

**Appalachian State Health Care Graduate Programs**

**NURSING:**

- Master of Science in Nursing

**ALLIED HEALTH GRADUATE PROGRAMS**

- Health Administration (ONLINE)
- Gerontology Certificate (ONLINE)

**COLLABORATIVE GRADUATE PROGRAMS**

- Physician's Assistant Program (Wake Forest program housed at ASU)

**East Tennessee State Health Care Graduate Programs**

**NURSING:**

- Master of Science in Nursing
- Doctor of Nursing Practice
- Doctor of Philosophy in Nursing

**ALLIED HEALTH GRADUATE PROGRAMS**

- Master of Science in Allied Health

## **6. Work-Based Learning**

Work-Based Learning is both an educational as well as a training strategy that provides pathway enrollees with real-life work experiences where they can apply academic theory with on-the-job training. It's a concept that has been in practice for many years and is an integral part of workforce development and creating a healthy employee pipeline. The High Country Workforce Development Board strongly encourages and emphasizes On-the-Job Training (OJT) Programs in addition to paid work experiences as a work-based learning training strategy for WIOA-eligible adults, dislocated workers, and youth.

Healthcare employers work very closely with the county schools, local colleges and universities in coordinating work-based learning opportunities. Results from a survey distributed to both industry and educators alike show these options available to students in the region (Exhibit 6A, 6B & 6C). Clinical hours or internships are mandated by state law for licensure and certifications in various nursing and allied healthcare professions. As a result, LEAs and post-secondary institutions have contract agreements or informal affiliations with public and private healthcare agencies to ensure students fulfill the required amount of hours needed per profession (Exhibit 6D).

The NCWorks Career Centers located in the High Country support healthcare professions by promoting CNA training programs offered at the three (3) community colleges in the region. Career Center WIOA staff disseminate information and enroll interested adult, dislocated and youth clients in the colleges' respective Nursing Aid certificate programs.

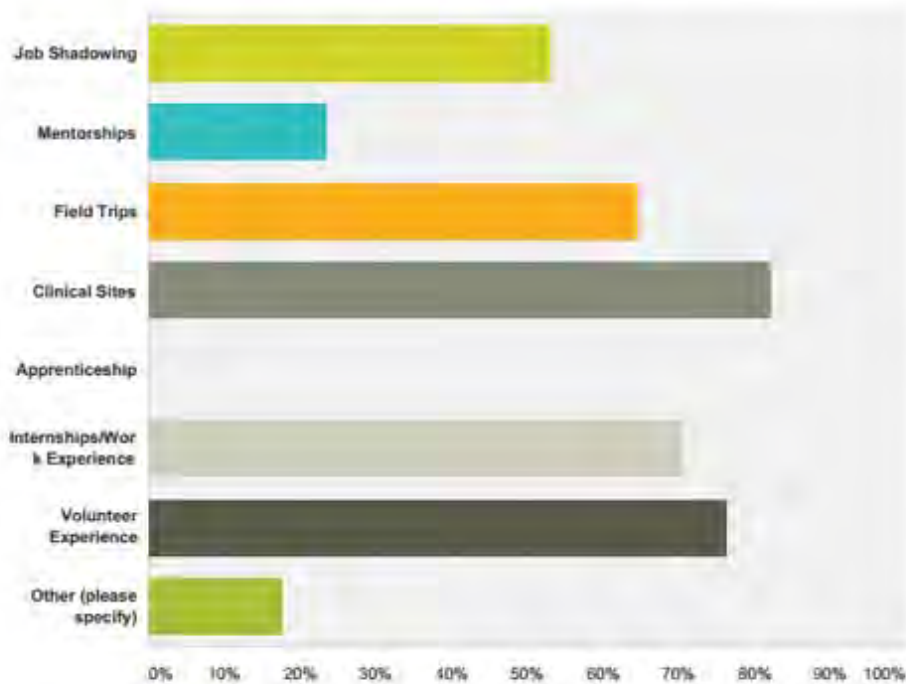
At the High Country's second healthcare planning meeting in January, employers pointed out that while they have a vested interest in providing internships and clinical settings for regional students, there are some practical limitations. Of concern is that many of the healthcare settings are small, some under 50 beds, and it isn't possible to have quality practicums with students if the ratio between staff/preceptor and student is more than the ratio between staff and patient. Thus, having more interns than patients is not optimal. The healthcare settings are at their peak in terms of how many students they accept. In turn, colleges and training programs have caps on how many students can be in each program because there must be sufficient practicum settings relatively nearby.

EXHIBIT 6A

High Country Survey Responses on Work-Based Learning Opportunities

**Q24 Students in the health care pathway have the opportunity to participate in the following work-based learning opportunities (please choose all that apply):**

Answered: 12 Skipped: 19



Answer Choices	Responses
Job Shadowing	52.94%
Mentorships	23.53%
Field Trips	64.71%
Clinical Sites	82.35%
Apprenticeship	0.00%
Internships/Work Experience	70.59%
Volunteer Experience	76.47%
Other (please specify)	17.65%
<b>Total Respondents: 17</b>	

#	Other (please specify)	Date
1	Summer Health Science Camp experiences	2/10/2017 11:06 AM
2	Field Placements	2/10/2017 10:21 AM
3	preceptorship (nursing)	2/9/2017 3:59 PM

**High Country Survey Responses on  
Work-Based Learning Opportunities by Employer**

**1. Life Care Center of Banner Elk**

**Q4:** My organization participates in the following types of work-based learning opportunities for students  
(Please choose all that apply):

**Mentorships, Clinical Sites, Internships/Work Experience, Volunteer Experience**

**2. Appalachian Regional Healthcare System**

**Q4:** My organization participates in the following types of work-based learning opportunities for students  
(Please choose all that apply):

**Job Shadowing, Clinical Sites, Internships/Work Experience, Volunteer Experience**

**3. Villages of Wilkes Traditional Living**

**Q4:** My organization participates in the following types of work-based learning opportunities for students  
(Please choose all that apply):

**Internships/Work Experience, Volunteer Experience**

**4. Alleghany Memorial hospital,**

**Q4:** My organization participates in the following types of work-based learning opportunities for students  
(Please choose all that apply):

**Job Shadowing, Mentorships, Internships/Work Experience, Volunteer Experience,  
Other (please specify) Med Camp**

**5. Forest Ridge Assisted Living**

**Q4:** My organization participates in the following types of work-based learning opportunities for students  
(Please choose all that apply):

**Clinical Sites, Internships/Work Experience, Volunteer Experience**

**6. Margate Health and Rehab**

**Q4:** My organization participates in the following types of work-based learning opportunities for students  
(Please choose all that apply):

**Job Shadowing, Clinical Sites, Internships/Work Experience, Volunteer Experience**

**7. Wilkes Regional Health and Rehab**

**Q4:** My organization participates in the following types of work-based learning opportunities for students  
(Please choose all that apply):

**Clinical Sites, Unpaid Internships/Work Experience, Job Shadowing**

**8. Ashe Memorial Hospital**

**Q4:** My organization participates in the following types of work-based learning opportunities for students  
(Please choose all that apply):

**Job Shadowing, Clinical Sites, Volunteer Experience, Camp Med, Internships/work Experience**

## EXHIBIT 6C

### High Country Survey Responses on Work-Based Learning Opportunities by School

#### 1. Caldwell Community College

Q24: Students in the health care pathway have the opportunity to participate in the following work-based learning opportunities (please choose all that apply):

