

SUCCESS STORY: JAYDEN'S JOURNEY

Student Experience: Jayden

Becoming a CNA has improved my determination and capability of handling very strange, and sometimes life threatening situations. I am thankful for this opportunity!



Parent/Guardian's Viewpoint: Alicia

This program changed my granddaughter's life. She took this course her senior year during the pandemic, and this made the hands-on part of the program challenging because the nursing facilities allowed limited access. I am proud of Jayden for keeping up with the program while attending high school, and while working her part-time job. This all motivated her, gave her direction, and helped her gain adult responsibility. The staff at SSC helped Jayden achieve her goal of becoming a CNA and also with her placement at Samaritan Bethany, where she is still employed. Jayden loves her job. She has developed close relationships with the residents and loves them like family. Jayden is taking classes at RCTC and is hoping to get into the Nursing program. Thank you to the CNA team at SSC for all you have done for our family.

Employer's Experience: Rachael, Samaritan Bethany

Jayden is an energetic individual open to learning and trying new things. Jayden started at Arbor Terrace as a Homemaker and transitioned to a Care Attendant after passing her CNA test and getting checked off by Arbor nursing for medication competencies. Jayden is dedicated to her residents and provides quality care. She continues to grow and learn new things through the help of teammates.

Employer's Experience: Denielle, Samaritan Bethany

Jayden has made an impact beyond her coworkers and patients while working as a CNA. As told by the adult daughter of a patient of whom Jayden took exemplary care, Jayden went above and beyond in her duties. The patient was in declining health, and Jayden intentionally made visits - even when not scheduled - coming in to say goodbye before the woman passed.

The daughter, who was in retirement, approached Samaritan Bethany about open positions similar to Jayden's, even though she had previously been employed as a nurse anesthetist, describing the impact Jayden made on her by the care she gave her dying mother. She now works as a CNA at Samaritan Bethany.

Program Partners:



Communication of Changed Legislation Leads to Increased Candidate Pools for Employers

Historically Minnesota CNAs needed to be 18 years old to use the Hoyer Lift. Few employers were informed when federal legislation now included 16 and 17-year-olds who could assist in using the equipment under the supervision a person 18 or older who is trained on how to use that machine. Many employers shared they were not aware of the change and immediately changed their operational practices. In addition, employers started recruiting younger employees, opening up a new pool of candidates for employability.

Contract MOU's Replace PSEO & Concurrent Enrollment Eliminating Barriers to Dual Credit Options for Youth

Minnesota State College Southeast utilized a Memorandum of Agreement instead of the traditional PSEO or Concurrent Enrollment model to provide dual credit options for students. This approach makes the opportunity an equitable financial investment for high schools and colleges. It allows the post-secondary partner keeps their tuition, the high schools to keep their state funding, and students to be eligible for both high school and college credit while getting training and an industry-recognized credential.

High School Labs Reduce Youth Accessibility Barriers

Minnesota State College Southeast will bring its CNA program to students in the high school setting while high schools outfit a learning lab with industry-recognized equipment and supplies. This model decreases transportation barriers and brings otherwise inaccessible programming to disenfranchised youth. Minnesota State College Southeast will integrate virtual and hands-on experiences with industry into its delivery model.

Relationships Matter

A student was offered a career opportunity at a local medical prison while working at a skilled nursing facility during her 90-day paid work experience. In addition, this offer included a \$10,000 sign-on bonus. The student turned down the opportunity. She chose to stay at the skilled nursing facility because of the relationships she had developed with the staff and residents.

The Self Discovery Process for Youth Is Key

During the program, one student experienced someone passing away during her hands-on learning portion of this course. She realized the CNA path was not for her. The student was grateful to have had the experience and not to experience a financial loss while working toward a career. It pushed her to explore other careers that better aligned with her interests.

The Support Lead to Confidence and Competency

After a student aged out of the program, she attended college in another state. The new state required an additional 15 hours of practical skills experience. The student, with the assistance of her instructor, showed competence in her training experience, and the employer waived the additional training requirements to employ the student.

Youth Want to Attend School

One struggling student who participated in the free and reduced lunch program, found this opportunity allowed her to earn a regular wage through paid work experience. The ability to make money to purchase new clothing gave her confidence, alleviating social pressure and encouraged attending school more regularly.

