

IMPROVING LIVES

STRENGTHENING HEALTHCARE

YEAR 4 SUN PATH CONSORTIUM FINAL PROGRESS REPORT

October 1, 2014 through September 30, 2018

"I have been preparing myself for a career in healthcare by learning the necessary skills to do my job, while strengthening my reading, writing and math skills with the support of the I-BEST instructor. Being a part of SUN PATH offered me so many benefits. This included creating effective resumes, guidance in using the New Mexico Workforce Connection online system, information on job fairs, and career readiness workshops. I look forward to pursuing my career following graduation."

Vernon Francisco,

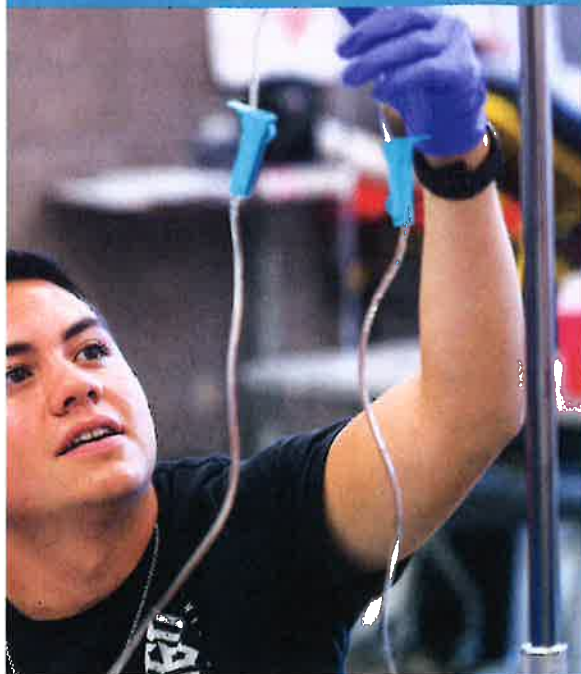
Health Information Technology student, UNM-Gallup Branch Campus

U.S. Department of Labor's

Trade Adjustment Assistance Community College and Career Training (TAACCT)

Skill Up Network: Pathways Acceleration in Technology & Healthcare (SUN PATH)

www.sfcc.edu/offices/sun-path-consortium



Dear Colleagues and Community Leaders,



Kristen Krell,
SUN PATH Director

The New Mexico SUN PATH Consortium has been working for the past four years to address a critical need in New Mexico. The healthcare industry is the fastest growing sector of New Mexico's economy; since 2010, two-thirds of new jobs added in our state have been in the healthcare industry and related fields, and this trend is expected to continue over the next decade. Meanwhile, communities across New Mexico struggle with poverty, resulting from low-levels of education and a lack of trained professionals. New Mexico community colleges are uniquely positioned to address this skills gap and in the past four years, the SUN PATH consortium has made notable progress toward this end. This report highlights the impact SUN PATH has had and systemic changes that have shown positive results.

The ultimate goal of SUN PATH has been to strengthen the talent pipeline for the healthcare sector resulting in increased attainment of degrees, certifications, and industry-recognized credentials that lead to improved employment outcomes and average earnings for New Mexicans. In the past four years, SUN PATH has exceeded almost all of the identified performance targets proposed in the grant. In total, SUN PATH served 4,266 students with 2,792 program completers and 3,125 credentials earned. Of those students, 604 unemployed students became employed after program completion, and 2,022 who were already employed, received a wage increase post-enrollment.

In addition, this past year SUN PATH was selected as one of nine programs in the United States, funded by the US Department of Labor's TAACCCT initiative, to be showcased for 'exemplary practices in workforce development'. The SUN PATH 'Career Coaching Innovation' developed in partnership with the New Mexico Department of Workforce Solutions, was highlighted as a national best practice and was included in the final Skills Commons Exemplary Practices Field Guide that is being distributed to education and workforce practitioners across the country.

The TAACCCT funding for SUN PATH ends September 2018. In an effort to continue to strengthen the alignment between higher education and workforce systems, and to more effectively meet the workforce needs in the state, it is crucial for New Mexico to learn from the successes and challenges of the Statewide SUN PATH Consortium. Reports, data dashboards, and training materials can be found on the SUN PATH website at: www.sfcc.edu/offices/sun-path-consortium.

It has been a true honor to work with the SUN PATH Consortium over the past four years. Again, thank you to everyone that has devoted their time, expertise, and passion to the success of SUN PATH and the students and families that have been impacted.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kristen Krell'.

SUN PATH Director

**SUN PATH is a \$15,000,000 project funded by the United States
Department of Labor through the Trade Adjustment Assistance Community
College and Career Training Initiative (TAACCCT).**

SUN PATH GOALS

Healthcare career pathways that align with industry needs
Increased attainment of degrees, certifications and industry-recognized credentials
Strategic alignment between education and workforce systems
Improved employment outcomes, retention and average earnings

Partner Community Colleges

Santa Fe Community College: Lead Institution

Central New Mexico Community College, Albuquerque

Eastern New Mexico University, Roswell

Eastern New Mexico University, Ruidoso

Lesalands Community College, Tucumcari

New Mexico State University, Alamogordo

San Juan Community College, Farmington

University of New Mexico, Gallup

University of New Mexico, Los Alamos

University of New Mexico, Valencia

University of New Mexico, Taos

Student Spotlight

Veronica Chavez represents what the SUN PATH program is all about. Students who may not have had the means nor the desire to attend college are given the opportunity to achieve both their educational and career goals.

Veronica initially came to us with a dream to reach her lifelong goal of becoming a healthcare provider. This goal is not easily obtainable for anyone, but it was going to be a tough mountain for her to climb after being out of school for 17 years. While raising a family, she decided to come to UNM-Valencia to pursue her education.

She first had to work on her high school equivalency. Without a high school diploma, she had to jump through extra hoops to qualify for federal financial aid. She had to take the college placement test to determine if she qualified for Ability to Benefit. She qualified! She hit the ground running and enrolled in both adult education and allied health classes at the same time. Veronica's enthusiasm and determination followed her into the classroom and she excelled in her academic work. Through I-BEST, she was provided extra instruction to improve her basic reading, writing and math skills while learning patient care skills in the Personal Care Attendant and Nursing Assistant courses. In a short eleven months, she obtained her high school equivalency as well as certificates in both Personal Care Attendant and Nursing Assistant.

The basic skills instruction will serve her well as she is now enrolled in college-level classes and is on her way to reach her goal of becoming a Registered Nurse.

With the assistance of the Job Developer Career Coach on resumé development and interviewing techniques, she is now working as a Certified Nursing Assistant with Westway Staffing. This new job has provided her with a substantial wage increase and experience as she continues along her career pathway leading towards a career in healthcare.



Veronica Chavez pictured with Michael Carriere, I-BEST instructor, UNM Valencia.

Employer Spotlight

“We have employed several students that have graduated, or are currently enrolled in the SUN PATH program at CNM. We are pleased with the candidates that have derived through our relationship with the CNM staff and especially the JDCC, who has gone **above and beyond** to assist me with finding quality candidates in a moment's notice.

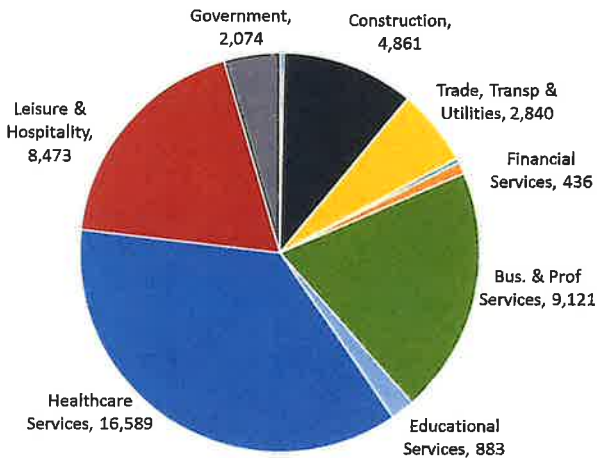
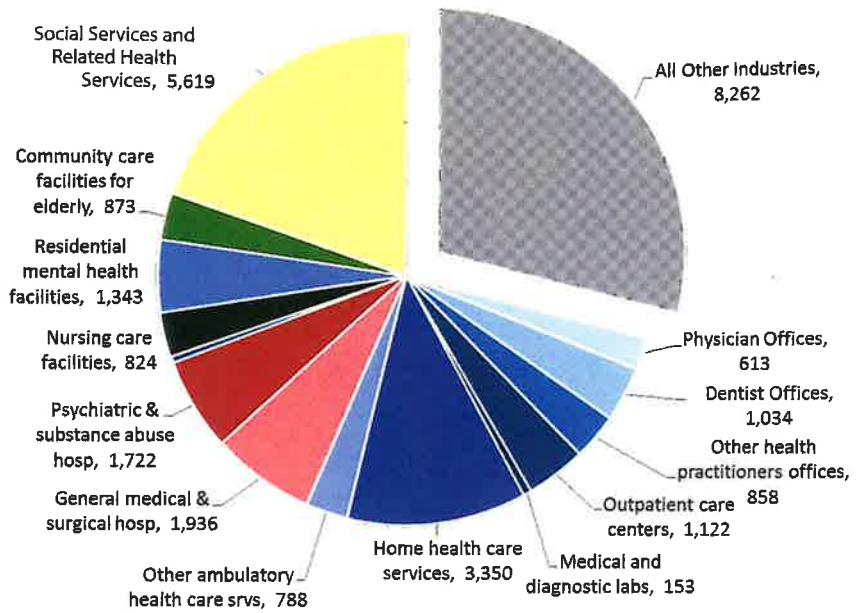
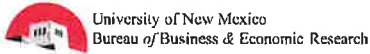
Always Best Care is a fast-growing company and we are continuously looking for qualified candidates. With the SUN PATH program and the wonderful staff at CNM, we work together to employ students while they are attending school, and offer the incentive of a substantial pay increase once they have completed their education.”

— **David A Velasco**, Client Services Director, Always Best Care of Albuquerque/Rio Rancho

SUN PATH Addresses Critical Need

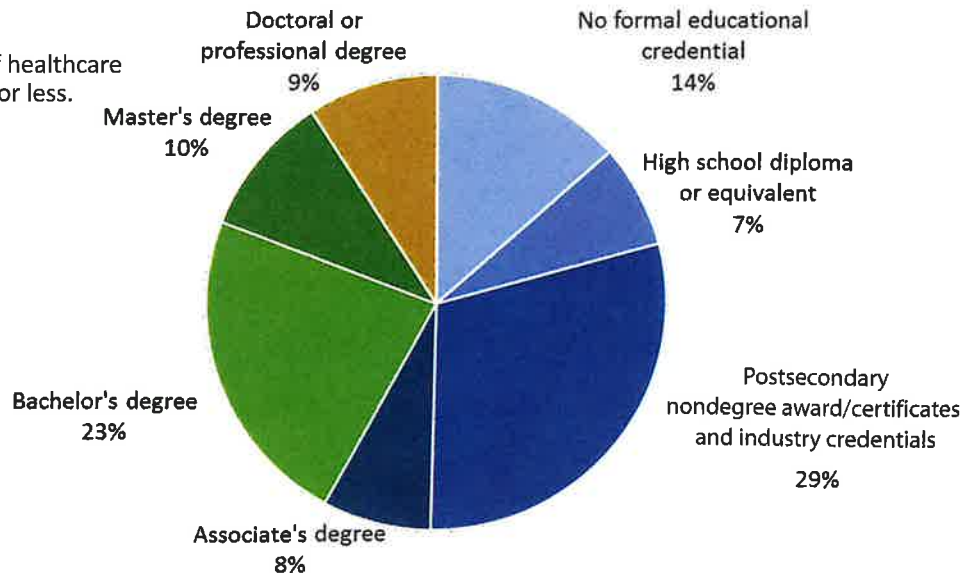
The Bureau of Business & Economic Research (BBER) at the University of New Mexico conducted an analysis of the US Department of Labor supported SUN PATH's Return on Investment for the State.

SUN PATH is helping to meet a critical need in New Mexico. The healthcare industry is the fastest growing sector of New Mexico's economy. Since 2010, two-thirds of new jobs added in NM have been in the healthcare industry and related fields.



Healthcare will continue to be the fastest growing sector of NM's economy accounting for 40% of new jobs in New Mexico through 2022.

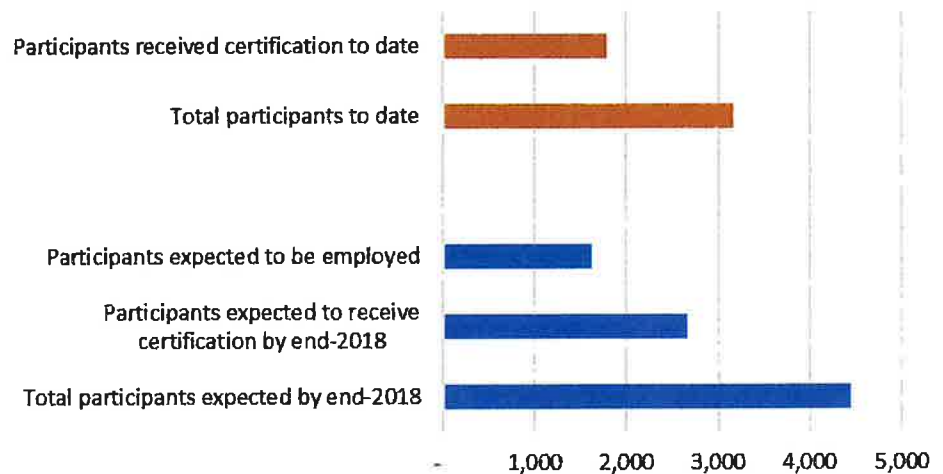
Educational Requirements: The majority of healthcare related jobs require an Associate's Degree or less.