**Mentorships, Field Trips, Clinical Sites, Volunteer Experience, preceptorship (nursing)**

#### 2. Mayland Community College

Q24: Students in the health care pathway have the opportunity to participate in the following work-based learning opportunities (please choose all that apply):

**Clinical Sites, Volunteer Experience**

#### 3. Wilkes Community College

Q24: Students in the health care pathway have the opportunity to participate in the following work-based learning opportunities (please choose all that apply):

**Mentorships, Field Trips, Clinical Sites, Internships/Work Experience, Volunteer Experience**

#### 4. Appalachian State University

Q24: Students in the health care pathway have the opportunity to participate in the following work-based learning opportunities (please choose all that apply):

**Internships/Work Experience, Field Placements**

#### 5. East Tennessee State University

Q24: Students in the health care pathway have the opportunity to participate in the following work-based learning opportunities (please choose all that apply):

**Mentorships, Field Trips, Clinical Sites, Internships/Work Experience, Volunteer Experience**

#### 6. Lees-McRae College

Q24: Students in the health care pathway have the opportunity to participate in the following work-based learning opportunities (please choose all that apply):

**Job Shadowing, Clinical Sites, Volunteer Experience**

#### 7. Ashe County Schools

Q24: Students in the health care pathway have the opportunity to participate in the following work-based learning opportunities (please choose all that apply):

**Job Shadowing, Field Trips, Clinical Sites, Internships/Work Experience, Volunteer Experience**

#### 8. Avery County Schools

Q24: Students in the health care pathway have the opportunity to participate in the following work-based learning opportunities (please choose all that apply):

**Job Shadowing, Mentorships, Field Trips, Clinical Sites, Internships/Work Experience, Volunteer Experience,**

#### 9. Mitchell County Schools

Q24: Students in the health care pathway have the opportunity to participate in the following work-based learning opportunities (please choose all that apply):

**Job Shadowing, Field Trips, Clinical Sites, Internships/Work Experience, Volunteer Experience**



**10. Watauga County Schools**

Q24: Students in the health care pathway have the opportunity to participate in the following work-based learning opportunities (please choose all that apply):

**Field Trips, Clinical Sites, Internships/Work Experience, Volunteer Experience**

**11. Wilkes County Schools**

Q24: Students in the health care pathway have the opportunity to participate in the following work-based learning opportunities (please choose all that apply):

**Job Shadowing, Field Trips, Clinical Sites, Internships/Work Experience, Volunteer Experience**

**12. Yancey County Schools**

Q24: Students in the health care pathway have the opportunity to participate in the following work-based learning opportunities (please choose all that apply):

**Job Shadowing, Field Trips, Clinical Sites, Internships/Work Experience, Volunteer Experience**

### CLINICAL AFFILIATIONS by Community Colleges in the High Country

Caldwell Community College & Technical Institute	Mayland Community College	Wilkes Community College
Avante at Wilkesboro Blowing Rock Hospital (ARHS) Deerfield Ridge Assisted Living Elk River Medical Associated Glenbridge Health and Rehabilitation Laboratory Corporation of America Watauga Medical Center Alleghany School System (Speech Language Pathology Assistant (SLPA)) Ashe County Schools (SLPA) Ashe County Sharing Center (NUR) Ashe Developmental Daycare (NUR) Ashe Services for the Aging (NUR) Avery County Schools (SLPA) Glenbridge Health & Rehabilitation (NUR, Nurse Aide) Grandfather Home for Children (NUR) Hospitality House of Boone Area, Inc. (NUR) Physical Therapy Associates of Wilkes (PTA) T. Cate Trate, MD (Medical Assisting) Orthocarolina (MA, PTA) Watauga County Board of Education (NUR, PTA) Wilkes County Schools (PTA, SLPA)	Avery County EMS Bakersville Community Health Center: Bakersville Office & Spruce Pine Office (ADN, PN) Blue Ridge Healthcare (ADN...All Clinical Programs) Blue Ridge Regional Hospital (ADN, PN, NA, Phlebotomy, MA, EMS) Brian Center (ADN, PN, NA) Crossnore School Clinic (ADN, PN) Hospice and Palliative Care of the Blue Ridge (ADN, PN) Life Care of Banner Elk (ADN, PN, NA, Phlebotomy) Madison Health and Rehabilitation (NA) Medi Home Hospice of Avery County (ADN, PN) Mission Hospital, Inc. (ADN, MA, Phlebotomy) Mitchell House (NA) <b>Mountain States Health Alliance:</b> Franklin Woods Community Hospital, Johnson City Medical Center, Sycamore Shoals Hospital, Woodridge Hospital, etc. (ADN & Phlebotomy) Smoky Ridge Health & Rehabilitation (ADN, PN, NA) The McDowell Hospital (ADN, MA, EMS) Toe River Health District: Mitchell County Health Department (ADN & PN) <b>All Practicum Sites for Medical Assisting:</b> Bakersville Community Health Center: Bakersville Celo Medical Center Drs. Chad Smoker & Brie Folkner: Spruce Pine Drs. Smoker & Folkner : Burnsville Mission Primary Care Yancey Center Mission Primary Care Spruce Pine Tate Surgical Clinic Appalachian Eye Associates Alta Ridge Foot Specialists Spruce Pine & Mars Hill Baker Center for Primary Care (APPRHS) Cannon Hospital Sites (APPRHS) Watauga Medical Center	Alleghany Care and Rehab, Center Alleghany Memorial Hospital Ashe Family Healthcare Ashe Memorial Hospital Ashe Pediatrics, PLLC Avante Nursing and Rehabilitation of Wilkes Blue Ridge HealthCare Blue Ridge Pediatric and Adolescent Medicine Boone Urology Broughton Hospital Caldwell Memorial Hospital Catawba Valley Internal Medicine Catawba Valley Medical Center Family Care Center Forest Ridge Assisted Living Grayson Nursing and Rehabilitation Hugh Chatham Memorial Hospital Margate Health and Rehabilitation Orthopedic Specialists of Wilkes Valley Nursing Center West Wood Hills Nursing and Rehabilitation Center Wilkes County Health Department Wilkes Regional Family Medicine Wilkes Regional Medical Center Wilkes Senior Village Wilkes Surgical Associates WRMC Hospital Operating Corporation

	<p><b>MAYLAND CONTINUED:</b> Internal Medicine and Family Practice APP Urgent Care Mountain Medical Arts First Care Medical Great Beginning's Pediatric Dentistry Health and Wellness Initiative <b>McDowell Hospital:</b> Satellite Offices Nebo &amp; Glenwood Community Medicine Old Fort McDowell Pediatrics Family Medicine Nebo Family Medicine Glenwood McDowell Urgent Care</p>	
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**CLINICAL AFFILIATIONS**  
**by Colleges & Universities within the High Country**

