



**Daniel M. Hull and Dale P. Parnell
Partnership Excellence
2009 Award Presentation**

**A Comprehensive Approach
for
Worksite Learning
in the
Health Sciences
Career Pathway**



Partners

- Brunswick County Schools, NC
- Brunswick Community College, NC
- Doshier Memorial Hospital
- Brunswick Community Hospital
- Brunswick County Health Department
- Emergency Management Services
- Numerous local medical practices, health care facilities, emergency service providers, public services agencies, and community organizations.

Target Population and Eligibility Requirements

- Students exposed to health science career exploration activities in 9th and 10th grades
- 11th and 12th grade students selected for participation in job shadowing and internship opportunities based on application
- Interested 10th, 11th and 12th grade students register for Allied Health courses
 - Students with final grade of B or higher and 80 or higher on the end-of-course exam qualify for articulated college credit. Qualifying students awarded articulated credit once they enroll at the community college.

Target Population and Eligibility Requirements (continued)

- ◆ Students continue in a seamless manner into various health science programs on community college level:
 - ◆ Health Information Technology, Phlebotomy, Certified Nursing Assistant, etc.
 - ◆ Students admitted in the Practical Nursing and Registered Nursing Programs based on point system and Nurse Entrance Test (NET) scores.

Community Challenge

- ◆ Brunswick County, NC is a retirement destination:
 - Growing need for medical services and personnel due to aging demographics.
 - BCC's expanded nursing program provides a much needed pool of qualified nursing candidates for possible hiring at Brunswick Community Hospital—which is expanding its facility to a new location—as well as Doshier Memorial Hospital.
- ◆ Growing interest in health sciences careers by high school students.

Strategies

- ◆ Tech Prep Consortium strives for comprehensive approach to worksite learning in the health sciences career pathway.
 - The health sciences career pathway curriculum prepares students to locate, secure, keep and change careers within the health sciences arena by enabling students to:
 - Evaluate their career selection, demonstrate employability skills and satisfactorily perform work-related competencies with real-time feedback from local business leaders through their work-based learning activities.
 - In some cases, these work-based experiences help students clarify their need to change their career goals.

Strategies (continued)

- ◆ Brunswick County health sciences program begins with career exploration in the ninth grade (career management course).
- ◆ Health science courses articulated with the community college; job shadowing and internships for high school students.
- ◆ Certificates and associates degrees for postsecondary students.
- ◆ Paid internship opportunities for educators (teachers & counselors) to stay apprised of current healthcare practices and workforce needs.
- ◆ Allied health students are encouraged to pursue the national Career Readiness Certificate by participating in the WorkKeys job skills assessment system, endorsed by most businesses.
- ◆ Employers serve on both the high school's programs' and BCC's programs' advisory boards, as well as participate in institutional effectiveness surveys at BCC.

Strategies (continued)

- ◆ Work-based learning experiences are evaluated through provided evaluations as well as internship student feedback papers and business evaluations.
- ◆ Each activity, such as the healthcare careers symposium, provides evaluation forms for all participants to offer feedback.
- ◆ Various professional development trainings—such as a local workshop lead by the Center for Occupational Research and Development (CORD)—regularly provide educational opportunities for instructional delivery and assessment for educators.