SUN PATH Economic Impact in New Mexico and Return on Investment

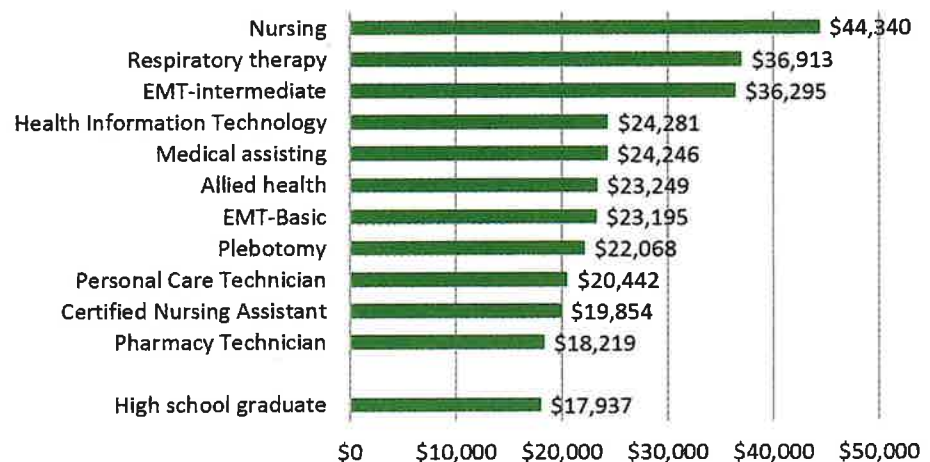
1. More than 1,600 SUN PATH participants are expected to be employed in the healthcare industry by end of 2018

SUN PATH PROGRAM PARTICIPANTS



2. Earnings of SUN PATH participants that earn a certificate or degree are significantly above other high school graduates

AVERAGE ANNUAL EARNING OF SUN PATH PARTICIPANTS



3. Workforce Development and Higher Earnings in Healthcare Industry

- Investment in SUNPATH programs supports workforce development and resulted in higher earnings across the Healthcare Industry
- **An estimated increase in future wage earnings for SUN PATH certificate and degree completers who are employed in New Mexico’s healthcare sector (after high school graduation) from 2017 through 2028 is \$132 million (average increase of \$7,985/yr)**
- **The Return on Investment: every \$1 invested in SUNPATH, \$2.22 was returned in higher wage earnings in New Mexico**

Total direct and indirect cost of program participation is \$41 million. Costs include: U.S. Department of Labor’s TAACCCT grant – \$15 million, participants tuition and opportunity cost – \$20 million, leveraged institutional funds for faculty and staff salaries cover – \$5.8 million.

4. Federal Investment Results in Job Creation in Higher Education and Supporting Industries

- \$15 million federal investment in New Mexico produced an impact of \$27.5 million in New Mexico’s economy
- Directly created 68 new jobs – college faculty and staff
- These jobs pay a total of \$12 million in wage and salaries in New Mexico

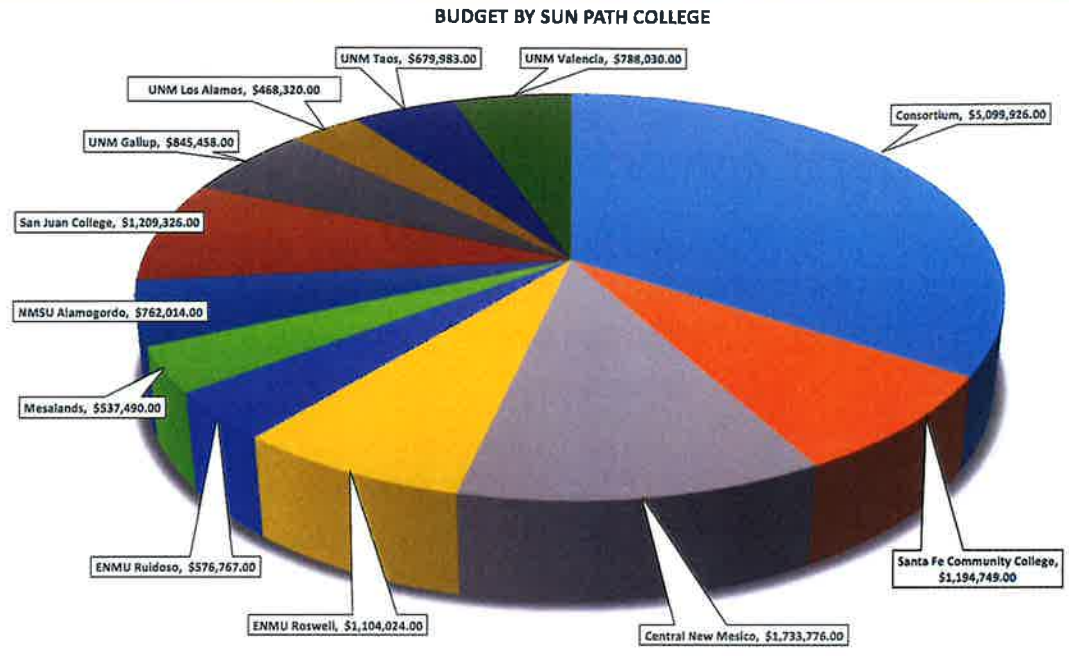
SUN PATH Budget

\$14,999,863 for 4 years (October 1, 2014 – September 30, 2018)

How have we used our resources to develop and strengthen healthcare career pathways in New Mexico?

Budget by SUN PATH Partner College

Funds were distributed to 11 partner colleges. Amounts for each college varied depending on size and number of students. As the lead institution responsible for grant administration, Santa Fe Community College received an additional budget to manage and oversee the Statewide Consortium.

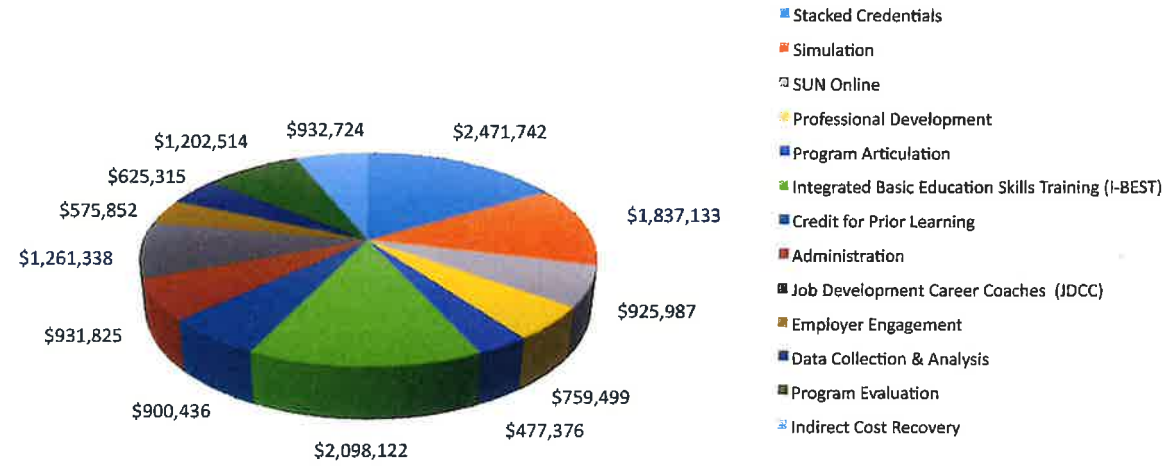


Budget by DOL Line Item

This shows how the funds breakdown based on the US Department of Labor's identified line items

Breakdown by Program Strategy

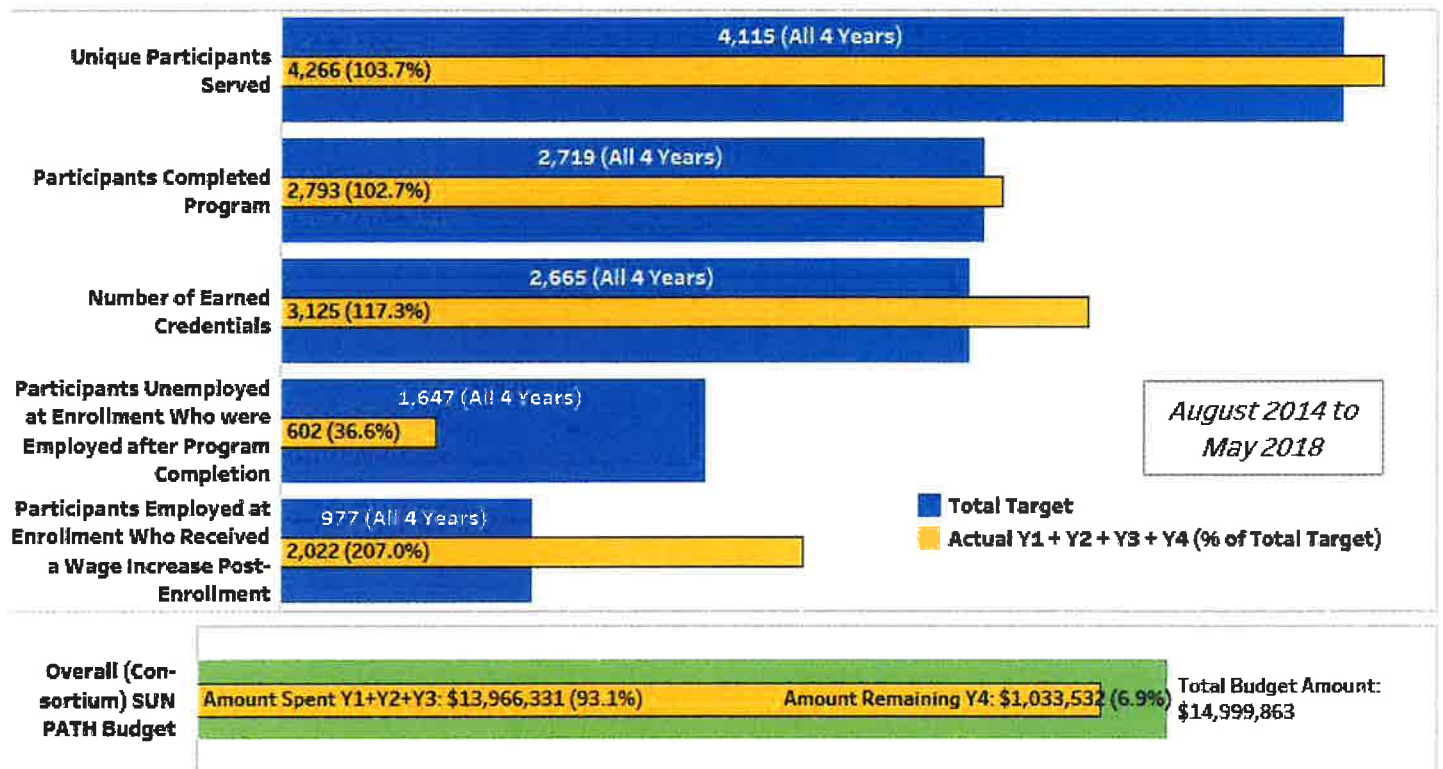
The amount spent for each program strategy is a rough estimate and varies from college to college depending upon size.



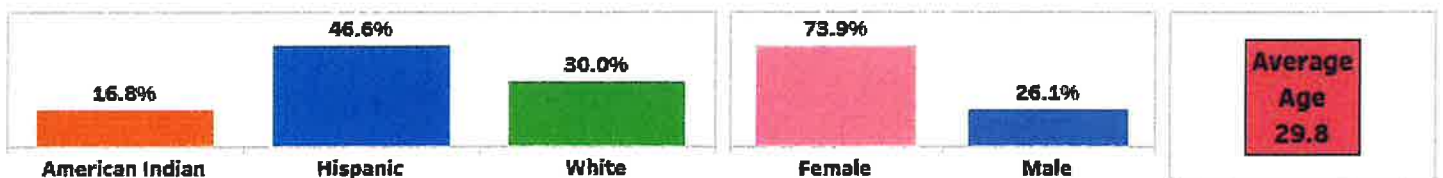
SUN PATH Consortium Performance Outcomes

After four years, the SUN PATH Consortium has served 4,266 unique participants enrolled in various programs of study, ranging from one semester certificates to Associates Degrees. Altogether, 2,793 have completed their studies, a completion rate of 63% (many are still retained in their program of study), while earning 3,125 certificates, degrees, and industry recognized credentials in total. Six hundred and two (602) participants who were unemployed at enrollment, were employed after program completion. Employment data is not complete as there is a 9 month lag time to access the most current employment data. Incomes for 2,022 participants increased during or after their studies. Participants were mostly Hispanic (46.6%) and White (30.0%), while 16.8% were American Indian, and a small remainder (6.5%) represented other races/ ethnicities. Most participants were females (74%). Participants' average age was 29.8. One thousand Five hundred forty-six participants were Pell eligible. The Consortium budget award is \$14,999,863 for TAACCCT 4, and as of the end of the third quarter in year 4, \$13,966,331 (93.1%) has been expended. The grant sunsets in September of 2018.

Overall (Consortium) SUN PATH Program Outcomes: Actuals Compared to Targets



OVERALL CONSORTIUM DEMOGRAPHICS



*Employment data is not complete as there is a 9 month lag time to access the most current employment data.

SUN PATH Programs of Study Enrollment by College*

SUN PATH funds were used to develop new courses and programs of study in Allied Health, Emergency Medical Services, and Health Information Technology to meet local workforce needs. Funds were also used to expand, enhance, and share existing programs of study. Program enhancements include: I-BEST, career coaching and job placement support, programs adopted and shared through SUN Online, medical simulations and strengthened curriculum with employer input. The chart below shows student enrollment by college for both newly developed, expanded, and enhanced programs of study offered through SUN PATH.

Programs of Study	CNM	MCCT	NMSA	ROS	RUI	SFCC	SJCC	UNMG	UNML	UNMT	UNMV	Grand Total
Allied Health												
AH-Allied Health	1						41	24		4		70
AH-Certified Nursing Assistant	568	46	52	125	34	91	209	111	31	49	178	1494
AH-Community Health Worker	21					66						87
AH-EKG Technician			2									2
AH-Home Health Aide	27					19	1				9	56
AH-Medical Assisting	3			107		50	17					177
AH-Medical Laboratory Technician							7	30				37
AH-Nursing	69			64		166	19	128		12	71	529
AH-Occupational Therapy Assistant				40			28			1		69
AH-Personal Care Tech/Attendant	101					1			7			109
AH-Pharmacy Technician	35			23		1	38					97
AH-Phlebotomy	82	62	92	50		35	39				94	454
AH-Physical Therapy Assistant							43			1		44
AH-Pre-Nursing		3	4	2	46		9			14		78
AH-Radiologic Technology				30		8				1		39
AH-Respiratory Therapy				22		21	24					67
AH-Surgical Technician			1			1	27					29
Emergency Medical Technician												
EMT-Community EMT	1							2				3
EMT-EMT-Basic	205	11	67	152	43	96	112	102	61	59	55	963
EMT-EMT-Intermediate	92		11	7	16	15	21	2	4	11	3	182
EMT-First Responder Prehospital Professional											7	7
EMT-Paramedic	22			41		35	11		1			110
Health Information Technology												
HIT-Electronic Health Information					1	7						8
HIT-Health Information Technology	36						10	71			9	126
HIT-Medical Coding	1			10			6	37		2		56
Information Technology												
IT-Cyber Security Certificate					6	19						25
Grand Total	1264	122	229	673	146	631	662	507	104	154	426	4918

*SUN PATH participants are permitted to enroll in more than one certificate program. The number of participants reported by program of study differs from total unique participants served in the annual performance reporting due to student enrollment in multiple programs.