Lees-McRae College	Appalachian State University	East Tennessee State University
<p>Appalachian Regional Healthcare System (ARHS)            Ashe Medics, Inc.            Ashe Memorial Hospital            Avery County Emergency Medical Services            Avery County YMCA            Avery County Schools            Bayada Home Health Care            Blue Ridge Medical Center            Blue Ridge Pediatric Clinic            Brookside Health and Rehabilitation            Cannon Memorial Hospital            Caldwell County Hospice            Caldwell Memorial Hospital            Catawba Pediatrics            Catawba Valley Behavioral Health            Catawba Valley medical Center            Crossnore School for Children            Daymark Recovery Center            Foley Center at Chestnut Ridge            Grandfather Home for Children            Higgins Memorial United Methodist Church            High Country Community Health            Hospice of McDowell County            Hospice of Blue Ridge            Hospice of Yancey County and Palliative Care            Hospitality House of Boone            Medi-Home Health &amp; Hospice            Mission Health System            Mountain States Health Alliance (Sycamore Shoals Hospital, Johnson City Medical Center, Franklin Woods Community Hospital)            Lifecare of Banner Elk            Northeast Correctional Complex            Smokey Ridge Health and Rehabilitation            Synergy Home Care            Toe River Health District            Wilkes Regional Hospital</p>	<p>Alexander Co. Health Department            Alexander County Schools            Alleghany Co. Health Department            Alleghany Co. Schools            Alleghany Memorial Hospital            American Emergency Vehicles            Appalachian District Health Department            Appalachian Regional Healthcare System: Watauga, Blowing Rock, Cannon, &amp; Appalachian Medical Associates            Ashe Co. Health Department            Ashe County Schools            Ashe County Memorial Hospital            Autumn Care of Drexel NC            Blue Ridge Healthcare System: Grace, Valdese, Grace Ridge Retirement, Grace heights, College Pines, Physician Offices, &amp; Phifer Wellness Center            Blue Ridge Pediatrics            Brookside Rehabilitation and Care            Broughton Hospital            Buncombe County Department of Health            Burke County Health Department            Burke County Schools            Burke Hospice            Cabarrus Health Alliance            Caldwell Co. Health Department            Caldwell Hospice and Palliative Care            Caldwell Memorial Hospital            Cannon Memorial            Carolina Rehab Center of Burke            CaroMont Health            Catawba Co. Public Health            Catawba Valley Medical Center            Center on Aging and Health            Children’s Developmental Services Agency            Cleveland County Healthcare System            Community Care Clinic – Boone            Community Care Partners of Buncombe County            Cornerstone Health Care P.A.            Frye Regional Medical Center</p>	<p><i>Currently East Tennessee State University does not have any clinical affiliations in North Carolina. This is a result of regulations that did not permit crossing state lines between TN and NC. The regulations are now relaxed. At some point in the future, it is anticipated that ETSU will attempt to establish clinical and training sites within NC bordering counties.</i></p>

<p>Watauga Medics, Inc.</p>	<p>Gaston County Schools  Gaston Co. Health Department  Gaston Hematology and Oncology  Gentiva Health: Capital Resources, LLC  d/b/a, Gentiva Health Services, Home  Health Agency – Watauga and Wilkes  Glenbridge Health and Rehab Center  Good Samaritan Clinic  <b>APPALACHIAN CONTINUED:</b>  Gordon’s Hospice House  Grandfather Home for Children  Greater Hickory Cooperative  Healthcare  Greystone Health Care Center  Guardian Home Health Care  Harnett County DSS  Helping Hands Clinic – Lenoir  High Country Community Health Clinic  High Country Health Care System  Hospitality House of Boone  Lincoln Co. Health Department  Life Care Centers of America – Banner  Elk  McLeod Addictive Center – Boone,  Hickory  Medi Home Hospice  Mitchell Co. Health Department  Mission Health  Mountain States Health Alliance  Johnson City, TN  NHC Healthcare Johnson City, TN  North Carolina School for the Deaf  Novant Health/Forsyth Medical Center  Winston-Salem  RHA Health Services  Ruby Pardue Blackburn Adult Day Care  Center  Rutherford/Polk/McDowell Health  Districts  Shaire Nursing Center  Sunrise Rehab and Care Center  Surry Co. Health Department  Surry Co. Schools  Toe River Health District  Transylvania Co. Volunteers in  Medicine Clinic  Tyson Farms – Wilkesboro  United Hospice – North Wilkesboro  Wake Forest Baptist Health  Watauga County Board of Education  Watauga Co. Health Department</p>	
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	<b>APPALACHIAN CONTINUED:</b>	
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	Watauga Medical Center Home Health Western Carolina University Wilkes County Schools Wilkes Developmental Day School Wilkes Co. Health Department Wilkes Regional Medical Center Wilkes Senior Village Yancey Co. Health Department	
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**CLINICAL, INTERNSHIP & JOB SHADOWING AFFILIATIONS  
by County School Systems within the High Country**

Alleghany County	Ashe County	Avery County	Mitchell County
Oliver Eye Care Alleghany Memorial Hospital Alleghany EMS Twin Oaks Vet Clinic Ashley Flowers Family Dentistry Genesis Healthcare	Dr. Joel Yates, DDS Forest Ridge Assisted Living Villages of Ashe Assisted Living Mountain Town Dental Ashe Memorial Hospital	Roan Mountain Animal Hospital Avery County Animal Hospital Appalachian Regional Health Care System Dr. Julius Aldridge, DDS Dr. William Burrow, DDS Avery County Sheriff's Office Newland Fire Department YMCA of Avery County	Blue Ridge Hospital, The Brian Center, The Mitchell House, Bakersville Community Health Center, Spruce Pine Family Medical Center Mitchell Veterinary Hospital

Watauga County	Wilkes County	Yancey County
Appalachian Regional Healthcare System (APPRHS) Appalachian State University Caldwell Community College and Technical Institute Deerfield Assisted Living Center Boone Physical Therapy Mountain Laurel Family Practice Appalachian Family Practice Boone Physical Therapy	Villages of Wilkes Skilled Care Villages of Wilkes Assisted Living Ruby Pardue Blackburn Adult Day Care West Wood Hills Nursing & Rehabilitation Center Wilkes Regional Medical Center - Health Care Challenge Wilkes Regional Medical Center - Camp Med. Avante Skilled Nursing Center at Wilkesboro Reins Sturdivant Funeral Home Pruitt Health-Elkin Hugh Chatham Medical Center Physical Therapy of Wilkes Tri-County Orthopedics Wilkes County Health Dept. Dr. Mary Lou Church (MD) Foothills Center for Women Brame Huie Pharmacy "I CAN" Pediatric Therapy Dr. Shinaman Dentistry OP Smiles Pediatric Dentistry Blue Ridge Chiropractic Center Southern Dental Associates Chatham Nursing and Rehabilitation Center Boomer Medical Center Dr. Karolyn Bowman (MD) Dr. Gavin Harrell Dentistry Riverview Animal Hospital Wilkes Veterinary Hospital State Road Animal Hospital	<i>Yancey County doesn't have interns in the Health Science field. The Nursing Pathway students take classes at Mayland Community College and MCC's clinical sites.</i>

## 7. Multiple Points of Entry and Exit

The High Country Nursing and Related Healthcare partnership has developed a pathway which allows entrance from many points: whether a high school student, a high school graduate, some work experience, from zero to several credentials, with a diploma, certificate, associates or bachelor's degree and/or with many years of experience. As highlighted in Exhibit 7A, the pathway has entry and exit ramps for a wide variety of the population including everyone from youth to the unemployed, dislocated, as well as active duty or transitioning military service members and special populations ( such as vocational rehabilitation clients).

Based on education and training offerings in the region, below are a few occupations for which potential healthcare enrollees could prepare:

- |   |  |
|---|--|
| <ul style="list-style-type: none"><li>• Certified Nurse Assistant</li><li>• Medical Assistant</li><li>• Phlebotomist</li><li>• Dental Assistant</li><li>• Billing and Coding Specialist</li><li>• Respiratory Therapist</li></ul> | <ul style="list-style-type: none"><li>• Radiologic Technician</li><li>• Medical Lab Technologist</li><li>• MRI Technologist</li><li>• Registered Nurse</li><li>• Health Services Director</li><li>• Plus many more....</li></ul> |
|---|--|

By taking a series of non-degree classes and certification coursework, an adult enrollee could qualify as a semi-skilled employee in the healthcare setting in as little as six (6) weeks. Should enrollees decide at a later time to return to school, their successfully completed CNA program seamlessly is accepted by the community college system, thus allowing them to be accepted into the nursing program. A high school senior can go from CNA to RN in as little as two (2) years if they complete the Nursing Aide class by the end of senior year.