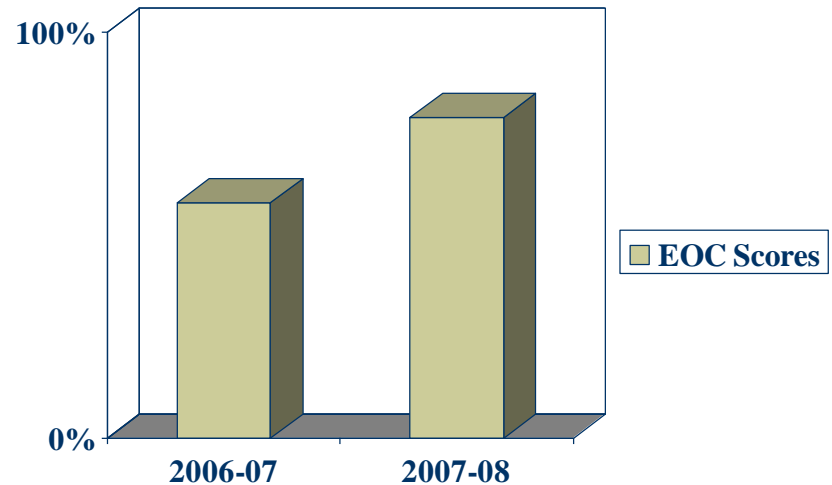


Results

- ◆ Overall, systemic improvement measurements are evidenced by high school aged students—grades 9-12—being better prepared to make career-related choices in the health sciences career areas due to various work-based exposures.
- ◆ 12% more students graduate from high school statewide after taking tech prep courses which involve work-based learning.
- ◆ During the 2007-08 school year, 55 high school students participated in the job shadowing program within 37 total health sciences related businesses.

Results (continued)

- ◆ 21% increase in the number of health sciences students who scored at or above level three (out of four levels) on the CTE end-of-course standardized test
 - 79% during 2007-08
 - 57.78% during 2006-07



Results (continued)

- ◆ 15 high school educators participated in the summer internship program at eight businesses related to health sciences careers.
- ◆ 3 high school students participated in a formal internship within two health sciences related businesses.
- ◆ The number of college credits health sciences students received in 2007-08 through articulated credit increased 100%.

Results (continued)

- ◆ 26 Allied Health students received National Career Readiness Certificates
 - 4 Gold Levels
 - 16 Silver Levels
 - 6 Bronze Levels



Business Engagement

- ◆ Employer partners participate in Career Ready activities:
 - Career fairs/job fairs
 - Job shadowing activities
 - Internship program
 - CO-OP opportunities
- ◆ Proper business attire, etiquette and communication skills addressed in “Career Success” orientations before worksite visits.
- ◆ Employer partners involved with high school students through:
 - Participating in healthcare careers symposium
 - Serving as judges on students’ senior projects
 - Being active with Health Occupation Student Organizations (HOSA) chapters.

Business Engagement (continued)

- ◆ Doshier Memorial Hospital and Brunswick Community Hospital allow BCC students to practice nursing skills in clinical settings an average of 12–18 hours per week each semester.
- ◆ BCC nursing students observe professionals in home health care agencies, medical offices, and urgent care facilities.
- ◆ Doshier Memorial Hospital shares a unique relationship with BCC:
 - Senior Vice President—Chief Operating Officer, Ms. Lynda Stanley—serves as BCC’s Board of Trustees Chairperson
 - Past National Chairperson for the American Community College Trustees



Funding

- ◆ Funding from the NC Tech Prep Enhancement grant instrumental in many of the activities taking place for this initiative.
- ◆ Many employer partners sponsor college scholarships.
- ◆ Some employer partners encourage students to pursue their associate and bachelor degrees by paying tuition and books in return for agreement to work for the employer.
- ◆ Several local private practices employed local students after they completed their clinicals.

Funding (continued)

- ◆ Spring/summer breaks—businesses provide various training and experiences such as paid internships to BCS and BCC educators.
 - Plans are in place to continue by funding received through the 2008-10 North Carolina Tech Prep Enhancement Grant.
- ◆ The BCS/BCC consortium will use Tech Prep Enhancement Grant monies to continue enhancing Tech Prep and employer partnerships with the ultimate goal of helping students make smooth transitions from secondary to postsecondary to rewarding careers in the health sciences fields.



Funding (continued)

- ◆ Like most successful programs, having proper funding and key personnel is essential to its success and sustainability:
 - Both institutions—Brunswick County Schools and Brunswick Community College—agreeing to hire the jointly-funded liaison position several years ago has been extremely important in collaborative activities and programs taking place in a seamless manner.
 - The school system hiring a Career Ready Coordinator to coordinate work-based and school-based career-related activities for students and educators is key to business participation and to enhanced career-related experiences.
 - BCC providing in-kind office space for the Career Ready Coordinator enhanced the relationship between BCS and BCC.



Lessons Learned

- ◆ Suggestions for creating a similar program:
 - Encourage top-level administrators on the secondary, post-secondary and business levels to meet periodically to form some level of relationship.
 - Will take consistent effort but the dividends will pay off richly in the long run.
 - Important to realize that it takes 2-3 years of steady effort for a Tech Prep program to be successful.
 - Being consistent, persistent and patient is key to success.