“One of the most valuable aspects of SUN PATH is that it has brought employers into the college to talk to students about the realities of the workplace. I would like to see colleges involve employers to share their realities and expectations with students and their future employees.”

— Carolyn Moore, CEO, Nurses With Heart Home Care

Workforce Collaboration on College Campuses

The Job Development Career Coaches (JDCCs) have established a welcoming presence on campuses across the state of New Mexico by working with students throughout their educational experience in preparing them for a career upon graduation. JDCCs are employees that are trained and managed by the Department of Workforce Solutions (DWS) in partnership with SUN PATH. JDCCs enroll each SUN PATH student in the New Mexico Workforce Connection online system and assists them in creating a career blueprint to map out where they want to go and how to get there. A vital component of building the career blueprint is establishing regular meetings between the JDCC and the student. Students also participate in workshops that focus on mock interviews and how to write an effective resume, cover letter, and follow up letters.

SUN PATH program is now in its third year, and after each semester there has been continued increase of participating students seeking the services provided by the JDCCs. The colleges have also fully adopted this program and encourage their students to take advantage of the services provided by the JDCC, ultimately leading to gainful employment upon graduation.

Connecting Career Services to the NM Workforce System!

Sustaining and expanding workforce resources to community colleges

In August 2017, SUN PATH and the Department of Workforce Solutions co-hosted a training for career services and adult education staff from colleges across the state. SUN PATH JDCCs developed and delivered workshops to college staff with a goal of training them on how to access and effectively utilize the Workforce Online Connections System. College staff also received training on other workforce modules and resources designed to prepare students for employment and connect them with jobs in their field of study.

Employer Involvement in SUN PATH

Over 240 healthcare employer partners are actively engaged in the SUN PATH project across New Mexico in a variety of ways. Employer Council meetings are held in each SUN PATH region or community on a quarterly basis. They provide input on curriculum as well as job training programs that are relevant to the specific needs of employers. Employers also identify healthcare jobs that are in demand, offer internships, externships, and job placement opportunities to SUN PATH students. Additionally, employers are visiting classrooms to assist with mock interviews and to give presentations to students on the specific demands and expectations of the career they are pursuing.



Samantha Garza, JDCC at CNM, conducts a mock interview with students



Spring 2017, Regional Employer Council Meeting – ENMU-Ruidoso

“Comfort Keepers® of Valencia County has worked with the Job Development Career Coach at UNM-Valencia since March of 2016. Our collaboration has truly had a positive impact on our staffing. We can easily recruit candidates to serve the elderly population in Valencia County and the surrounding communities who are in need of home care. We have also had the pleasure to be invited to speak at CNA graduation, as well as participate in mock interviews and the annual hiring event held at UNM VLC. We are fortunate to have this local resource; we are confident knowing we are hiring qualified applicants that are serving the local community.”

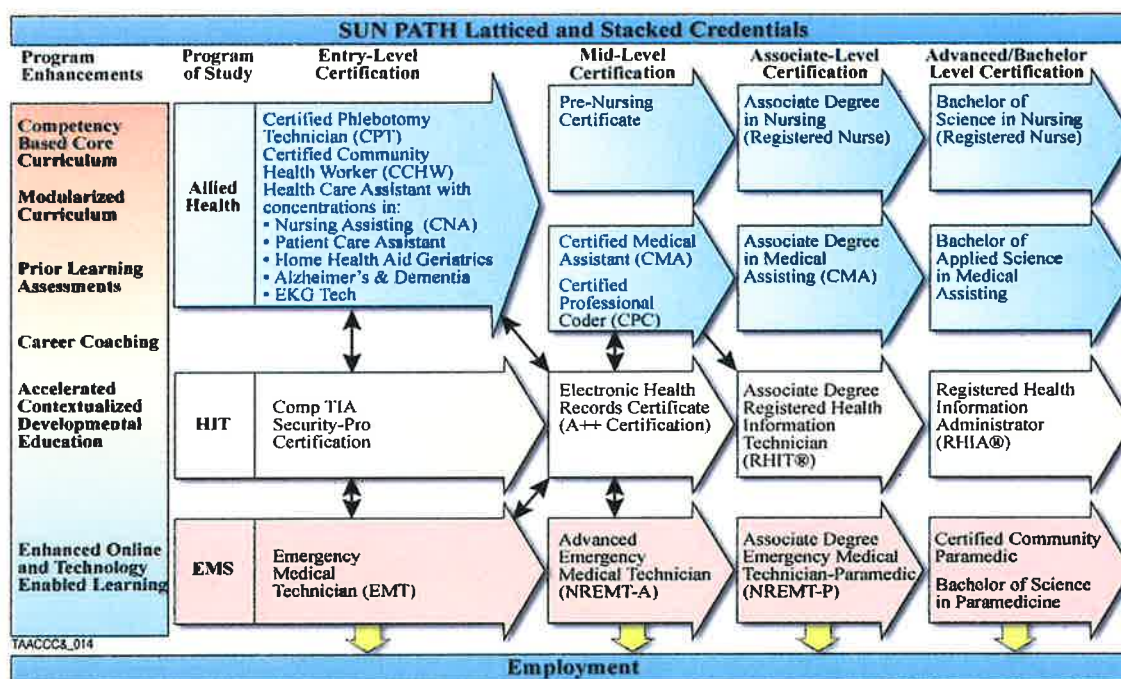
—Teresa Rainey, General Manager-Director of Operations, Comfort Keepers® of Valencia County

I-BEST – An Integrated Education Training (IET) Model

At the core of the SUN PATH career pathways is the Integrated Basic Education and Skills Training (I-BEST) program, a contextualized, accelerated remedial training program. Since the start of SUN PATH in 2014, under prepared adults have been provided accelerated remedial education through the I-BEST program, while simultaneously enrolled in entry-level healthcare certification programs. I-BEST is based on a nationally recognized model developed in Washington State which contextualizes basic skills curriculum within a healthcare pathway. I-BEST pairs two instructors in the classroom, one to teach professional and technical content and the other to teach basic skills in reading, writing, and math. It provides additional support labs to help participants gain the academic skills required to succeed in rigorous college-level coursework. I-BEST quickly teaches students math and literacy as well as work and college readiness skills so they can earn an entry level credential, and move into living wage jobs within a year.

The success students experience with completion of a short-term certificate often gives them the confidence they need to continue with their education. Upon completing the entry level certificate, students have the option of entering into the workforce or continuing with their education and pursuing a higher level healthcare certificate or degree as illustrated in the SUN PATH latticed and stacked graphic below.

Twenty-seven percent of SUN PATH students are Adult Education students. Prior to SUN PATH, students in the adult education system had limited access to credit bearing training programs.



I-BEST courses and certificates include:

- | | | |
|----------------------------------|-----------------------------|-------------------------|
| Occupational Therapist Assistant | Certified Nursing Assistant | Community Health Worker |
| Medical Assisting | Medical Lab Technician | Pharmacy Technician |
| Phlebotomy | EMT Basic | Home Health Aide |
| Medical Coding | Computer Network Security | Medical Terminology |

Norma Ordoñez learned to read, write and speak English along with obtaining certificates in Community Health Worker training and phlebotomy. Norma's goals are to gain employment with a local employer partner and continue her studies in the Emergency Medical Technician Basic program while continuing to improve her English skills.

"I-BEST changed my life. This is not the end of studying, it's the beginning. Two years ago I never imagined what I have now. I-BEST was the key, I didn't know there was something for me."

—Norma Ordoñez, SFCC Student

I-BEST SUN PATH Outcomes

In the past four years 1,254 adults have participated in I-BEST entry level certificate program offerings. Of those students, 807 have completed an entry level certificate while many are on target to complete in academic year 2018/2019. Nine hundred twenty-five I-BEST participants earned credentials and 194 participants were newly employed after completing their programs.

Employment data is not complete as there is a nine month lag time to access the most current employment data. Income for 558 participants increased during or after their studies.

Participating College	Unique Participants Enrolled	Participants Who Completed Program of Study	Number of Earned Certificates/Degrees	Participants Employed After Program Completion and Exit	Participants Employed at Enrollment Who Received a Wage Increase Post-Enrollment
Central New Mexico College	54	48	51	13	18
Mesalands	82	58	69	12	48
NMSU Alamogordo	75	57	68	10	32
ENMU Roswell	262	92	93	29	122
ENMU Ruidoso	54	33	38	10	32
Santa Fe Community College	86	61	72	12	40
San Juan College	106	77	84	15	64
UNM Gallup	260	149	168	42	73
UNM Taos	60	35	40	3	27
UNM Valencia	215	197	242	48	102
Total for Consortium	1254	807	925	194	558

Designing and Strengthening Integrated Training Programs and Curriculum in New Mexico

For the past three years, the College & Career Pathways Institute (CCPI) based at LaGuardia Community College in New York, has provided innovative technical assistance and training to the SUN PATH Consortium of 11 community colleges. As a part of the training, CCPI brought out leaders and instructors from Washington State’s I-BEST program, a national model. In the first year, CCPI assisted with the launch of SUN PATH with introductory, two-day workshops on integrated training programming and teaching models. For the past two years, CCPI has organized and facilitated statewide conferences for hundreds of participants from across New Mexico.

“Faculty from across New Mexico have returned every summer, with a great deal of enthusiasm, because of the value and high quality of training that CCPI has provided.”

—Kristen Krell, SUN PATH Director

In 2017 CCPI led a four-month Curriculum Leader project with seasoned I-BEST instructors across the Consortium. Their integrated education and training curriculum designs are featured on the SUN PATH Curriculum Repository (sunpathcurriculum.com).

With CCPI guidance and feedback, these same curriculum leaders also facilitated workshops during the SUN PATH Integrated Education and Training Conference in June 2017.



Instructors from across New Mexico gathered to learn best practices from Washington State’s I-BEST Program.

“The SUN PATH program has been a true blessing for the Nursing Assistant and Patient Care Technician programs at CNM. Since their involvement in our programs, students have been provided excellent support to include funding for classes, resume and job placement in the workplace, and first class simulation experience to enhance their learning skills and critical thinking.”

—Marissa Simpson, PCT Clinical Coordinator/Instructor, CNM

Simulation in Healthcare Training Programs

Research shows students exposed to simulation learning in their training are better prepared for clinical experiences.

Simulation based learning is becoming the standard of practice for medical, nursing and allied health programs nationwide. Medical simulation and simulation technology training funded through SUN PATH allows faculty to use equipment in order to more effectively make simulations realistic for their students. The realistic nature of the training enables students to receive maximum benefit of learning and helps them practice critical thinking, decision-making, teamwork and communication skills. Using simulation in training reinforces theory and enhances learning. Students safely practice in a controlled environment where their performance is assessed in real time using audio-visual capture and replay.

SUN PATH funds have allowed for healthcare training programs across New Mexico to develop and upgrade their simulation learning centers by providing simulation technology, staff, and professional development. Over the past three years, SUN PATH simulation specialists collaborated across institutions to design and deliver training to over 140 staff and faculty. Training focused on how simulation centers can; be more effective and sustainable, appropriately design and integrate simulation into curriculum, develop thoughtful and effective debriefing processes, and use and care for simulation equipment. Simulation training developed by SUN PATH meets requirements of national accreditation agencies.

“SUN PATH encourages the education system to focus training programs on the **real skills** needed by these graduates to be successful in today’s workplace.”

—**Jeanie Gallegos**, Chief HR Officer,
Southwest Care Center



New Mexico Community Colleges Collaborate by Sharing their Online Courses and Certificates -

Skill-Up Network Online (SUN Online) SUN PATH's online course sharing initiative is increasing its presence at New Mexico's colleges and universities. SUN Online member colleges have expanded to include not only SUN PATH consortium colleges but other community colleges in New Mexico as well to partner, adopt and share online and certificate courses.

In 2017, SUN Online joined into the Western Interstate Commission for Higher Education (WICHE) system to provide a more robust shared course delivery service to our partners and students. With a shared online course catalogue, students from participating institutions have increased options for course and degree completion. Courses shared are fully online and adhere to the high quality standards of the Quality Matters rubric for online courses. Since its inception over 1841 credit hours have been shared and nearly \$156,000 generated among the participating institutions. Health Sciences, Mathematics and Cyber Security courses are the most in demand.

View the catalog of courses available at: www.WICHE-ICE.org under New Mexico SUN Online.

Quality Matters (QM)

Through SUN PATH, Quality Matters training has been provided to over 329 New Mexico college faculty in online teaching and learning best practices. The SUN PATH consortium created and fostered an environment for collaboration between colleges to create consistently high quality online courses that meet a nationally recognized standard for online learning. Online courses that meet Quality Matters standards provide the best online learning experience for 21st century students who need to be flexible in their pursuit of their educational goals. "There is an increase in demand for quality online courses," says Carla Slentz, SUN PATH Consortium Program Manager, "embracing this fact will help colleges to be better prepared to meet this demand and provide the best online learning experience for New Mexico's students." Quality Matters training has been provided to over 350 New Mexico college faculty in online teaching and learning best practices and a total of 774 training sessions were completed.

EMT Basic Online Theory Course – A SUN PATH Collaboration



An initiative coming out of the SUNPATH grant is the online EMT Basic course. It will be used in conjunction with a lab course and clinical experience as required by the National EMS Education Standards and the NM Joint Organization on EMS Education.