Comments from the February 15<sup>th</sup> Articulation, WBL, & On-Off Ramp working committee suggested it is challenging for the adult CNA to make the leap to an RN, although it's a logical precursor to becoming a LPN or RN. The challenges start with the fact that CNAs earn just a little above minimum wage. The typical CNA more than likely **has** to work, and frequently has a family. The idea that they can stop working to become a full-time student in a demanding RN degree program is not realistic. The group didn't have the answer, but going forward, the Nursing and Related Healthcare Pathway committee may wish to look into this more carefully, or there's the risk of leaving CNAs down on the lower rung of the career pathway ladder. It was mentioned that some employers are flexible with CNAs and allow them a more flexible work schedule so that they could further their education. Wilkes Regional Medical Center and Alleghany Memorial Hospital are among the two (2) mentioned that are flexible with their employees.



High Country healthcare employers were curious and open to the idea of hiring veterans that have the appropriate skill sets. The three (3) community colleges are willing to accept prior learning and training of active duty military and veterans as transfer credits, but it is offered on a case-by-case basis as long as they submit their military training and course work transcript for review. Andrew Holland, the Local Veteran Employment Representative for the High Country, has attended the healthcare pathway meetings. He distributed a Recruiting Practices flyer for employers that expressed interest in hiring veterans (Exhibit 7B).

Local NC Vocational Rehabilitation staff have participated in the High Country healthcare pathway meetings as well. At the February 15<sup>th</sup> meeting, David Lopp discussed how NC Vocational Rehabilitation services can work with employers as well as with clients. He provided a brochure for meeting attendees (Exhibit 7C) so that healthcare employers can get a better idea of how this agency can provide skilled employees for the healthcare pipeline.

**EXHIBIT 7A**

**HIGH COUNTRY NURSING  
CAREER PATHWAY LADDER**



*CAREER PATHWAYS SHOW HOW ADDITIONAL EDUCATION AND TRAINING CAN HELP YOU MOVE INTO VARIOUS OCCUPATIONS. THIS IS A REPRESENTATIVE EXAMPLE OF POTENTIAL CAREER GROWTH IN NURSING. IT MAY NOT INCLUDE ALL JOB CLASSIFICATIONS.*



**EXHIBIT 7A**

**HIGH COUNTRY  
DIAGNOSTIC & TECHNICAL  
HEALTHCARE SUPPORT  
CAREER PATHWAY LADDER**



*CAREER PATHWAYS SHOW HOW ADDITIONAL EDUCATION AND TRAINING CAN HELP YOU MOVE INTO VARIOUS OCCUPATIONS. THIS IS A REPRESENTATIVE EXAMPLE OF POTENTIAL CAREER GROWTH IN DIAGNOSTIC & TECHNICAL HEALTHCARE SUPPORT ROLES. IT MAY NOT INCLUDE ALL JOB CLASSIFICATIONS.*

LOCAL SCHOOLS:  
APPALACHIAN STATE, EAST TN STATE, LEES MCRAE

**BACHELOR'S DEGREE**  
 • PARAMEDICAL  
 • RADIOLOGIC SCIENCE  
 • EMERGENCY MED SVC & MGMT

SALARY RANGE:  
\$34,000—\$77,000

LOCAL SCHOOLS:  
MAYLAND COMM. COLLEGE, CALDWELL CC&T, WILKES COMM. COLLEGE, EAST TN STATE

**ASSOCIATES DEGREE**

SONOGRAPHY	SPEECH PATH ASST
NUCLEAR MED TECH	MEDICAL ASSISTING
RADIOGRAPHY TECH	PHY THERAPIST ASS'T
ECHOCARDIOGRAPHY	RESPIRATORY THERAPY
COMPUTED TOMOGRAPHY	MRI

SALARY RANGE:  
\$34,000—\$56,000

**CERTIFICATE/TECHNICAL PROGRAM COMPLETER**

PHLEBOTOMIST	MEDICAL ASSISTANT
DENTAL ASSISTANT	EKG TECH
PT ASSISTANT AIDE	EMT
MEDICATION AIDE	PHARM TECH
SONOGRAPHY	OPHTHALMIC MED ASST

SALARY RANGE:  
\$22,000—\$32,000

**HIGH SCHOOL / GED ON-THE-JOB TRAINING**

NO HIGH GROWTH JOBS AT THE HIGH SCHOOL LEVEL IN THIS PATHWAY

**EXHIBIT 7A**

**HIGH COUNTRY ADMINISTRATIVE HEALTHCARE SUPPORT CAREER PATHWAY LADDER**



*CAREER PATHWAYS SHOW HOW ADDITIONAL EDUCATION AND TRAINING CAN HELP YOU MOVE INTO VARIOUS OCCUPATIONS. THIS IS A REPRESENTATIVE EXAMPLE OF POTENTIAL CAREER GROWTH IN ADMINISTRATIVE HEALTHCARE SUPPORT ROLES. IT MAY NOT INCLUDE ALL JOB CLASSIFICATIONS.*



## Recruiting Practices That Will Help Your Company Draw In Veterans

Military veterans are some of the most highly skilled and highly experienced employees and managers among the U.S. workforce. Less than 1% of the population has ever served in the military—it's quite an elite group. The jobs within the military are as diverse and varied as in the civilian world. Here are some ideas to help build a strong veteran hiring program.

- 1. Ensure Top Down Support:** Your company brand sets the purpose and tone for hiring veterans, and addresses the 'why' question: *Why is your company interested in recruiting veterans?* Be sure to articulate your business values and demonstrate how your company follows through on those values. Make sure the initiative has support of senior managers. A Veteran hiring program effects the entire organization and change is not something that can be done in a silo. Be sure everyone is on the same page, including understanding the investment and potentially longer time frames involved in hiring veterans.
- 2. Be Savvy In Translating Skills:** The military uses job codes with descriptions of responsibilities and duties (MOS-Military Occupational Specialty codes), but most veterans do not have the civilian employee background to intuitively know how those codes translate into civilian roles. Know how to translate military jargon into civilian skills. Use skill translators, such as [www.military.com/skills-translator/mos-translator](http://www.military.com/skills-translator/mos-translator) that can translate those military skills. Employers need to take the initiative to do some investigative work and map out the military job codes that fit the roles of the company.
- 3. Learn About The Differences In Culture:** The military operates from a very cut-and-dried, command and control culture. To be promoted, job requirements must be fully met. Many veterans aren't aware that civilian jobs are often flexible and that overall experience may count for what they lack in requirements. Often veterans won't apply because of assumptions about needed prerequisites. Also, the military's respect for authority may inhibit them from showing much, if any, personality in an interview. This can mislead hiring managers who take this as a sign of lack of interest or a wrong cultural fit.
- 4. Be Proactive In Reaching Out:** Be assertive about putting your company and the job opportunities you have before veterans. The popularity of the veteran market today, makes the market flooded with websites that address it, but there remains a lack of a mega site for veteran hiring. Recruiters should attend job fairs, be present and talk with veterans about their military roles...ask questions, explain, educate and listen. Offer something of value. Clearly outline how a military background is a good fit for your organization. A good rule of thumb is to get to know the transition base

contact. Usually they are part of the Military and Family Readiness office or Transition Assistance Program.