Student Quotes

- ◆ “The job shadowing experience taught me many things and most importantly it made me realize that physical therapy is definitely the career I want to pursue! (Quote from student after job shadowing experience at Doshier Memorial Hospital)



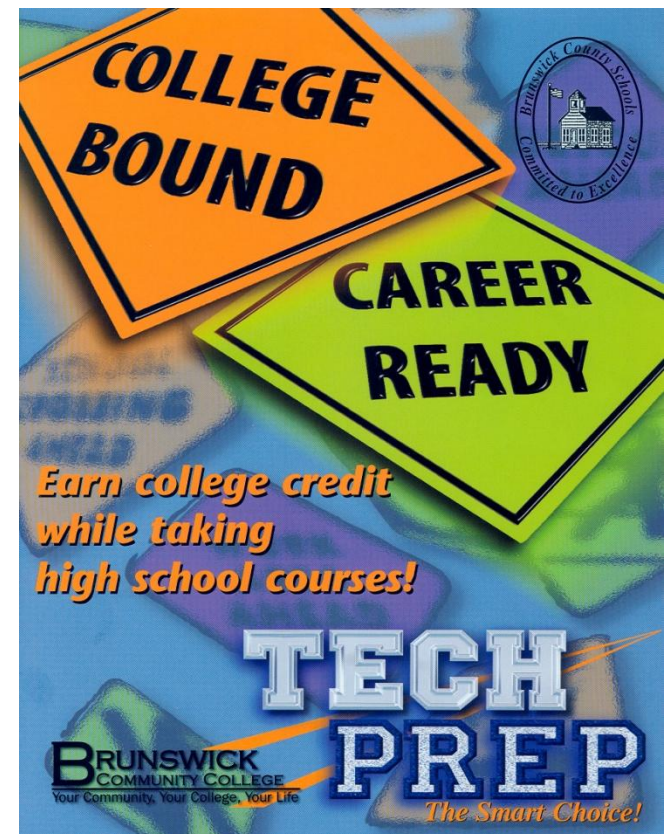
Student Quotes (continued)

- ◆ “I have learned a lot from this internship. Not from just one area, but all over the health department. What I found the most interesting in the health department was the various jobs within the health department and how they all are linked. I have to say that this internship experience—and especially the people at the health department—have made me think about going further with my career and education plans to be a registered nurse. I really enjoyed all the different departments and I had a lot of fun while working there” (Quote from student after formal internship experience at the Brunswick County Health Department)

Supplemental Materials

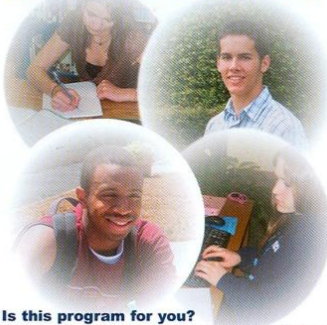
- ◆ Articulated Curriculum Agreement Promotional Brochures and Posters

COURSES AND CRITERIA FOR ARTICULATED COLLEGE CREDIT		
<i>Brunswick County students earn over 655 College Credits and potentially save over \$27,510 in tuition each school year through articulated credit and concurrent enrollment at Brunswick Community College!</i>		
Agriculture & Natural Resources		
HS COURSES DESIGNATED FOR COLLEGE CREDIT	CRITERIA FOR CREDIT	BCC COURSES CREDITED
Agricultural Mechanics I (8631)	Final grade of B or higher in course and raw score of 80 or higher on VoCATS	WLD 112 – Basic Welding Processes
Agricultural Mechanics II (8632)	Final grade of B or higher in course and raw score of 80 or higher on VoCATS	WLD 110 – Cutting Processes
Aquaculture III (7909)	Final grade of B or higher in course and raw score of 80 or higher on VoCATS	AQU 111 – Aquaculture I
Business Technology		
HS COURSES DESIGNATED FOR COLLEGE CREDIT	CRITERIA FOR CREDIT	BCC COURSES CREDITED
Small Business Entrepreneurship Business (8615) or Marketing (8235)	Final grade of B or higher in course and raw score of 70 or higher on VoCATS	BUS 280 – REAL Small business
Early Childhood Education		
HS COURSES DESIGNATED FOR COLLEGE CREDIT	CRITERIA FOR CREDIT	BCC COURSES CREDITED
Early Childhood Education I (7111) and Early Childhood Education II (7112)	Final grade of B or higher in course and raw score of 80 or higher on VoCATS	EDU 119 – Intro to Early Childhood Education
Health Care / Health Science		
HS COURSES DESIGNATED FOR COLLEGE CREDIT	CRITERIA FOR CREDIT	BCC COURSES CREDITED
Allied Health Sciences I (7211) and Allied Health Sciences II (7212)	Final grade of B or higher in course and raw score of 80 or higher on VoCATS	MED 121 – Medical Terminology I and MED 122 – Medical Terminology II
Allied Health Sciences II (7212)	Final grade of B or higher in course and raw score of 80 or higher on VoCATS	NAS 101 – Nursing Assistant I
Horticulture		
HS COURSES DESIGNATED FOR COLLEGE CREDIT	CRITERIA FOR CREDIT	BCC COURSES CREDITED
Horticulture I (8841) and Horticulture II (8842)	Final grade of B or higher in course and raw score of 70 or higher on VoCATS	HOR 162 – Applied Plant Science