The goals of this project were to;

1. Create an updated statewide standardized EMS curriculum at the EMT Basic Level of Certification and
2. Provide a mechanism by which potential EMT students in underserved or outlying geographic areas have access to EMS Education via an online format.

The team consists of educators and program directors from six SUN PATH partner institutions: CNM, ENMU-Roswell, SFCC, SJCC, UNM Valencia and UNM Taos. Over 25 faculty members worked with an instructional designer and developed modules and curriculum according to their expertise!

SUN PATH is sharing its work across the country and beyond through SkillsCommons

Many hours of work and collaboration between the 11 SUN PATH partner colleges in this consortium are now shared in SkillsCommons, a free and open digital library of Workforce Training Materials through TAACCCT. Through SkillsCommons New Mexico is highlighting and sharing their work to other institutions across the US and the globe. Any organization or individual can now use these materials as a model for their own programs, create materials and/or modify them to fit their needs. SUN PATH has captured instructional and support materials of relevance produced in the lapse of the grant to accelerate and expand access to workforce development and academic programs. You can find SUN PATH's work at SkillsCommons.org (<https://www.skillscommons.org/handle/taaccct/1484>).

SkillsCommons.org is designed and managed by the California State University and its MERLOT program for the Department of Labor's TAACCCT program under a 4+ year cooperative agreement. The California State University/MERLOT team works with other TAACCCT partners to support the TAACCCT grantees in the creation and contribution of quality OER that are stored in the SkillsCommons online library. SkillsCommons will be sustained as a CSU-MERLOT service after the cooperative agreement has concluded.

Credit for Prior Learning



Credit for Prior Learning (CPL) is a practice institutions use to award credits to students for demonstrated competency through prior learning and experience. SUN PATH, in partnership with the New Mexico Higher Education Department (NM HED), created guidelines for New Mexico colleges and universities using CPL national standards that can build on each institution's strategic direction. Students in higher education can accelerate their career pathways by receiving credits through: established assessment methods, presenting valid industry recognized credentials and by submission of portfolios as evidence of skills learned at work. Acceleration of certificate and degree completion increases the potential for raising salaries of participants currently in the workforce and putting New Mexicans into jobs sooner.

In the last three years the Council for Adult and Experiential Learning (CAEL) facilitated three key training sessions with over 100 college staff and faculty. Participants were trained in mapping student skills to course objectives and on

processes to guide students in properly presenting experiential knowledge via portfolios. Attendees learned how nationally recognized industry certifications can be recognized as course equivalent for credit.

Partner Spotlight



An outstanding example of maximizing the impact of CPL is Central New Mexico Community College (CNM). As one of the SUN PATH Consortium partners, CNM made credit for prior learning a priority, deeming it a strategic direction for the college. Through SUN PATH and CNM directives, CNM developed and implemented a CPL policy, created CPL processes for staff and students, increased CPL opportunities

for programs across the college, expanded their CPL webpage, and opened the doors to offer CPL through articulation agreements with community partners across the state.

SUN PATH has supported CNM to infuse credit for prior learning throughout the institution, making staff and faculty more knowledgeable about CPL and in applying nationally recognized best practices to their individual roles in the process. SUN PATH aided CNM in providing extensive training significantly expanding the number of staff to guide students through CPL processes. CNM's wide implementation of CPL has resulted in "...an explosion of students requesting credit for prior learning," said one of CNM's Enrollment Services Supervisors. In the past three years, CNM has awarded over twenty-thousand credit hours of prior learning to over 2,000 students, helping them achieve their goals of obtaining a degree or certificate.

"SUN PATH has opened up a door to opportunity I could not achieve due to setbacks in my life. I am very grateful."

— Michelle Romero, CNM student

SUN PATH Recommendations

Community colleges are the foundation for workforce development in the state of New Mexico. In an effort to strengthen, sustain, and expand workforce development and career pathways after TAACCCT funds expire, college and workforce leaders from across the SUN PATH consortium recommend the following:

- 1. Strengthen the focus on the critical role community colleges play in meeting the state’s workforce needs by including the following goals in state and individual college strategic plans:**
 - a. Expand capacity to deliver additional workforce training programs at community colleges.
 - b. Sustain and expand the strategic partnerships among higher education, the Department of Workforce Solutions (DWS) and community and regional employers.
- 2. Partner with Adult Education programs to expand the Integrated Education Training (IET) model to entry-level certificates. IET programs support academically under prepared adults to obtain industry credentials in high demand occupations.**
- 3. Embed entry level certificate programs into associate degree programs to create career pathways with stacked credentials.**
- 4. Ensure that core industry competencies and assessments are included in academic curricula that prepare students to obtain industry recognized credentials.**
- 5. Continue strong collaboration between Department of Workforce Solutions (DWS), regional workforce boards, and college campuses in the following ways:**
 - a. Continue and expand the role of Job Development Career Coaches (JDCC) on campuses to serve as a link between colleges, workforce connection offices, and regional employers.
 - b. JDCCs train career services staff to use workforce readiness support services including the Workforce Connections online system (WCOS).
 - c. Increase college student enrollment in and usage of WCOS resources.
- 6. Expand sector specific employer advisory councils that meet regularly to ensure the relevance of workforce training programs.**
- 7. Train financial aid staff and advisors on accessing alternative financial resources for adults who lack a high school diploma or equivalency. Examples include Workforce Innovation and Opportunity Act (WIOA), Temporary Assistance for Needy Families (TANF), or demonstrating the Ability to Benefit to receive financial aid.**
- 8. Advance Credit for Prior Learning (CPL) at colleges by creating a formal CPL policy, providing training opportunities for faculty and staff, and increasing opportunities for CPL.**
- 9. Continue support for statewide collaboration and training in state-of-the-art allied health simulation curricula.**
- 10. Commit resources and identify a centralized or statewide organization to manage the online course sharing system. Encourage and incentivize active collaboration among academic leaders for course and program sharing.**
- 11. Allocate resources to continue a New Mexico Quality Matters consortium.**
- 12. Adopt a unified statewide career pathways system that aligns with industry sectors in the state and leverages existing resources, systems, and structures.**
- 13. Commit resources to the alignment of courses, course numbers, and CIP codes for programs that lead to the same industry credential across institutions.**

“Without this program I would still be struggling to create a resume and trying to find a job. Because of this program I am lucky enough to be starting a new job this month right after being certified as a nursing assistant”

— Chantel Rivera, Nursing Assistant Graduate, Spring 2017



Sustain Path To Improve Lives And Strengthen Health Care

By Carmen Gonzales

We sometimes read stories about wasted federal funds, but I am delighted to share news about money that was successfully invested in New Mexico's people. The Skill Up Network Pathway Acceleration in Technology and Healthcare program, also known as SUN PATH, is not only improving lives, but also strengthening health care in our communities.

When I reflect on SUN PATH, I think about the many success stories of people like Victor Medina, a father in his 20s. As a teen, he dropped out of high school thinking he'd go to work. He ended up working two minimum wage jobs. Through SUN PATH, he got his GED and a community health care worker certificate. He went to work as a community health care and diabetes educator at La Familia Medical Center, where he increased his earnings. This year he has returned to Santa Fe Community College to study full time and earn his associate degree. Today in New Mexico, about 300,000 citizens are without a high school credential. This program addresses this need.

Santa Fe Community College received a \$15 million grant in 2014 from the U.S. Department of Labor called SUN PATH. New Mexico's SUN PATH project is a collaboration of 11 community colleges: Santa Fe Community College (lead institution); Central New Mexico Community College; Eastern New Mexico University — Roswell and Ruidoso; Mesalands Community College; New Mexico State University — Alamogordo; San Juan College; The University of New Mexico — Gallup, Los Alamos, Taos and Valencia. Other partners include the Department of Workforce Solutions, Higher Education Department and more than 250 employer partners.

The program has trained a resilient workforce of dislocated workers, veterans, underemployed and unemployed individuals with the goal of employment in high-demand jobs in health care and information technology. As of June 30, about 3,000 participants were enrolled in health care programs. Altogether, 61 percent completed their studies. Thirty-six percent found jobs, and of those whom already had jobs, income increased for nearly everyone.

Industry partners helped guide the development of new programs, have given input on curriculum development and shared key skills and competencies needed for job training programs to be relevant to employers. Students have accelerated their progress through entry-level certificates with support of the Integrated Basic Education and Skills Training program and utilizing Credit for Prior Learning. The Integrated Basic Education and Skills Training, or I-BEST program, serves students who are typically underrepresented, low-income adults who are seeking skills that lead to higher wages and higher skilled jobs.

The success students experience with completion of a short-term certificate often gives them the confidence they need to continue with their education. Additionally, the career coaches based at campuses provide career training and preparation for job placement. The SUN Online program is a course-sharing system between the participating institutions that allows colleges to share quality online courses to ensure that students have access to a variety of courses and degree programs without leaving their home academic institution. It also achieves cost efficiencies by sharing programs.

The grant ends Sept. 30, 2018. With such positive outcomes from the initial investment, it is essential that New Mexico sustains key program elements that have shown great success.

Each campus is developing a sustainability plan. All programs modified and/or created by the grant will continue as long as there is a demand for the courses. The programs were created utilizing Labor Market Information data and show a strong correlation with the needs of the job market.

How will New Mexico sustain such a successful program? It will take creative thinking and budget planning by the community colleges. The Legislature also should recommend funding aspects of SUN PATH, such as placing a job development career coach from the Department of Workforce Solutions at each college, the I-BEST program and the SUN Online program.

There are many more individuals like Victor looking for an opportunity to gain skills and improve their economic outlook. New Mexico must continue to build on the success of the grant's investment.

Carmen Gonzales, Ph.D., was the principal investigator for SUN PATH grant and recently retired. A lifelong educator, she is the former vice president for student success at Santa Fe Community College. She also is vice president emerita at New Mexico State University. To learn more about SUN PATH, visit www.sfcc.edu/programs/sun-path/.

List of SUN PATH Employer Partners

Mesalands Community College

Autumn Blessings - Assisted Living
City of Tucumcari
Dan C. Trigg Memorial Hospital
K-Bee Homecare Services LLC
Presbyterian Medical Group
Presbyterian Medical Services
Quail Ridge - Assisted Living
TriCore Reference Laboratories
Tucumcari Home Health & Hospice
Logan Family Practice
Quay County Health Council
Sunrise Medical Group
Plains Regional Medical Center
Helping Hands Hospice
Guadalupe County Hospital
Tucumcari Main Street Development

UNM - Los Alamos

A Nurse in the Family
Alzheimer's Association
Casa Real Nursing Home
Home Instead Senior Care
Los Alamos Chamber of Commerce
Los Alamos County Fire Department
Los Alamos Commerce and
Development Corporation
Los Alamos Medical Center
Los Alamos National Laboratory
Los Alamos Retired and Senior
Organization
Los Alamos Retirement Community
Los Alamos Visiting Nurse Service,
Inc.
Mesa Public Library
New Mexico Direct Caregivers
Coalition
New Mexico Nurses Association
Regional Development Corporation
Santa Fe Care Center
Sombrillo Skilled Nursing and
Rehabilitation

NMSU - Alamogordo

American Medical Response
Ben Archer Health Clinic
Casa Arena Blanca Nursing Center
Gerald Champion Regional Medical
Center
Good Samaritan Society Betty Dare
Holloman Air Force Base - 49th
Medical Group and Firehouse One
Lincoln County Medical Center
New Mexico Department of Health -
Otero County
Socorro General Hospital

San Juan College

Animas Surgical Hospital
Aztec Family Practice
Aztec School District - Exceptional
Basin Home Health & Hospice
Beehive Homes of Farmington
Bloomfield Nursing and
Rehabilitation
Cedar Ridge Inn
Cloud 9
Comfort Keepers - Home Health
Farmington Family Practice
Farmington Municipal Schools
Four Corners Ambulatory Surgery
Four Corners Health Care Center and
Junction Creek Rehab
Four Winds Recovery Center
Genesis Health Care - Rehab

Good Samaritan Society
Horizon Home Health Services
Life Care Center of Farmington
Mercy Regional Medical Center
Mesa Family Practice
NM State Health Department
PASCO - Southwest Home Health
Pinon Family Practice
Presbyterian Medical Service
Reliance Medical Group
San Juan IPA
San Juan Regional - Ambulance
San Juan Regional Medical Center
SJRCM Walk - In Clinic Aztec
SJRCM Walk - In Clinic Bloomfield
San Juan Regional Rehab Hospital
Southwest Sleep Inc.
Southwestern Home Health
Special K Fitness
The Bridge at Farmington

UNM - Valencia

Ambercare Home Health
AMR Ambulance Service
Beehive Assisted Living
Belen Fire Department
Center for Ageless Living
Comfort Keepers
Dr. Roland Sanchez Office
El Paraiso
First Choice Community Healthcare
Fresenius Medical Care
Genesis
Good Life Assisted Living
Harmony Residential Care Inc.
Health South Rehab Hospital
Home Instead Senior Care
Interim Healthcare
Los Lunas Schools
Lovelace Medical Center
Lovelace Rehabilitation Hospital
Lovelace Women's Hospital
NM Direct Caregivers Coalition
On Pointe at Home
Open Skies Healthcare
Presbyterian Healthcare Services
Presbyterian Hospital
Quest Diagnostics
Socorro General Hospital
The Rehab Center of Albuquerque
TriCore Laboratories
UNM - Hospital
Valencia County Emergency Services
Valencia Urgent Care
Veterans Administration Hospital
Village of Los Lunas - Fire
Department
We Care

Central New Mexico Community College

Tricore
Always Best Care
Optihealth
Aerotek
Albuquerque Fire Department
Genesis Healthcare
Heritage Health Care
Home Care Assistance of
Albuquerque
Presbyterian Hospital
Superior Ambulance
New Mexico Department of Health
University of New Mexico Hospital
Davita

Episource
Turquoise Lodge Hospital
Veteran Affairs Hospital
Walgreens
Montebello Academy
Kindred Hospital
Lovelace Hospital
Albuquerque Ambulance
Centro Savila