5. **Don't Be Scared Of PTSD:** The majority of veterans haven't engaged in combat and don't have Post-Traumatic Stress Disorder. Even those who do have it, the condition often does not preclude them from being employable. Be aware that you can't specifically ask if a veteran has PTSD or how their military service has affected their well-being. ALSO, remember that the Uniformed Services Employment and Reemployment Rights Act (USERRA) prohibits employers from asking if a veteran was honorably discharged.
6. **Provide Ongoing Transition Support:** Adjusting from a military to civilian culture is no less intense than adjusting to a foreign culture. It takes time to unlearn habits and ways of being that drove their military success but aren't part of the civilian culture. Many veterans are looking for a job that has a team environment, a strong sense of community and family atmosphere. Provide veteran employees with education about the ways and customs of your business culture. Many veterans have strong leadership and managerial skills and have been given more fiscal and people management responsibility at younger ages than their civilian workers.

## FREE VETERAN RECRUITING WEBSITES

<https://www.ncworks.gov> (we have veteran representatives from the coast to the mountains willing to help with your recruiting needs.)

[www.Military.com](http://www.Military.com)

[www.HireVetsFirst.gov](http://www.HireVetsFirst.gov)

[www.TurboTap.org](http://www.TurboTap.org)

[www.HelmetstoHardhats.org](http://www.HelmetstoHardhats.org)

[www.USAJobs.gov](http://www.USAJobs.gov)

High Country Questions? Contact:

**Andrew Holland**

Local Veteran Employment Representative

336-838-5164

[william.holland@nccommerce.com](mailto:william.holland@nccommerce.com)

**EXHIBIT 7C**

**Employees to Match Your Jobs.**

**You've got product to deliver, deadlines to meet, customers to serve—and you need people to help you get the job done.**

But you don't need a costly, time-consuming hiring process. That's where we can help.

We refer screened, trained applicants to businesses all across North Carolina.

**We've helped thousands of employers reduce the dollars and time they spend on hiring. How?**

By matching your workplace needs to the skills and experience you need in a new hire — and by following up with customized consultation to help ensure that your new hire is a good fit.



*"VR evaluated the jobs here to make sure there was really good fit. They've always been willing to go the extra mile."*  
— Edward Gaines, Greyhound Bus Lines, Raleigh

**VR Services Stay On the Job.**

Last year, North Carolina businesses hired thousands of individuals referred by VR.

Now these workers are bringing to their jobs a wide range of valuable skills, experience, and know-how.

To many of these individuals, we provided counseling, evaluation, training or education. To many others, we may have provided training or coaching at the jobsite.

And as they settled into their new jobs, our VR professionals stood as a ready resource for them and their new employers.

**The bottom line: VR can bring you the skills your business needs.**



*"VR not only helped with the initial hiring, they followed up to make sure that we continued to do well together. I encourage employers to consider VR."*  
— Dr. Joanna Tysor, Tysor Veterinary Clinic, Siler City

**'An Outstanding Resource...'**

*"I like working with VR because of their genuine care, concern and ongoing support for both the employee and the employer."*  
Deana Merrell, Washington-Duke Inn and Golf Club, Durham

*"VR has found us prompt and productive employees who were easy to train...and has assisted in on-the-job training which allows our small business to continue to grow."*  
David Rogers, Rogers Screen Printing, Lumberton

*"The most successful employers are those who focus on the employee's abilities, so both can grow together. A big reason employers hire through VR is that VR facilitates that process."*  
Phil Kosak, Carolina Fine Snacks, Greensboro

*"An outstanding resource for qualified individuals, VR has helped in every way, including visiting our jobsite and taking care of necessary documentation."*  
Johnny Smith, Trader Construction Co., New Bern

*"VR not only helped with the initial hiring, they followed up to make sure that we continued to do well together. I encourage other employers to consider VR."*  
Dr. Joanna Tysor, Tysor Veterinary Clinic, Siler City

*"VR screens and matches people to jobs. We've had high productivity, lower turnover and lower absenteeism with our VR-referred employees."*  
Kristy Dixon, McLaurin Parking, Raleigh

*"VR is a reliable source of good employees for any type of company. We are pleased to have found this valuable resource and would recommend VR services to everyone."*  
Mike Manning, Coastal Enterprises, Jacksonville



*"VR staff are very hands-on, answering all my questions and assisting with paperwork. I will definitely look to VR when we have jobs to fill."*  
— Kim Woolard, AppWood Doors, Morganton

**Seize the VR Advantage.**

- ◆ **Minimize your turnover.** VR refers screened applicants who match your job requirements.
- ◆ **Cut your hiring costs.** You can reduce your screening and training needs for new hires.
- ◆ **Cut your training costs** with VR's on-the-job training.
- ◆ **Get no-cost follow-up** and consultation on any employee with a disability.
- ◆ **Qualify for one or more tax breaks** when you hire a VR-referred applicant.
- ◆ **Retain valuable workers.** We can help you keep workers who acquire a disability while employed.

**VR Unit Offices Toll-Free**

Albemarle	1-877-699-7579
Asheville	1-877-832-3832
Boone	1-888-521-5054
Burlington	1-800-570-7668
Chapel Hill	1-888-359-3695
Charlotte	1-888-521-5484
Dunn	1-888-877-8745
Durham	1-888-666-4916
Elizabeth City	1-877-699-7576
Fayetteville	1-888-258-1473
Forest City	1-877-282-0760
Gastonia	1-877-282-0757
Goldensboro	1-877-858-8465
Greensboro	1-877-727-4506
Greenville	1-877-858-8461
Henderson	1-800-495-8220
Hickory	1-855-820-1113
Jacksonville	1-877-858-8471
Lexington	1-877-727-4508
Lumberton	1-888-231-8259
Morganton	1-877-472-2729
New Bern	1-877-858-8470
Pinehurst	1-888-445-9218
Raleigh	1-888-479-6095
Rocky Mount	1-877-699-7573
Salisbury	1-866-760-8282
Sylva	1-877-282-0753
Washington	1-877-242-6177
Whiteville	1-877-699-7575
Wilmington	1-877-832-3831
Wilson	1-877-832-3837
Winston-Salem	1-877-699-7578

**North Carolina Division of Vocational Rehabilitation Services**

2801 Mail Service Center • Raleigh, NC 27699-2801  
1-800-689-9090 • (919)855-3500 • TTY (919)855-3579  
VP (919)324-1500 • FAX (919)733-7968 • www.ncdhrs.gov/dvrs

State of North Carolina • Pat McCrory, Governor  
Department of Health and Human Services • Altona Z. Woe, MD, Secretary  
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**VR Employment Services for North Carolina Business**

## 8. Evaluation

The High Country healthcare partnership is committed to ensuring that the Career Pathway for nursing and allied health continues to grow and strengthen through an established career pathway and it remains relevant with changing needs. If successful it should result in the following:

- Healthcare employers are able to obtain skilled employees to meet their needs;
- Students, job seekers, and workers have adequate training opportunities to obtain the training at a multitude of points along the career pathway to obtain unsubsidized self-sufficient employment within the healthcare field; and
- Training institutions are able to attract talented potential students to healthcare training programs to meet employer needs.

To be successful, the pathway must facilitate industry's ability to recruit and hire qualified workers for the ever-evolving workplace that contributes to the region's economic strength and long-term prosperity while meeting the healthcare needs of region.

The evaluation plan will measure progress and identify components and activities that need to be addressed by a continuous improvement process through the initial collection of baseline data and annual evaluation and measurement of improvement or increasing participation in training and career development activities.

