



# Shaping Workforce

*Serving Penobscot, Piscataquis, & Hancock Counties*

## Eastern Maine Medical Center & EMDC Advanced Clinical Program Comes to a Close

**August 11, 2011** — EMDC Certified Nursing Assistant Students finished their 8 week training at EMMC with many, many new skills and competencies including an increased respect for those employed in an acute care facility.

During the 8 week period, the students completed at least 110 hours of clinical time on acute care units working with the following types of patients: Respiratory, Oncology, Orthopedic, Neurological, Dementia, Cardiac Telemetry, and Surgical. They were also provided tours of LifeFlight, CCU/CSU, ICU, Cath Lab, Dialysis, Pediatric, NICU, Labor & Delivery, Continuing



Care Nursery, Newborn Nursery, Emergency, and the Operating and Recovery Rooms.

Additional training competencies they attained included: Electronic blood pressure, Welch Allen Sure Temp Thermometer, Airway Management/O2 Delivery, Electronic Medical Records, Isolation, Glucoscan (PXP), Bladder Scan, Correct & Safe Movement of

Patients. They also were able to visit the Husson University Simulation Lab for two Hands-on Skills Experience Sessions that included wound care and labor & delivery.

Classroom topics included: Abuse of a Patient and the Reporting Process, Dementia/Alzheimer's, Speech & Swallowing, Chest Tubes, Ventilators, & Tracheotomies, Nutrition, and Colostomy Care. Some employability skills were covered as well and included topics such as Interview Skills, Customer Service and Communicating for Success, Working with Multiple Generations and Risk Management.

All of the students passed their CRMA certification exam and are qualified to pass out medications in a nursing or residential care facility.



Prepping to enter a tour of the O.R.



Simulation Lab at Husson University

### They Started Out As Strangers...

Jan Byard Med, BSN, RNBC  
Sr. Staff Developer, Education Department, EMMC



They started as strangers, but were inseparable by the end. Their mantra was, "hands on, give us hands on!" And for the next seven weeks, "hands-on" was what they received, as well as many, many additional experiences and skills that allowed them to become fine CNAs.

Any organization that hires these CNAs will receive a CNA that is confident in his/ her abilities—we covered many different areas of acute care competencies, provided soft skills instruction, and **still** had clinical time. Above all else they know when to wash their hands. We ONLY had 3 classes on that topic!!

This was a wonderful opportunity to help these young people grow and I feel secure to know that one or more of them may be my caregiver in the future.

### Employer Reflections:

Lisa Cramm, Employment Recruiter, EMMC

A common question asked by graduating students is: "I have studied hard, I have completed all the appropriate licensing paperwork, and I have my credentials, now, how do I get a job without the experience the employers are looking for?"

For 10 lucky students, EMMC & EMDC worked together to create an Advanced Clinical Program that allowed students to gain the clinical hands on experience which ultimately, gave the students the necessary skill set to qualify for a career in an acute care clinical setting. In addition to their clinical experience, the students developed strong self-confidence and gained a solid understanding of what it takes to be a successful CNA. Their confidence showed when they interviewed for CNA positions.

After participating in an "Interviewing Tips" class, the students were equipped to answer behavioral based questions and were able to respond to the questions by giving real life examples of their competency skills. The students also learned how interviewing etiquettes could give them the edge over other potential candidates. By developing this unique skill set, the students demonstrated to the interviewing Manager/HR Recruiter that they were a strong and serious candidate for the position.

Overall, each student left the program ready to face their professional careers head on and with confidence!

### Check out our WEBSITE!

We have been working hard to update our website with relevant information about our programs and WE HAVE DONE IT!

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

Look for the [WORKFORCE](#) tab and click on [YOUTH SERVICES](#)

Not only will you find **Program Documents, Event Updates, Photo Galleries, Newsletters & Contact Information** from the YouthFORCE team, you will also have access to all of the GREAT Community, Business, and Workforce programs and services EMDC offers in our region!