UNM Taos

AAA Homecare
Angel Fire Fire Department
Angel Fire Ski Patrol
Angel Fire Urgent Care
BLM
Center for Physical Health
Cerro Fire Department
Children's Trust Fund
DOH
El Centro Family Health - Taos
Medical Clinic
Espanola Ambulance
Espanola Fire Department
Espanola Urgent Care
Family Practice Associates of Taos
Holy Cross Hospital, Taos Health
Systems
Los Angelitos
Mogul Medical Clinic: Lynch Spike
MD
Mountain Home Health
Questa Fire Department
Red River Fire Department
Red River Ski Patrol
Rio Fernando Fire District
Shreiber Family Practice
Sipapu Ski Patrol
Taos Clinic - Children & Youth
Taos County EMS
Taos Hospice
Taos Living Center
Taos Medical Group PA
Taos Orthopedic Institute
Taos Primary Care Clinic
Taos Retirement Village
Taos Ski Valley Fire Department
Taos Ski Valley Ski Patrol
Taos Urgent Care
Taos - Picuris Indian Health Center
Tres Piedras Fire District
U.S. Forest Service
Women's Health Institute

ENMU - Roswell

BCA Pediatrics Artesia
Zia Medical Specialists
Quick Care of Roswell
Interventional Spine and Pain
Management
La Casa Family Health Center
La Casa Family Health Center PEDS
Los Ninos Pediatrics
Mesa Medical Associates
Roswell Medical Clinic
Rio Pecos Medical
Kelley Pharmacy
Sunset Villa
Comfort Keepers
Sleep Diagnostic Center New Mexico
Pangea Medical
K Mart Pharmacy
New Horizons Wellness Center
Eastern NM Medical Center
Lovelace Regional Hospital
Covenant Family Healthcare Center

Brookdale Senior Living
Primm Drug
Artesia Family Health Center/ Pres
Medical services
Mission Arch

Santa Fe Community College

Ambercare Hospice
Comfort Keepers
Santa Fe County Fire Dept.
Casa Real
El Castillo
La Familia Medical Center
NM Human Services Department
Right at Home
Nurses with Heart
Correct Care Solutions
A Nurse in the Family
Visiting Angels
NM Dept. of Health
Presbyterian Medical Services
Aspen Medical Center
Anasazi Medical Associates
Superior Ambulance Service
Espanola Valley EMS
The Vet Center
Kingston Health
Santa Fe Public Schools
Heritage Home Health
Presbyterian Healthcare Services
El Centro
Espanola Valley Nursing & Rehab
City of Santa Fe Fire Dept.
Christus St. Vincent RMC
Lifelink
Southwest CARE Center
NALWDB
NM Workforce Connection -WIOA

UNM - Gallup

Zuni Comprehensive Health Center
US Renal Care
Red Rocks Dialysis
Tsehootsooi Medical Center
Rehoboth McKinley County Hospital
Red Rock Care Center
Ramah Care Services
Med Star Ambulance
McKinley County Fire Department
Little Sisters of the Poor
Gallup Indian Medical Center
Gallup Fire Department
Cibola General Hospital
Air Medical Resource Group

ENMU - Ruidoso

Mescalero Apache School
Adult Probation
Creative Aging
DOIT Ruidoso Health Office
Lincoln County EMS
Encompass Home Health
LC Community Assistance Program
Lincoln County Community
Assistance Program
Lincoln County Community
Assistance Program
Lincoln County Medical Center
Mescalero Care Center
Mescalero Fire Department
New Horizons
Presbyterian Healthcare Services
Lincoln County Health Council
Ruidoso Fire Department Sierra
Blanca Regional Airport



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"The New Mexico SUN PATH TAACCCT project provides equal opportunities (EO) to all applicants without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, genetic information, marital status, amnesty, or status as a covered veteran in accordance with applicable federal, state and local regulations."



Barbara Damron,
PhD, RN, FAAN,
New Mexico Higher
Education Department,
Cabinet Secretary

SUN PATH's project goals support the efforts of Higher Education in New Mexico to align the community colleges' education and training programs with the needs of employers across the State.

SUN PATH also supports students in developing the skills needed to enter and succeed in New Mexico's Workforce.

SUN PATH supports under-prepared students through Integrated Education Training (IET) Programs at their consortium HEIs as an entry point to a career pathway. IET programs embed basic math and literacy skills into job training programs, which help pre-college students succeed in entry-level certificate programs that lead to an industry credential and a job – all within a year. Students then have the skills and opportunity to continue with their education while working and gaining experience in their field of study.

In addition, SUN PATH has served as a valuable catalyst for strengthening the alignment between the Higher Education Department and the Department of Workforce Solutions. The Job Development Career Coaches that reside on campuses across the State help to create a seamless transition from training programs to employment. College students are now receiving consistent support with a wide range of career readiness services and job placement support upon completion.

As Cabinet Secretary of the New Mexico Higher Education Department, I am pleased to see New Mexico community colleges strengthen their focus on supporting students across New Mexico by easing the ability of students to transfer between our public HEIs and thereby enabling students to receive the training they need to get a high-wage job.



Celina Bussey,
New Mexico
Department of
Workforce Solutions,
Cabinet Secretary



For New Mexico the healthcare industry continues to be a driving force of new job creation, as well as an excellent career pathway for so many.

Through the focused efforts of the SUN PATH program, and all of its partners, job seekers whom may have never have considered themselves college ready, are gaining access to the programs of study that are supported by existing job openings and projected job growth. Employers directly, and indirectly, connected to the healthcare industry continue to emphasize the importance of applied learning coupled with practice experience as a recipe for success when it comes to upward mobility in their organizations.

With Job Development Career Coaches strategically placed at each of the campuses of the partnering higher education institutions, students receive the supportive services that they need to help make the connection between their education and their career; employers receive direct access to the pipeline of talent being developed through the various programs of study; and the educational institutions have meaningful and relevant employment opportunities readily available for their graduates. The Department of Workforce Solutions recognizes that models such as SUN PATH require a great deal of cooperation, coordination, and leveraging of resources, but in the end the benefit and impact to the lives of those being served by this program yields the highest of positive outcomes. The Department remains committed to its vision to Educate, Empower and Employ and sees that the efforts of the SUN PATH initiative are embedded in that effort.



IMPROVING LIVES

STRENGTHENING HEALTHCARE

After four years in SUN PATH, UNM-Valencia served 355 unique participants enrolled in various programs of study, ranging from one semester certificates to associate degrees. Altogether, 322 have completed their studies, a completion rate of 91% (many are still retained in their program of study), while earning 380 certificates, degrees, and industry recognized credentials in total. Seventy (70) participants who were unemployed at enrollment were employed after program completion. Employment data is not complete as there is a nine month lag time to access the most current employment data. Incomes for 177 increased during or after their studies. Participants were mostly Hispanic (62%) and White (30%), while 5% were American Indian, and a small remainder (3%) represented other races/ethnicities. Most participants were females (77%). Participants' average age was 29. One hundred sixty-nine (169) participants were eligible for financial aid. UNM-Valencia was allocated \$788,030 for TAACCCT 4, and at the time of this report, \$739,747 (94%) was spent. The grant sunsets in September 2018 and remaining funds are being spent through the end of the grant award period.

Programs of Study

Allied Health

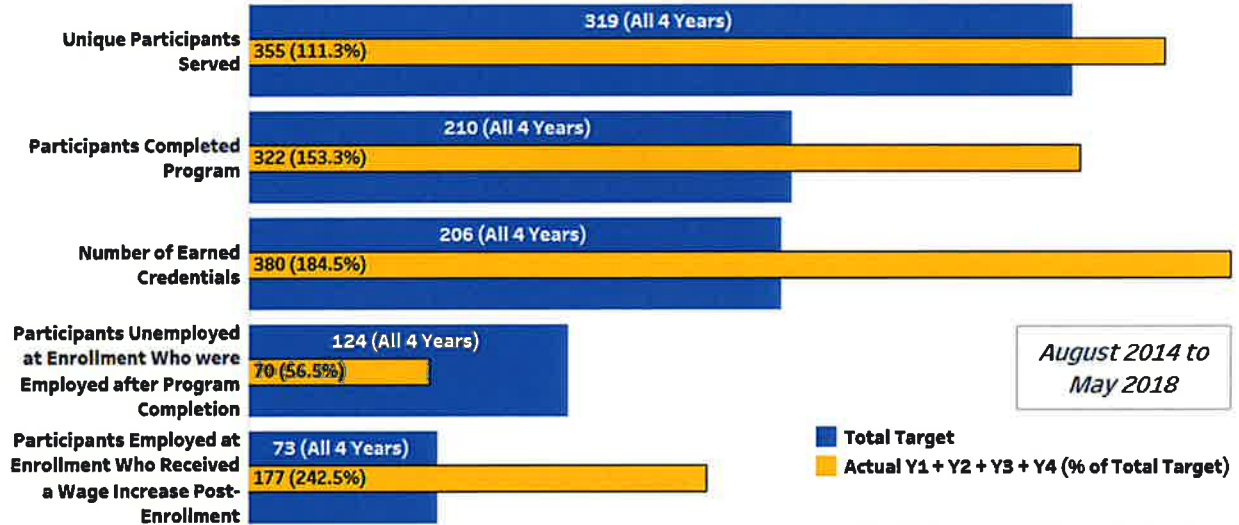
Certified Nursing Assistant
Home Health Aide
Nursing (AAS)
Phlebotomy

Emergency Medical Technician

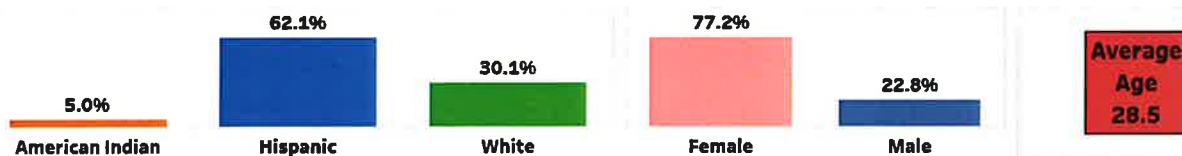
EMT First Responder Prehospital Professional
EMT Basic
EMT Intermediate

Health Information Technology

Performance Outcomes: Actuals Compared to Targets



UNM-Valencia Participant Demographics



UNM-VALENCIA SUN PATH COORDINATOR

Eileen Davis, (505) 925-8974, eileend@unm.edu



NEW MEXICO HIGHER EDUCATION DEPARTMENT



Center for Education Policy Research

Community Impact of SUN PATH from 2014 to 2018

- New Associate Degree programs in Allied Health were developed and are now offered including: Associate Degree in Health Information Technology and the certificate in Medical Assisting.
- Pre-college students (adult education and developmental education) now have access to and are actively enrolling in credit bearing training programs that lead to an industry credential and employment through the I-BEST certificate programs. I-BEST has expanded from two programs: Personal Care Attendant and Nursing Assistant prior to SUN PATH into all four of the Allied Health certificate programs including Phlebotomy and Emergency Medical Technician-Basic.
- A NM Department of Workforce Solutions, Job Development Career Coach (JDCC) is now located on campus engaging employers and providing a wide range of workforce readiness services to students including job placement support.
- Prior to SUN PATH, UNM-Valencia had difficulty tracking post-graduation employment rates. All Allied Health students are now seamlessly tracked from graduation into employment.
- Healthcare employer engagement has grown exponentially from 20 partners minimally engaged in 2014 to 35 employer partners that currently provide clinical sites, supplies for courses, input on curriculum and ultimately locations for job placement.
- Simulation scenarios have been developed and are now being utilized with high fidelity mannequins for all Allied Health programs. Simulation training is more accessible and the number of faculty trained in simulation has increased from two to 11 in the past three years.
- The number of faculty trained by Quality Matters to develop and deliver high quality online courses have increased from five to 27 in the past three years.
- Completion of students in Allied Health programs increased from 68% in 2014 to 88% in 2017.



UNM Valencia Campus Allied Health Graduating Class 2017



Phlebotomy students practicing live draws on one another. Pictured from left to right: Aron Castro, Debi Scoville, Michael Carriere (I-BEST Instructor), Louisa Aragon and Heather Cano (Content Instructor).



Code Blue Cardiac Arrest Simulation. Pictured left: Dawson Creg, right, Johnathon Darrough.

“When I first enrolled in the SUN PATH program I felt that I was below college level particularly in English and Math. My first SUN PATH class was PCA with I-BEST integrated into it. The combination of the two classes helped me not only learn the skills to be a Personal Care Attendant but I-BEST helped me in developing and forming essays and improve my skills in Math. After meeting with the SUN PATH coordinator I was encouraged to continue onto CNA. While in the CNA class, which also included I-BEST, my patient care skills increased along with the core fundamental skills necessary to succeed in college. I am now enrolled in college level courses; my major is an Associate degree in General Science that meets the pre-requisite requirements for the Nursing Program. The SUN PATH team has been my little angels helping me advance in both my education and in my new found career.”

— **Veronica Chavez**, SUN PATH student



IMPROVING
LIVES

STRENGTHENING
HEALTHCARE

After four years in SUN PATH, UNM-Taos served 140 unique participants enrolled in various programs of study, ranging from one semester certificates to associate degrees. Altogether, 85 have completed their studies, a 61% completion rate (some are still retained in their program of study), while earning 95 certificates, degrees, and industry recognized credentials in total. Seven (7) participants who were unemployed at enrollment were employed after program completion. Employment data is not complete as there is a nine month lag time to access the most current employment data. Incomes for 67 increased during or after their studies. Participants were mostly Hispanic (60%) and White (34%), and a small remainder (5%) represented other races/ethnicities. Most participants were females (66%). Participants' average age was 32. Thirty-eight (38) participants were eligible for financial aid. UNM-Taos was allocated \$679,983 for TAACCCT 4, and at the time of this report, \$660,040 (97%) was spent. The grant sunsets in September 2018 and remaining funds are being spent through the end of the grant award period.