### Evaluation Work Group Goals

Develop an evaluation and performance measurement system for the nursing and healthcare pathway. The plan includes the following:

- Definition of success including goals and timelines;
- Baseline data;
- Regular assessments; and
- Mechanism for updating the pathway and associated strategies.

### Definition of Success

- Meeting the need of the nursing and allied health industry in the High Country by providing/increasing the pipeline of a highly, qualified skilled workforce;
- Meeting the needs of students, job seekers and workers by providing relevant training and employment as they progress along the pathway's on and off-ramps; and
- Implement an evaluation process that will collect additional data for an on-going annual review. Three-year goals will be established for each data element collected using the baseline data.



**Baseline Data**

The High Country region began work on its new healthcare career pathway in December, 2016. Over the course of four (4) meetings, the Evaluation workgroup looked at what data it wanted to collect annually to determine if a truly effective pipeline of skilled workers was in place to meet the needs of local employers.

After reviewing other applications, Bill Robertson, Region C Workforce Development Board, shared its data collection framework. Region C was successful in collecting the information for its area taking approximately three months to collect it. The High County plans to replicate that success.

The data elements identified in the following charts will be used to develop the initial baseline data, which will be completed by July 1, 2017. The initial baseline data will be utilized to develop the basis of a plan for long-term evaluation. It is expected that since the healthcare sector is forecasted to grow approximately two percent (2%) per year for the period of 2014 to 2024 that the annual goal will reflect an annual growth of at least two percent (2%) for each subsequent year.

<b><i>Secondary Education 2015/2016 Academic Year Baseline Data and 3-year goals</i></b>	<b>Baseline 2015/16</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
<i>Number of students participating in the health related occupational work-based learning opportunities</i>				
<i>Number of employers providing health occupational work-based learning opportunities</i>				
<i>Number of students enrolled in health-related programs</i>				
<i>Number of students completing health- related occupational training programs</i>				
<i>Number of students who earned certificates, diplomas, and/or associate degrees relating to health occupations</i>				
<i>Number of students earning state or nationally awarded board certifications (nursing/CNA/Radiography, etc.)</i>				

<b><i>Post-Secondary Ed. 2015/2016 Academic Year Baseline data and 3-year goals</i></b>	<b>Baseline 2015/16</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
<i>Number of students participating in the health related occupational work-based learning opportunities</i>				
<i>Number of employers providing health occupational work-based learning opportunities</i>				
<i>Number of students enrolled in health-related programs</i>				
<i>Number of students completing health-related occupational training programs</i>				
<i>Number of students who earned certificates, diplomas, and/or associate degrees relating to health occupations</i>				
<i>Number of students earning state or nationally awarded board certifications (nursing/CNA/Radiography, etc.)</i>				

<b><i>WIOA (dependent on funding) High Country WDB Program Year 2015/2016 Baseline Data and 3-year goals</i></b>	<b>Baseline 2015/16</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
<i>Number of participants enrolled in health occupational training at a community college or other institution of higher learning funded by WIOA</i>				
<i>Number of participants earned health occupation related credentials</i>				
<i>Number of pathway completers entered employment</i>				
<i>Number of participants involved in health occupational work-based learning activities.</i>				

## Goals for Evaluation/Improvement

As determined through the industry panels and interaction with community partners during the development of this pathway it has been established that the local hospitals are experiencing high-demand for registered nurses and difficulty filling open positions. Long-term care facilities experience difficulty in filling and retaining certified nursing assistant (CNA) positions.

Educational programs for registered nursing (both AS and BSN) are at or near capacity within the region. Strategies for expanding opportunities will be evaluated as part of the on-going evaluation of the Certified Career Pathway. Over the past 10 to 15 years local career development activities have been enhanced to facilitate interest in nursing and the allied health occupations for potential new students. While it has been a little harder to track over the last couple years, **historically about 60 to 65 percent of the HCWDB's WIA/WIOA participants were enrolled in classroom training activities in a healthcare-related training program.** Several of these individuals have received WIA-funded services have been selected as recipients of the NC Governor's Award in Workforce Development and recognized at the annual Partnership Conference. These individuals completed healthcare training and went on to obtain employment in the healthcare sector (Exhibit 8A).

Unlike many other occupations, work-based learning is a requirement for most, if not all, certifications in the nursing and allied health field. Capacity for practical experience during training programs is currently at or near capacity within the region, and expanding those opportunities will be a challenge. Practicum sites are at a premium with many hospitals, care facilities, and practices now charging fees for their participation.

## Mechanism for Updating the Pathway and Associated Strategies

Data collection will be conducted annually. Analysis of the data will be the responsibility of the career pathway evaluation work group and shared with the larger advisory group including industry representatives, educators, and regional NCWorks/WDB staff. Additional industries will be included in order to craft modifications necessary to achieve the success and goals of the pathway. Goals may be modified, up or down, as the process progresses through the annual evaluation periods. New sets of goals will be established at the end each three-year period.

Additionally, as the system for tracking employment for community college programs rates is developed, a random sampling of industries that have been identified as hiring graduates will be selected to evaluate the quality of the training received through the pathway. A survey will be conducted to collect specific details of the quality and skills of graduates received through the programs that are included in the project.

## Austin Harrell: WIA Youth Program & On-the-Job Training Have Great Chemistry

Austin Harrell entered the WIA Youth Program in August of 2012. Being from a single-parent home, finances were very tight, so Austin's dreams of attending college were unimaginable. His mother worked as a school bus driver and doing odd jobs in order to support herself, Austin, and her 90 year old mother, of whom they were the primary caregiver.

At that time Austin was 19 years old and had taken some college courses at Appalachian State University (ASU). However, he had been unable to return to college due to the cost, even with a Pell grant. He felt he needed to help support the family, but also knew without an education, that would be difficult. With the help of his case manager, Austin developed a plan to return to school with loan assistance he could afford to repay and with the help of WIA funding. Austin and his case manager also reviewed lots of labor market information to find the best fit with Austin's interest in geology, research, and chemistry.

In May of 2016, Austin graduated with his chemistry degree from ASU. The Business Services Representative at the NCWorks Career Center contacted Baxter's Corporation who was willing to hire Austin through an On the Job Training (OJT) contract, even though he did not have work experience. He began work as a Quality Lab Associate in the Chemistry lab in August. At a starting pay of \$23.55 per hour, Austin has not only found a job he loves, but a job making enough to be able to live in the local area and assist his mother and grandmother.

The Mitchell County NCWorks Career Center is proud to help retain our young talent here at home!



## Barbara Kelly: New Skills and Degree Turned Layoff into a New Career

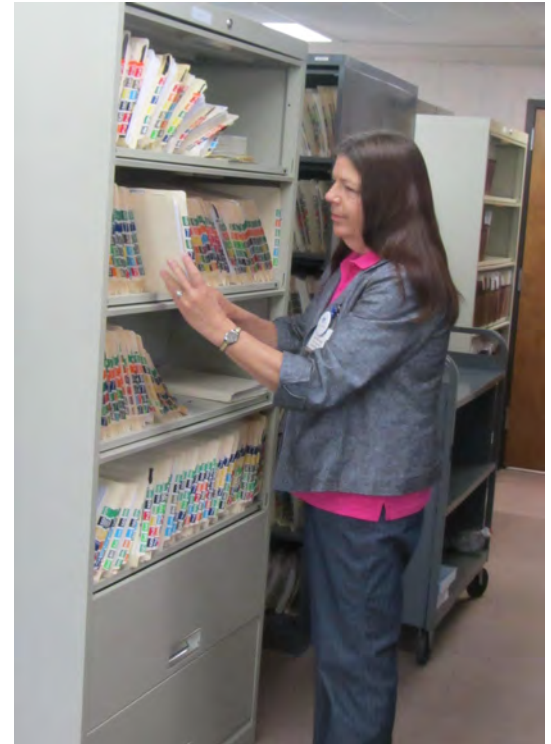
Barbara Kelly was laid off from her job with Gates Corporation in July 2012 when the factory closed and relocated. She met with a Career Advisor in the Wilkes NCWorks Career Center to discuss her options for work or additional training. She knew she wanted to do something in the medical field but felt she could not physically do some of the more hands-on work with patients.