Supplemental Materials (continued)

HIGH SCHOOL CONCURRENT ENROLLMENT



Is this program for you?

Concurrent Enrollment allows eligible students to enroll in high school courses and community college courses simultaneously. **TUITION FREE!**

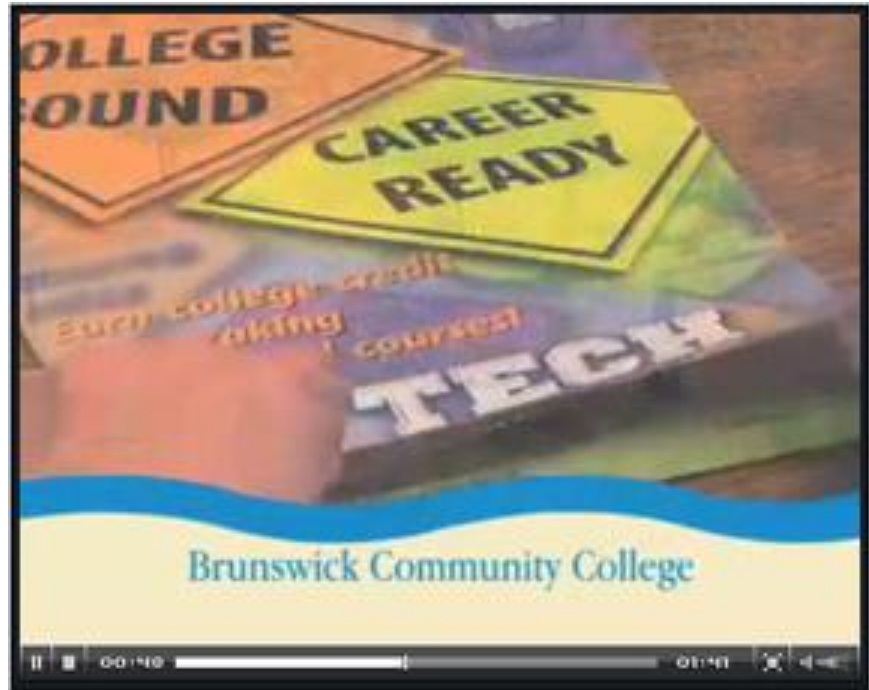
For most courses, students receive high school regular credit or honors credit and college credit.

Semester Tuition and Fee Comparisons

(Estimates based on six credit hours)

BCC Concurrent Enrollment:	BCC Regular Enrollment:
Tuition: \$ 0.00	Tuition: \$ 237.00
Fees: 9.50	Fees: 19.50
Parking: 0.00	Parking: 0.00
Rm & Bd: 0.00	Rm & Bd: 0.00
TOTAL = \$ 9.50	TOTAL = \$ 256.50

UNC - Wilmington:	UNC - Chapel Hill:
Tuition: \$ 482.00	Tuition: \$ 801.25
Fees: 441.95	Fees: 618.76
Parking: 86.00	Parking: 76.62
Rm & Bd: 1856.00	Rm & Bd: 7066.00
TOTAL = \$2865.95	TOTAL = \$8562.63



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THANK YOU!