Programs of Study

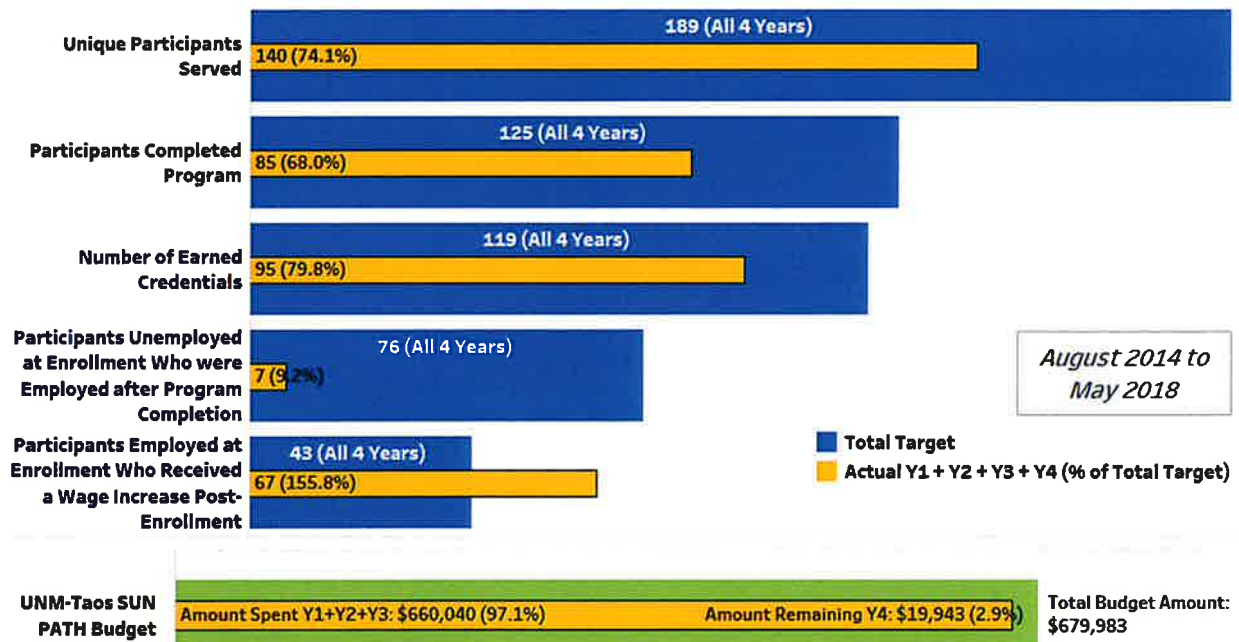
Allied Health

Certified Nursing Assistant
Nursing

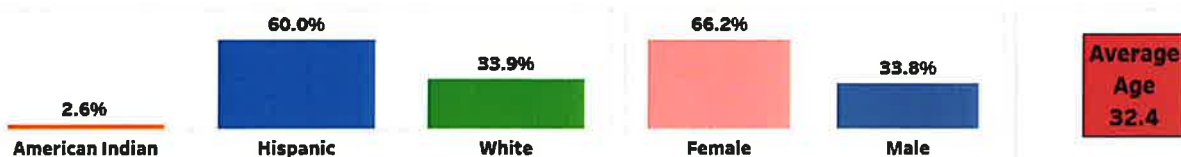
Emergency Medical Technician

EMT Basic
EMT Intermediate

Performance Outcomes: Actuals Compared to Targets



UNM-Taos Participant Demographics



Community Impact of SUN PATH from 2014 to 2018

- New certificate and degree programs in Allied Health were developed and are now offered including: an Associate's degree in Emergency Medical Services (EMS), Medical Coding/Billing, and Community Health Certificate (CHC). The CHC program was endorsed by New Mexico Department of Health.
- The associate's degree in EMS created a career pathway with stacked credential for advancement in the allied health professions. College EMS enrollments increased from 31 students in 2015 to 75 students in 2016.
- UNM-Taos created and implemented the I-BEST model in CNA, Intro to EMS, and EMT-Basic courses. This model provided adult education (AE) students, including those without high school equivalencies, access to credit bearing training programs. These courses lead to an entry-level, industry-recognized credential and employment. UNM Taos SUNPATH has served 50 students with below college-ready academic skills between fall 2015 and fall 2017.
- The Adult Learning Center transitioned to the Taos Education and Career Center (TECC) with the development of career pathways and integrated education and training programs (IET). The Program Specialist at TECC also became the Job Development and Career Coach (JDCC) funded by the Department of Labor, greatly strengthening the partnership between education and workforce. The employment rate for the adult education I-BEST students who successfully passed their coursework and earned a certificate is 64% and growing.
- Healthcare employer engagement has grown exponentially from 4 partners minimally engaged in 2014 to 39 employer partners that currently provide clinical sites, scholarships for students, input on curriculum and ultimately locations for job placement.
- We were successful at leveraging community support of our I-BEST students as evidenced by the awarding of 34 scholarships for students in need, specifically with 8 from Taos County EMS, 18 from the Lions Club, 6 through the non-profit SER Jobs for Progress, and 2 from TANF.
- Establishment of a simulation lab through the leveraging of bond funds helped build a state of the art health sciences center for UNM-Taos, located in the center of our community. SUN PATH funded high fidelity simulation manikins, expanding multi-scenario simulations to all Allied Health programs.

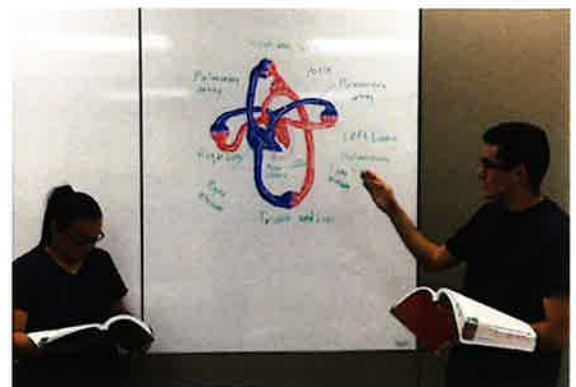
Janice's Story

"My name is Janice Fernandez and I am a resident of Dixon, NM. I have four children age ranges from 17-23, five grandchildren with my sixth to arrive Christmas eve! My mother passed away four years ago of colo-rectal cancer, and I wished there were more I could do for her. I worked at Buffalo Thunder Casino/ Cities of Gold for nine and a half years until I decided I wanted to do more to help people from my surrounding community. I wanted to understand their needs and help them through their illness. I had my nursing assistant certificate in 1998 and let it lapse. I applied at Holy Cross Hospital and got hired as a nurse aide. I looked into the UNM Taos SUNPATH program and got accepted. I learned a lot of things I had forgotten, and the CNA course taught important information I needed to get recertification. I received a raise as a certified nursing assistant at Holy Cross Hospital. I now have a second chance to fulfill my calling to be of service. I am thankful to SUNPATH for helping me achieve success!"



"The EMT training changed my life! I never imagined I would have a career I loved with full benefits by this time in my life. I intend to continue my education and become a paramedic to better serve my community."

— Chase Ingram, Fall 2016 EMT-B student



Miranda Ortega and John Olivas present the circulatory system to the fall 2017 I-BEST CNA class.

UNM
LOS ALAMOS

IMPROVING
LIVES

STRENGTHENING
HEALTHCARE

After four years in SUN PATH, UNM-Los Alamos served 96 unique participants enrolled in various programs of study, ranging from one semester certificates to associate degrees. Altogether, 81 have completed their studies, an 84% completion rate (many are still retained in their program of study), while earning 95 certificates, degrees, and industry recognized credentials in total. Fourteen (14) participants who were unemployed at enrollment were employed after program completion. Employment data is not complete as there is a nine month lag time to access the most current employment data. Incomes for 58 increased during or after their studies. Participants were mostly Hispanic (60%) and White (29%), while 7% were American Indian, and a small remainder (3%) represented other races/ethnicities. Most participants were females (62%). Participants' average age was 28. Twenty-two (22) participants were eligible for financial aid. UNM-Los Alamos was allocated \$468,320 for TAACCCT 4, and at the time of this report, \$441,596 (94%) was spent. The grant sunsets in September 2018 and remaining funds are being spent through the end of the grant award period.

Programs of Study

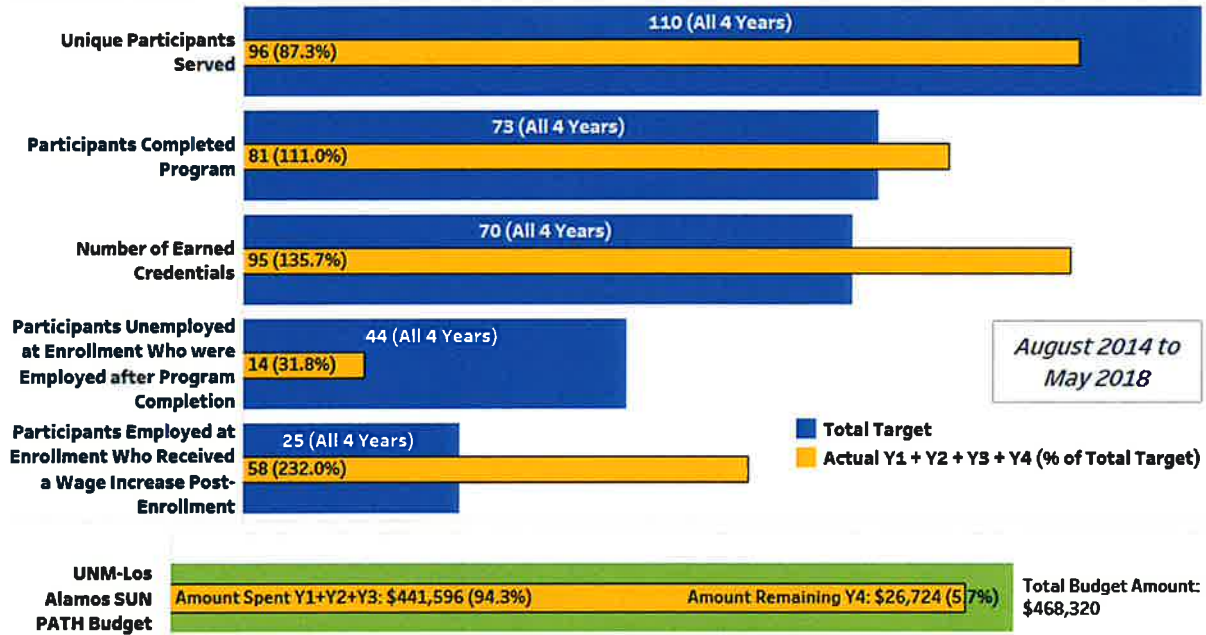
Allied Health

Certified Nursing Assistant
Personal Care Attendant

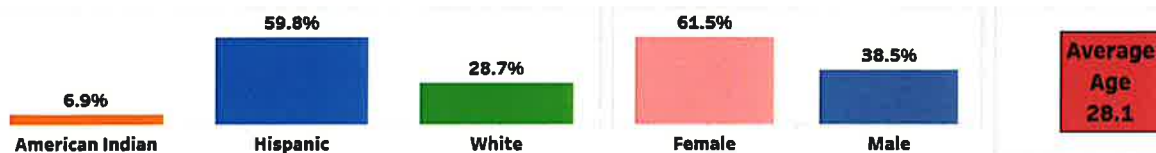
Emergency Medical Technician

EMT Basic
EMT Intermediate
EMT Paramedic

Performance Outcomes: Actuals Compared to Targets



UNM-Los Alamos Participant Demographics



UNM-LOS ALAMOS SUN PATH COORDINATOR

Gabe Baca, (505) 663-3400, gbaca@unm.edu

Community Impact of SUN PATH from 2014 to 2018

- New certificate programs were developed and are now offered: Personal Care Attendant (PCA) and Certified Nursing Assistant (CNA).
- Community members provided \$14,500 in scholarships for Allied Health career pathways for PCA and CNA programs.
- Training programs eligible for financial assistance under the Workforce Innovation Opportunity Act (WIOA) has increased from 0-4.
- Adult Education is now represented on Northern Area Local Workforce Development Board.
- Temporary Assistance for Needy Families (TANF) is now providing tuition assistance for qualifying students.
- Establishment of a Simulation Lab for ambulance, ER and multi-scenario simulations with additional high fidelity simulation manikins for EMT, CNA and PCA scenarios.
- Healthcare employer partners have greatly expanded and include nine local agencies that are now active on an ongoing basis.

“This class has made me more aware of the care people need. And it is going to make me employable in the health care field - the first step on my way to becoming a nurse!”

— **Keziah Gellis**, CNA student

“This is a fantastic class that leads to so many opportunities. The professor is great and I have learned so much. I am really thankful for this program and I’ll be excited to see what the future holds. The equipment is amazing. It teaches you a lot, and doing a lot of hands-on work helps you learn all of the material.”

— **Holly Aslam**, UNM Los Alamos Personal Care Attendant Student



Los Alamos Medical Center (LAMC) Environmental Service employee Maria Victoria Rygh earned her Certified Nursing Assistant and Personal Care Attendant certificates. LAMC CEO John Whiteside, left, Chief Nursing Officer Lisa Wallace and Chief Financial Officer Steve Winegeart attended her graduation May 12 and congratulated her on her achievements. Photo by Carol A. Clark/ladailypost.com



A UNM-LA EMT student practices intubation and mechanical ventilation of a patient.



Students in the UNM-LA CNA program perform a rescue simulation using CPR and an automated external defibrillator (AED). In this scenario-based simulation, the doctor on the television in the background has provided details about the patient, the symptoms and the setting which may influence the responders’ actions. Photos by Nancy Coombs, UNM-LA



IMPROVING
LIVES

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HEALTHCARE

After four years in SUN PATH, UNM-Gallup served 416 unique participants enrolled in various programs of study, ranging from one semester certificates to associate degrees. Altogether, 231 have completed their studies, a 56% completion rate (many are still retained in their program of study), while earning 262 certificates, degrees, and industry recognized credentials in total. Sixty-two (62) participants who were unemployed at enrollment were employed after program completion. Employment data is not complete as there is a nine month lag time to access the most current employment data. Incomes for 116 increased during or after their studies. Participants were mostly American Indian (78%) and Hispanic (11%), while 6% were White, and a small remainder (5%) represented other races/ethnicities. Most participants were females (78%). Participants' average age was 31. Two hundred eighteen (218) participants were eligible for financial aid. UNM-Gallup was allocated \$845,458 for TAACCCT 4, and at the time of this report, \$812,934 (96%) was spent. The grant sunsets in September 2018 and remaining funds are being spent through the end of the grant award period.