Barbara decided to return to school and pursue training in Health Information Technology through Pitt Community College. This program allowed her to take part of her classes at Wilkes Community College, transfer them to Pitt, and then complete her degree online.

Barbara was enrolled into intensive Workforce Investment Act (WIA) services to assist with her first semester of training in August 2012, prior to her Trade Adjustment Act (TAA) assistance that began spring semester of 2013. Working together WIA/WIOA and TAA were able to provide the training assistance and career development support needed for Barbara to successfully earn her Associate Degree from Pitt Community College in Health Care Technology in December 2014. Barbara was committed to complete her training which often required her to travel from home to another county to ensure she was able to have secure internet access for her online classes. After earning her degree, she sat for and passed the American Health Information Management Association (AHIM) test, a nationally recognized certification to become a registered health information technician in April 2015.

Despite the degree and national certification, Barbara struggled to find employment. Utilizing special US Department of Labor National Emergency Grant Job Driven Initiative (NEG-JDI) funding, staff were able to find an On-the-Job Training (OJT) funded employment opportunity for Barbara with Alleghany Memorial Hospital in Sparta as a HIT Management Supervisor.

Barbara worked hard and successfully learned new skills and completed her OJT on December 29, 2015 and continues to work for the hospital where she is responsible for selecting, training, and evaluation of all department employees as well as meeting external agency regulatory standards.



Barbara's hard work and determination enabled her to take this major life-changing event and turn it into an opportunity to pursue her career interest. Barbara not only gained specialized career and professional skills, but also grew personally and is grateful for the assistance the NCWorks system provided her.

## Melinda Fox: Supporting Her Family

Melinda Fox enrolled in WIA in October 2009 after losing her job as a part-time cashier/manager. She had always held lower wage jobs that were not enough to support her family. As a married mother of three children, she wanted to obtain the skills necessary to gain employment that would provide for her children.

Her youngest child, who was preschool age at the time, had always had severe skin problems which doctors could not diagnose. While Melinda was participating in the program, her child was diagnosed with a rare skin condition of which only cases overseas had ever been found. The closest place for treatment was in Denver. Melinda had to arrange with teachers to be able to do her course work while she spent weeks in Denver for her daughter's treatment. Upon returning home, she was required to cleanse every single item in her home to prevent infection. Her daughter had to be wrapped in fresh bandages several times per day for months.

Through all this, Melinda kept her eye on her goal and never let go of that dream. Melinda completed phlebotomy training in January 2010. She enrolled at Mayland Community College (MCC) in the LPN program and completed it in July 2012. She then started her AAS degree in nursing through the advanced placement program at MCC. She completed her RN degree in May 2014. Melinda immediately went to work full-time at Johnson City Medical Center in the Neuro/PCU step down unit on night shift making \$22.00 per hour. She is now considering options for earning her BS degree. She has security now in the fact that she will always have the skills necessary to support her family.



## Sarah Ellis: Climbing Career Mountains

After attaining her GED in 2010, Sarah Ellis knew she needed more education to support her daughter, Jaden. As a single mother, Sarah realized didn't have any marketable skills and that she needed career-focused training. Referred by her best friend, Sarah visited the Mitchell County NCWorks Center to inquire about the WIA program. That visit four years ago started Sarah's ascent up her career mountain, along the way transforming her into a confident, career-ready young professional.

When Sarah enrolled in WIA she lacked solid work experience and needed a start in life. Career Coach, Allen Cook, said, "Sarah was smart enough to know she needed help and made the tough first step of asking for it."

Armed with career counseling and her career coach's advice to "take her climb one step at a time," Sarah enrolled in the fall semester for pre-nursing training at Mayland Community College. In December of 2011, Sarah attained her first credential, a Nurse Aide 1 Certification. With a successful first semester, Sarah carried confidence into 2012 and kept climbing. In both semesters that year, Sarah made the Dean's List. Having a career facilitator and advocate to celebrate successes and make adjustments with Sarah gave her extra confidence.

During the summer of 2013, Sarah and Allen discussed the need for professional work skills. WIA funds were available for a work experience, and Sarah chose to work at the Mitchell NCWorks Center as an office assistant. Sarah still looks back at the summer job as a time of great maturing and learning how to act in a professional setting. She said, "Working at the center helped me gain valuable customer service skills and was a positive first job experience."

In the fall of 2013, Sarah was accepted into the Mayland Registered Nurse program. Sarah said that her two years in the RN program was her toughest two years of training. With WIA's help Sarah was able to make through the program, and a few weeks ago, she passed her state boards and graduated with an Associate's Degree in Nursing. Sarah plans to start work and enroll in the Lees McRae College BSN program this fall and continue up her career mountain.



## Brittany Broman: NC Governor's Award Winner

Brittany Broman is a dedicated and loyal Get REAL youth program participant, student, employee, and parent. Knowing the challenges she would face of being a young single parent, her goal was to obtain a degree and employment that would support her family.

Through her hard work and the support of Get REAL, she completed an Associate in Arts degree at Wilkes Community College in 2010 then continued her education at the university level. During the 2012-2013 program year, Brittany worked avidly toward the completion of her Bachelors of Social Work at Appalachian State University, making the Dean's list for the fall semester of 2012. She also worked part-time as a kitchen shift supervisor at Laurel Ridge Camp, Conference, and Retreat Center in Laurel Springs where she continued to gain valuable transferrable skills.

In May 2013, Brittany graduated from ASU with a Bachelors of Social Work degree. During her last semester she also completed an internship with the Alleghany County Department of Social Services (DSS) where she successfully learned new skills and managed her own caseload. Due to her hard work and dedication, on May 28 Brittany started a full-time position with Alleghany County DSS as a Social Worker III in Children Services.

During the past year Brittany has gained an abundance of knowledge through her studies, her work, and Get REAL including ethical guidelines; understanding the justice system; interviewing skills; time management; and how to interact with others with an open mind without the interference of personal bias, values, and beliefs. Brittany has developed confidence in herself in being a mother and a professional on her journey to complete her four-year degree and obtain self-sufficiency.

Along with Brittany's academic and employment accomplishments, she has remained an active participant in the Get REAL youth program working closely with her youth career coach. She regularly attended monthly Get REAL workshops - such as ones on resumes and self-awareness - as well as numerous one-on-one meetings, volunteer opportunities, and has been a role model for other participants.

Brittany believes in community service and giving back to the community. Within the past year, she has volunteered with the Ashe County Children's Christmas Project in December of 2012 and assisted with cleaning garden beds and visiting with residents at Forest Ridge Assisted Living in April of 2013.



Brittany is very compassionate and exhibits this through volunteer work and concern for others. Courtney Hartzog, Brittany's Career Coach, once asked her about her decision to pursue social work as a career. Brittany explained, "In addition to wanting to work with children and their families, I was inspired by my own experience in becoming a parent at eighteen, and I want to provide information and support to young women facing parenting and unintentional pregnancies."