## Success Story: Jayme Robitaille

Jayme came to Eastern Maine Development Corporation's Ellsworth office in December 2010 to apply for WIA services. She was a 2008 graduate of George Stevens Academy and now recently married with a toddler. Jayme came to EMDC looking to begin a career as a CNA and enrolled in the Ellsworth Adult Ed CNA course. In addition to her training, EMDC offered support with childcare and transportation reimbursement while she was in training.

Jayme excelled in her course at Ellsworth Adult Ed and was immediately noticed for her bedside manner and skills while performing clinicals at Colliers Nursing Home in Ellsworth. The staff at Colliers encouraged her to apply for employment; she applied and was immediately hired.

In the meantime, EMDC began its recruitment for the CNA Advanced Clinical Pilot with EMMC. Jayme jumped at the opportunity to pursue such an amazing experience, applied, and was accepted into the program along with 9 other CNAs in the Tri-County area.

Since the beginning of July, Jayme has been participating in the EMMC program along with working her shifts at Colliers in Ellsworth. Jayme lives in Brooksville, ME which is almost an 1 ½ hrs commute one way and means that she often awakens as early as 4:30am to make it to her clinical rotations at EMMC on time. That wakeup call often comes after completing a midnight shift at the nursing home.

However, Jayme never stops smiling, especially when sharing her most recent success. She was hired as a full time CNA on the Medical Surgical unit at EMMC. She doesn't plan to stop here and hopes to pursue college to become an RN and eventually a life flight nurse.



**In Jayme's Words:** EMMC and EMDC increased the possibilities of my medical career exponentially! The Advanced Clinical Group brought together people from many different schools, and we were shy and quiet when we met, but we became friends and learned from each other. In the end, we didn't want to leave.

Together we learned team building skills, not only in class, but on our own. We shadowed nurses in departments we thought we

were interested in—some of us came back with a change of heart, others didn't. We were exposed to acute care CNAs and put on floors to play the part. We ALWAYS had experiences to share with each other. EMDC and EMMC had an impact on my career to become a nurse...a Flight Nurse.



## Student Perspective: Sarah Frost

My name is Sarah Frost and I graduated from Sumner High School in June 2011. I am attending the University of Maine in Orono in the fall 2011 and will major in Nursing. I attended Hancock County Technical Center in Ellsworth through Sumner High and was able to earn my CNA my senior year because I knew I could work as a CNA while I was going to college. I applied for the Advanced CNA Program because I wanted to learn more about acute care and get more experience in a hospital setting. My one goal coming



into the program was to gain confidence and I definitely did! Not only did I become comfortable with very dependant patients, but I learned so much more!

We experienced many facets of nursing first hand that we never saw in our initial clinical experiences. We learned about restraints, Glucoscans (PXP), and wound vacuums. We were educated about the diversity of the employment options available to the medical field—specifically for nurses. We also shadowed R.N.s. I particularly enjoyed that since I am going to nursing school.

The program also included a CRMA course and we were able to obtain our med passes. I am really pleased to have left the program with a certification I can use to get a better job, with better pay, right now.

This was the first time for this program and there were some positives and some negatives, but overall I would definitely recommend the program to anyone who wants a career in the medical field.

## What we do:

**Provide training resources and assistance with** GED/HSD, Vocational & Technical Training, College Courses, Certifications, OJTs and Paid Internships.

**Provide career advising services** including career assessments, career counseling, job search assistance, and work readiness training

**Provide support services such as** assistance with childcare costs, travel reimbursement, books, interview clothing, or tools/ specific items needed for your trade

## Who we serve:

Low Income Youth ages 16-21 with any of the following barriers:

- Pregnant or parenting
- Homeless or in temporary housing
- Been convicted of an offense
- In the foster care system
- In need of a HSD or GED
- Basic skills deficient
- Have a physical or learning disability
- Have little or no work history

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