Programs of Study

Allied Health

Certified Nursing Assistant
Medical Laboratory Technician
(AAS)
Nursing (AAS)

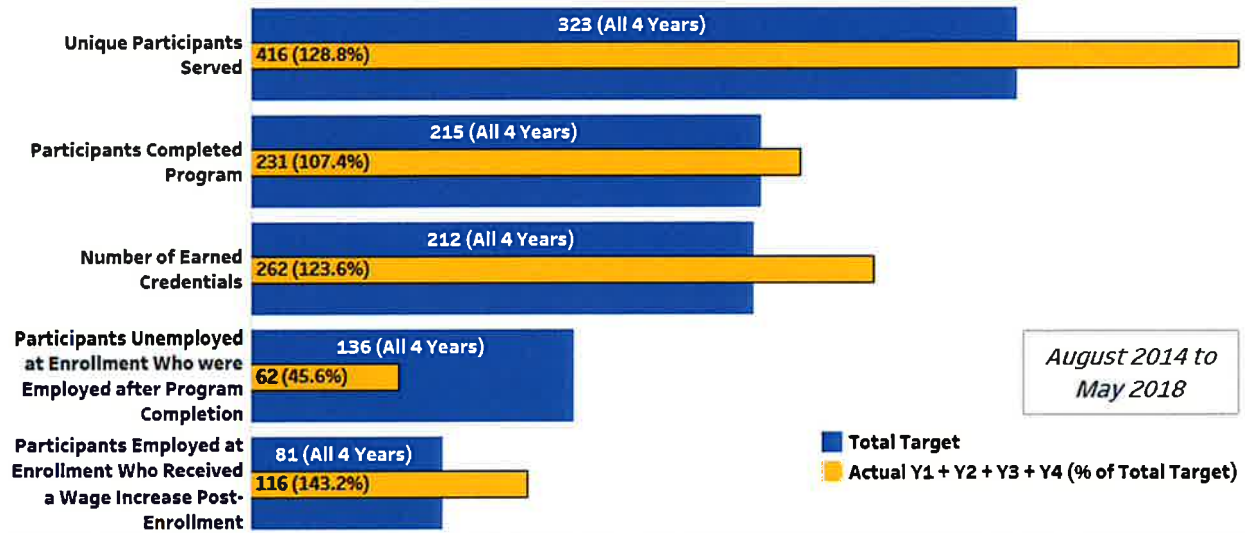
Emergency Medical Technician

EMT Basic
EMT Intermediate
EMT Paramedic (AAS)

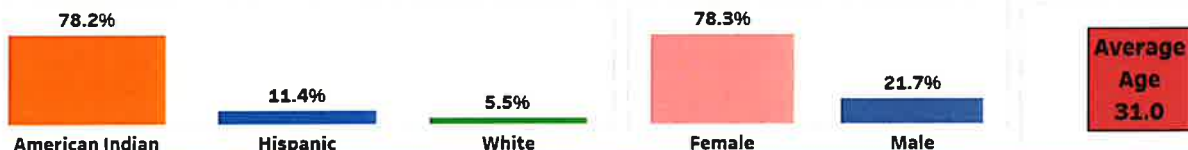
Health Information Technology

Health Information Technology
(AAS)
Medical Coding

Performance Outcomes: Actuals Compared to Targets



UNM-Gallup Participant Demographics



UNM-GALLUP SUN PATH COORDINATOR

Adrienne Tsethlikaj, (505) 863-7737, adriene@unm.edu



NEW MEXICO HIGHER EDUCATION DEPARTMENT



Community Impact of SUN PATH from 2014 to 2018

- New certificate and degree programs in Allied Health were developed and are now offered in the following: Health Information Technology, Emergency Medical Technician (EMT) -Basic, EMT-Intermediate, and an Associate of Science in Emergency Medical Science.
- Adult Education (AE) and pre-college students now have access to and enroll in credit bearing training programs leading to industry certification and employment through the Nursing Assistant and EMT-Basic certificates. Prior to SUN PATH there were no I-BEST programs offered to support pre-college students in credit bearing training programs.
- Healthcare employer partnerships have expanded from 7 to 14 and have become more focused on meeting specific workforce needs of these partners.
- A New Mexico Department Workforce Solutions, Job Development Career Coach (JDCC) is now located on the campus full-time, providing a wide range of workforce readiness services to students including job placement support.
- Expanded course offerings for Certified Nursing Assistant program based on workforce demand, tripling the number of completers, from 21 to 60 students in the past three years.
- Pass rates on the national Emergency Medical Services exam has increased from 50% in 2014 to 100% in 2017 as a result of the additional academic support provided through I-BEST.
- A new career pathway certificate in Phlebotomy is available to students. This certificate stacks into an AS degree in Medical Laboratory Technology. Clinical phlebotomy experience can be awarded to accelerate the student toward this degree.
- Temporary Assistance to Needy Families (TANF) is now providing tuition assistance for qualifying students through the Department of Workforce Solutions, State and Tribal (Zuni & Navajo).
- Simulation scenarios have been developed and are now being utilized with high fidelity mannequins for Allied Health Programs. Simulation is more accessible and the number of faculty trained has increased from two to five, improving the quality and rigor of simulation modules.
- The number of faculty trained for Quality Matters (QM) has increased from none to five and has led to a campus-wide initiative for all on-line faculty to be QM trained and certified.



"SUN PATH assisted me significantly, by providing me with the VLab workshop. This VLab workshop was a great way to learn hands on skills because it gave me an opportunity to participate in new

methods that corresponded with my health profession. I was able to demonstrate the practices of an actual method, specifically in coding a case from different scenarios. I have been preparing myself for a career in healthcare by learning the necessary skills to do my job, while strengthening my reading, writing and math skills with the support of the I-BEST instructor. Being a part of the SUN PATH offered me so many benefits. This included creating effective resumes, guidance in using the New Mexico Workforce Connection online system, information on job fairs, and career readiness workshops. I look forward to pursuing my career following graduation"

— **Vernon Francisco**, HIT student



SUN PATH students in the nursing program excel in didactic and laboratory skills.



IMPROVING
LIVES

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HEALTHCARE

After four years in SUN PATH, Santa Fe Community College served 576 unique participants enrolled in various programs of study, ranging from one semester certificates to associate degrees. Altogether, 331 have completed their studies, a 57% completion rate (many are still retained in their program of study), while earning 360 certificates, degrees, and industry recognized credentials in total. Sixty-four (64) participants who were unemployed at enrollment were employed after program completion. Employment data is not complete as there is a nine month lag time to access the most current employment data. Incomes for 302 increased during or after their studies. Participants were mostly Hispanic (62%) and White (28%), while 4% were American Indian, and 6% were other races/ethnicities. Most participants were females (75%). Participants' average age was 33. One hundred ninety-six (196) participants were eligible for financial aid. Santa Fe Community College was allocated \$1,194,749 for TAACCT 4, and at the time of this report, 1,112,671 (93%) was spent. The grant sunsets in September 2018 and remaining funds are being spent through the end of the grant award period.

Programs of Study

Allied Health

Certified Nursing Assistant
Community Health Worker
Home Health Aide
Medical Assisting (AAS)
Nursing (AAS)
Phlebotomy
Radiologic Technology
Respiratory Therapy (AAS)

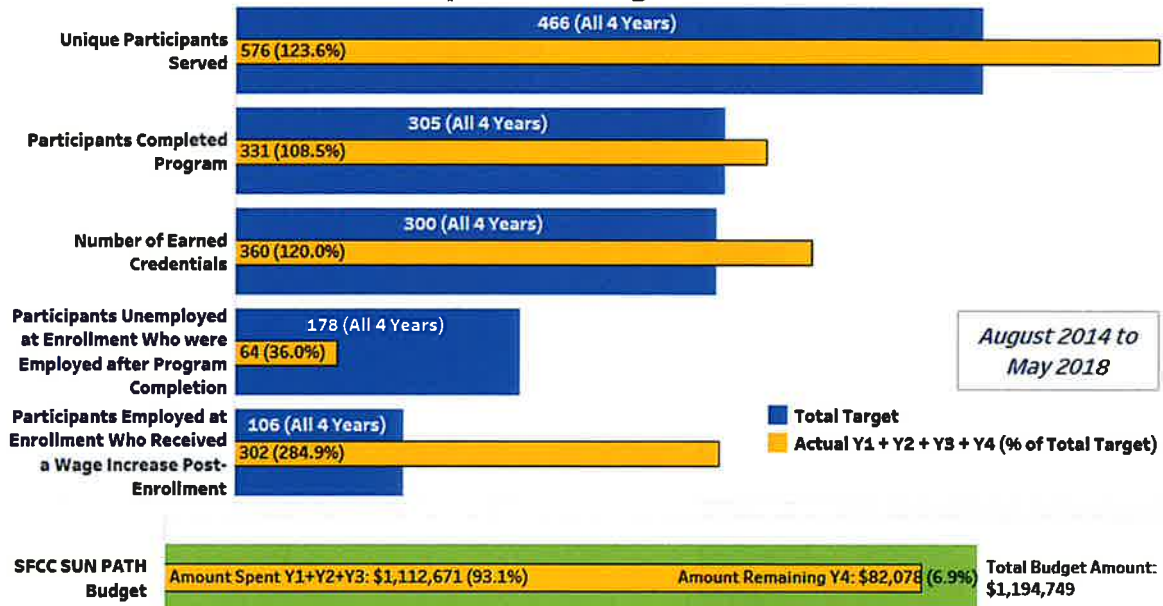
Emergency Medical Technician

EMT Basic
EMT Intermediate
EMT Paramedic (AAS)

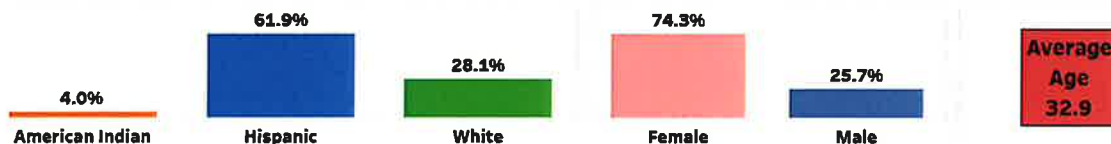
Health Information Technology

HIT – Electronic Health Information

Performance Outcomes: Actuals Compared to Targets



Santa Fe Community College Participant Demographics



SFCC SUN PATH COORDINATOR

Cheryl Peachey, (505) 428.1137, cheryl.peachey@sfcc.edu



Community Impact of SUN PATH from 2014 to 2018

- New certificate programs in Allied Health developed and now offered include Licensed Practical Nurse (Online and endorsed by the state Board of Nursing) and Medical Billing and Coding.
- SFCC expanded the Community Health Worker training program by the development of an online curriculum that meets Quality Matters standards and is endorsed by New Mexico Department of Health.
- A NM Department of Workforce Solutions Job Development Career Coach (JDCC) is now located on campus, engaging employers and providing a wide range of workforce readiness services to students including job placement support.
- SFCC has created and approved a formal Credit for Prior Learning (CPL) policy and students are receiving credit for their demonstrated prior learning.
- Adult Education (AE) students now have access to and enroll in credit-bearing training programs through the Certified Nurse Aide, Medical Assistant, Phlebotomy, Home Health Aide, Community Health Worker, and Emergency Medical Technician Basic I-BEST certificates and an I-BEST class in Medical Terminology. Prior to SUN PATH there were no healthcare I-BEST programs offered.
- The Adult Education level gain percentages (Math, Reading, and Writing) for SUN PATH I-BEST students (42%) is 7% higher than regular Adult Ed students (35%).
- The I-BEST EMT Basic cohort resulted in a 100% industry licensing pass rate, compared to the 72% national average. Students also received credit for English 109.
- SFCC demonstrated commitment to high standards in online education by successfully training 60 faculty and staff in Quality Matters and pursuing QM certification for online courses.
- SUN PATH students received \$6,500 from the Daniel's Fund (Boundless Opportunities Scholarship) for 2016 – 2017. The scholarship bridged financial aid gap for I-BEST students as they reached high school equivalency and qualified for traditional financial aid.
- Completion rate increase of 30% in Allied Health programs, 303 awards in 2015 to 393 awards in 2016.
- The SUN PATH grant has paved the way for the Medical Simulation Technician position to be totally funded by institution funds after the grant ends.
- SFCC upgraded its Simulation Center with a video surveillance system, audio system, and new state-of-the-art high fidelity simulators allowing for a 35% increase of student and workforce encounters while providing more realistic settings for critical care and emergency medicine scenarios.



Students in the Respiratory and Nursing programs participate in a multi-disciplinary simulation using a high fidelity mannequin.



SAN JUAN COLLEGE

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LIVES

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HEALTHCARE

After four years in SUN PATH, San Juan College served 595 unique participants enrolled in various programs of study, ranging from one semester certificates to associate degrees. Altogether, 437 have completed their studies, a 73% completion rate (many are still retained in their program of study), while earning 464 certificates, degrees, and industry recognized credentials in total. One hundred and fourteen (114) participants who were unemployed at enrollment were employed after program completion. Employment data is not complete as there is a nine month lag time to access the most current employment data. Incomes for 274 increased during or after their studies. Participants were mostly American Indian (44%), while 32% were White, 18% were Hispanic, and 7% were other races/ethnicities. Most participants were females (75%). Participants' average age was 31. Two hundred fifty (250) participants were eligible for financial aid. San Juan College was allocated \$1,209,326 for TAACCCT 4, and at the time of this report, \$983,914 (81%) was spent. The grant sunsets in September 2018 and remaining funds are being spent through the end of the grant award period.