Brittany received the North Carolina Governor's Award for Excellence in Workforce Development at the North Carolina Workforce Development Partnership Conference in Greensboro on October 17, 2013.



## Stacie Allen: Receives NC Governor's Award

When Stacie Allen of Burnsville was laid off in June of 2009 from the public school system where she was an assistant in an exceptional children's classroom, she automatically knew she wanted to use the opportunity to make a better life for her three children 7, 5, and 3.

After visiting the Yancey JobLink Center and discussing her career path with Career Counselor Donna Kelly, she was enrolled in the Workforce Investment Act (WIA) dislocated worker program.

With a career goal in mind, Stacie applied and was accepted into the Registered Nursing Program at Mayland Community College. Working hard and going through difficult life trials, Stacie remained focused to successfully complete her training.

According to Stacie, the most challenging part of going back to school and then following through with it was "financially affording to go back when I had a mortgage and other bills and not knowing if I would have enough money to pay them."

Going back to school can be a tough thing to do. Stacie found it to be very rewarding, especially "finding out I could still do the work – that my brain still worked that well."

Stacie's children were ok with her going back to school, and it got them thinking about going to college one day. However, there weren't any group homework sessions.

"When it came to their homework, I wanted to make sure that was their time. I would do mine after they were done," Stacie said.

With help from WIA and her Career Counselor, Stacie graduated in May 2012 with an AAS Degree in Nursing with a GPA of 3.47. In June 2012, Stacie passed her board exam and became a North Carolina registered nurse and began working at Brookside Rehabilitation and Care and then moved on to her current position at Blue Ridge Medical Center.

Stacie loves her work at the medical center. "What I like about being an RN is that I'm not frozen into one position. I have options."



Now earning twice her prior wages, Stacie is proud of her determination and the new life she has started for her family.

The NC Commission on Workforce Development recognized Stacie as well as the other outstanding individuals and businesses as part of the 2012 Workforce Development Partnership Conference in Greensboro during the awards banquet on November 1st.



# NCWorks career pathways

Nursing/Healthcare NCWorks Certified Career Pathway  
March 2017

My organization supports the development of the nursing/healthcare career pathway in the High Country region and will commit to its implementation.

Melance Wheeler Mills	Melance W. Mills
Printed Name	Signature

Health Careers and Workforce	NWAHEC
Title Development Coord.	Organization

Lana Smith	Lana Smith
Printed Name	Signature

Director of Human Resources	Ashe Memorial Hospital
Title	Organization

Courtney Bennett	Courtney M. Bennett
Printed Name	Signature

HR Director	Allegheny Memorial Hospital
Title	Organization



Nursing/Healthcare NCWorks Certified Career Pathway  
March 2017

My organization supports the development of the nursing/healthcare career pathway in the High Country region and will commit to its implementation.

Amber Falise	
Printed Name	Signature

Career Development Coord.	Wilkes County Schools
Title	Organization

Larry Taylor	
Printed Name	Signature

Director Wilkes Development Health	WCC
Title	Organization

Debbie Woodard	
Printed Name	Signature

Dean, College Readiness	Wilkes Community College
Title	Organization



# NCWorks career pathways

Nursing/Healthcare NCWorks Certified Career Pathway  
March 2017

My organization supports the development of the nursing/healthcare career pathway in the High Country region and will commit to its implementation.

SALLY J WOODRING	
Printed Name	Signature

Dir Volunteerserv/career pathways	ARHS
Title	Organization

Keith Deveraux	
Printed Name	Signature

Director	High Country Workforce Development Board
Title	Organization

Cameron Reichen	
Printed Name	Signature

Executive Director	Fourt Ridge Assisted Living
Title	Organization



Nursing/Healthcare NCWorks Certified Career Pathway  
March 2017

My organization supports the development of the nursing/healthcare career pathway in the High Country region and will commit to its implementation.

D. Terry Bawls	
Printed Name	Signature

EXECUTIVE Director	APPALACHIAN STATE UNIVERSITY
Title	Organization

MARIA BRASWELL	
Printed Name	Signature

REHABILITATION COUNSELOR II	NC DIV. OF VOCATIONAL REHAB.
Title	Organization

Shane Fox	
Printed Name	Signature

Executive Director	High Country Council of Governments
Title	Organization



Nursing/Healthcare NCWorks Certified Career Pathway  
March 2017

My organization supports the development of the nursing/healthcare career pathway in the High Country region and will commit to its implementation.

Melissa Selly	
Printed Name	Signature

Executive Director	Community Care Clinic
Title	Organization

Chris Edwards	
Printed Name	Signature

Asst. General Manager	Chetola Resort
Title	Organization

PAUL CROUSE	
Printed Name	Signature

CTE DIRECTOR	ALLEGHANY CO SCHOOLS
Title	Organization



Nursing/Healthcare NCWorks Certified Career Pathway  
March 2017

My organization supports the development of the nursing/healthcare career pathway in the High Country region and will commit to its implementation.

Angela McCormick	
Printed Name	Signature

Counselor In Charge	NC DVRS
Title	Organization

Felicia Culbreath-Setzer	
Printed Name	Signature

Regional Operations Director	NCWORKS / Dept. of Commerce
Title	Organization

R. Gail Pinkham	
Printed Name	Signature

Project Director-SCSEP	High Country Area Agency on Aging
Title	Organization



Nursing/Healthcare NCWorks Certified Career Pathway  
March 2017

My organization supports the development of the nursing/healthcare career pathway in the High Country region and will commit to its implementation.

Joallen Lowder	
Printed Name	Signature

CTE Director	Ashe County Schools
Title	Organization

ANDREW HOLLAND	
Printed Name	Signature

LOCAL VETERAN EMPLOYMENT REP.	NC DIV. OF WORKFORCE SOLUTIONS
Title	Organization

GREG WADDE	
Printed Name	Signature

MANAGER	NC Dept of Commerce / AWS
Title	Organization





**Nursing/Healthcare NCWorks Certified Career Pathway**  
**March 2017**

**My organization supports the development of the nursing/healthcare career pathway in the High Country region and will commit to its implementation.**

Barbara T. Norris	Barbara T. Norris
Printed Name	Signature

Dept chair, Health Sciences	Caldwell Community College
Title	Organization

Linda E. Connolly	[Signature]
Printed Name	Signature

Sr Strategic HR Business Partner	Mission Health-Blue Ridge Reg Hospital
Title	Organization

Anita D Lowe	[Signature]
Printed Name	Signature

Manager	NCWorks Career Center / DNS
Title	Organization



Nursing/Healthcare NCWorks Certified Career Pathway  
March 2017

My organization supports the development of the nursing/healthcare career pathway in the High Country region and will commit to its implementation.

John Green	
Printed Name	Signature

Business Consultant	Mayland Community College/NCWorks
Title	Organization

Laura Fero	
Printed Name	Signature

Dean of Nursing & Health Science	Lee-McRae College
Title	Organization

Kelly Welsh	
Printed Name	Signature

Employment + Occupational Health Manager	Appalachian Regional Healthcare Systems
Title	Organization



Nursing/Healthcare NCWorks Certified Career Pathway  
March 2017

My organization supports the development of the nursing/healthcare career pathway in the High Country region and will commit to its implementation.

Tierra Stark	
Printed Name	Signature

CTE Coordinator	Watauga County Schools
Title	Organization

Scott Vaughn	
Printed Name	Signature

Director of Student Services	East Tennessee State University, College of Nursing
Title	Organization

Kim S. Davis	
Printed Name	Signature

Director Career Technical & STEM Ed	Avery County Schools
Title	Organization