Programs of Study

Allied Health

Basic Health Skills Fundamentals
Basic + CNA
Basic + Patient Care Unit Assistant
Basic + Phlebotomy
Combined Basic + CNA + Patient Care Unit + Phlebotomy

Occupational Therapy Assistant (AAS)
Pharmacy Technician
Phlebotomy
Physical Therapy Assistant (AAS)
Respiratory Therapy (AAS)
Surgical Technology (AAS)

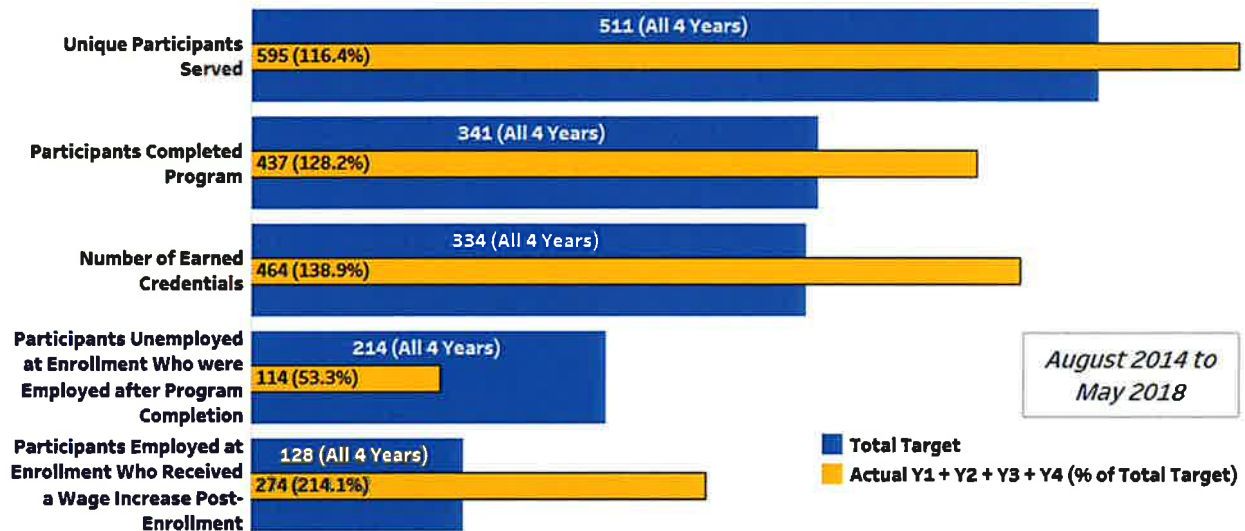
Emergency Medical Technician

EMT Basic
Advanced EMT
Professional Paramedic Practice

Health Information Technology

Health Information Technology (AAS)
Medical Insurance Coder/B

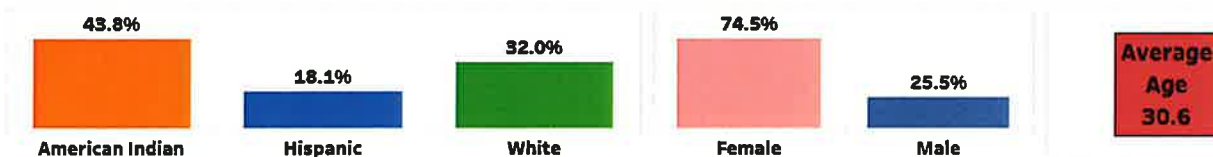
Performance Outcomes: Actuals Compared to Targets



San Juan College SUN PATH Budget

Amount Spent Y1+Y2+Y3: \$983,914 (81.4%)
Amount Remaining Y4: \$225,412 (18.6%)
Total Budget Amount: \$1,209,326

San Juan College Participant Demographics



Community Impact of SUN PATH from 2014 to 2018

- A new short term Health Skills Fundamentals Certificate was developed in partnership with local employers that includes four short-term certificates stacked within it; certificates included: Certified Nursing Assistant Certificate, Phlebotomy Certificate, and Patient Care Unit Assistant Certificate.
- A part-time (8 hrs per week) NM Department of Workforce Solutions Job Development Career Coach (JDCC) is now located on campus, engaging students and providing a wide range of workforce readiness services including job placement support.
- Temporary Assistance for Needy Families (TANF) is now providing tuition assistance for qualifying students through the Department of Workforce Solutions.
- San Juan College Healthcare is focusing on meeting specific workforce needs for over 50 employer partners.
- The number of faculty trained in Quality Matters (QM) has increased from zero to 85. These faculty and staff have completed 121 workshops and certifications for QM.
- A comprehensive Simulation (SIM) center is now established and staffed with trained professionals and high quality simulation equipment. Forty-five faculty and staff at San Juan College (SJC) have received simulation training. SJC is a regional simulation center and provides enhanced student learning as well as the ability to capture simulation scenarios to use as teaching tools.
- Credit for Prior Learning (CPL) policies were developed and posted online, expanding CPL options, and is beginning to increase the number of students receiving CPL.
- SUN Online course sharing has allowed San Juan College's HIT Program to partner with Central New Mexico Community College to allow their students to fill the gap of required courses to stay on track for graduation. Prior to SUN PATH, this partnership was non-existent.
- SJC training programs eligible for financial assistance under the Workforce Innovation Opportunity Act (WIOA) has increased from none to 11.
- SJC adding an additional Certified Nursing Assistant and Phlebotomy classes each semester, serving and retaining more students to meet the local workforce demand.
- SJC continues to work toward implementing the Integrated Basic Education and Skills Training (I-BEST) model to support pre-college students in credit bearing training programs.

"When I started the program to complete my GED, I knew there was a large challenge ahead of me. I was able to graduate with my GED, complete the Phlebotomy Certificate, and was inspired to continue my education. The experience has been life changing for me."

— **Taunya Avalos**, SUN PATH student



SJC's SUN PATH most successful and impacting strategy outcome.



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After four years in SUN PATH, NMSU-Alamogordo served 198 unique participants enrolled in various programs of study, ranging from one semester certificates to associate degrees. Altogether, 152 have completed their studies, a completion rate of 77% (many are still retained in their program of study), while earning 179 certificates, degrees, and industry recognized credentials in total. Seventeen (17) participants who were unemployed at enrollment were employed after program completion. Employment data is not complete as there is a nine month lag time to access the most current employment data. Incomes for 77 increased during or after their studies. Participants were mostly White (52%) and Hispanic (34%), while 4% were American Indian, and a small remainder (9%) represented other races/ethnicities. Most participants were females (72%). Participants' average age was 30. Forty-eight (48) participants were eligible for financial aid. NMSU-Alamogordo was allocated \$762,014 for TAACCCT 4, and at the time of this report, \$732,969 (96%) was spent. The grant sunsets in September 2018 and remaining funds are being spent through the end of the grant award period.

Programs of Study

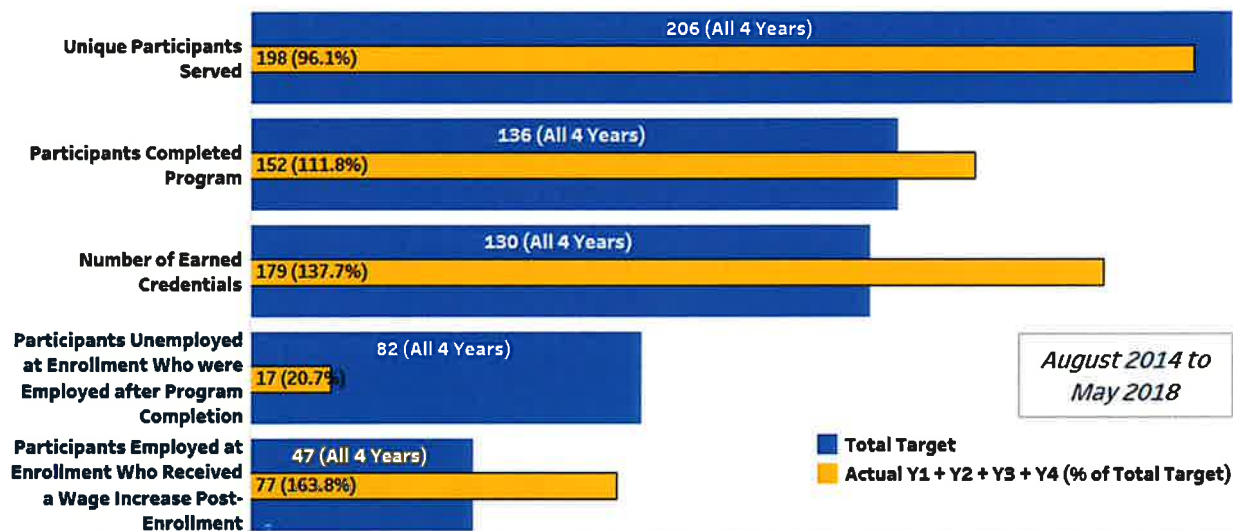
Allied Health

Certified Nursing Assistant
EKG Technician
Phlebotomy
Pre-Nursing (AAS)

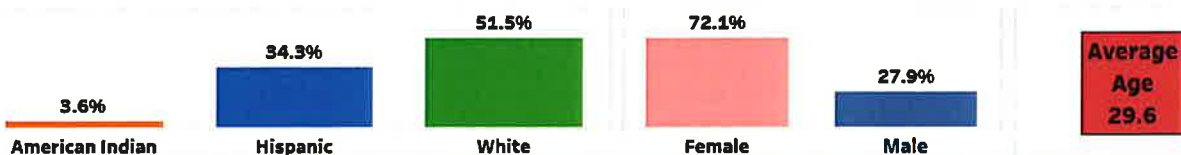
Emergency Medical Technician

EMT Basic
EMT Intermediate

Performance Outcomes: Actuals Compared to Targets



NMSU-A Participant Demographics



NMSU-A SUN PATH COORDINATOR

Sarah Cerra, (575) 439-3763, scerra@nmsu.edu

Community Impact of SUN PATH from 2014 to 2018

- New certificate and degree programs in Allied Health were developed and are now offered including: Certificates in Phlebotomy, EKG Technician, and Associates degrees in pre-nursing and Emergency Medical Technician Intermediate.
- Adult Education (AE) students now have access to and enroll in credit bearing training programs that lead to industry certification and employment through the Nursing Aide and Phlebotomy I-BEST certificates. Prior to SUN PATH there were no I-BEST programs offered.
- The Adult Education level gain percentages (Math, Reading, and Writing) have increased from 30% in 2014 to 37% in 2017.
- A NM Department of Workforce Solutions, Job Development Career Coach (JDCC) is now located on campus providing a wide range of workforce readiness services to students including job placement support.
- Healthcare employer partners have greatly expanded and include nine local agencies that are now active on an ongoing basis. These employers provide clinical sites, workshops for training, supplies for courses, input on curriculum and ultimately locations for job placement.
- The number of online courses certified by Quality Matters has grown from 17 to 146
- The number of faculty trained in Quality Matters has increased from 141 to 194.

“The IBEST instructor has been instrumental in helping my students learn basic math and writing skills and helping them to be confident in those skills. The JDCC helps the students with job interviewing skills, resume writing, and team building. I consider these professionals to be an integral part of my curriculum.”

— **Karen Armstrong-Sadowski, RN, MSN, MSHEd., CHES Associate Professor, Allied Health**

“The SUN PATH program has really progressed over the past few semesters. It seems like each semester students are improving and they all seem to be getting jobs. I know we at Ben Archer Clinic have hired at least 6 of the graduates over the span of a few years and they have been great co-workers.”

— **Yvette Misquez, Phlebotomist Technician at Ben Archer Health Clinic**



Phlebotomy student, Savannah Swayzee, practices phlebotomy techniques on SUN PATH JDCC, Genaro Brusuelas.



EMT-Basic students work with Holloman Air Force Base Firehouse One. Twelve veterans completed the EMT-Basic course in spring 2017. The partnership also allowed EMT's in need of CEUs to work with the students in exchange for credits.



Anne Blankenship, CNA at Gerald Champion Regional Medical Center, spoke to Nursing Assistant Students regarding her position, sharing real life stories with students.



IMPROVING LIVES

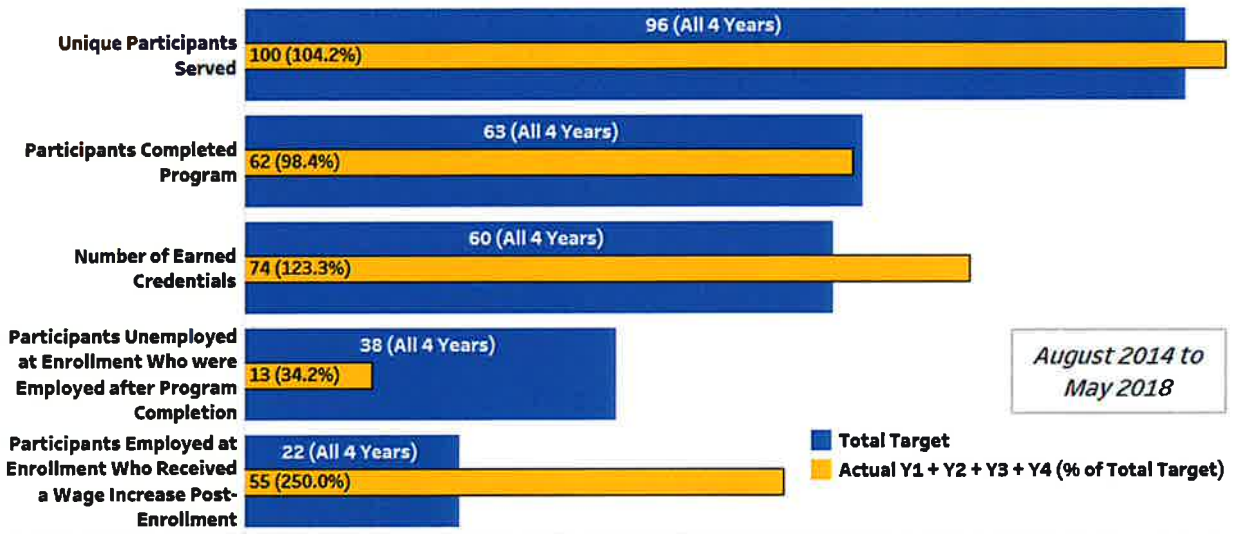
STRENGTHENING HEALTHCARE

After four years in SUN PATH, Mesalands Community College served 100 unique participants enrolled in various programs of study, ranging from one semester certificates to associate degrees. Altogether, 62 have completed their studies, a completion rate of 62% (many are still retained in their program of study), while earning 74 certificates, degrees, and industry recognized credentials in total. Thirteen (13) participants who were unemployed at enrollment were employed after program completion. Employment data is not complete as there is a nine month lag time to access the most current employment data. Incomes for 55 increased during or after their studies. Participants were mostly Hispanic (61%) and White (32%), while 1% were American Indian, and a remainder (7%) represented other races/ethnicities. Most participants were females (91%). Participants' average age was 28. Fifty-nine (59) participants were eligible for financial aid. Mesalands was allocated \$537,490 for TAACCCT 4, and at the time of this report, \$502,702 (94%) was spent. The grant sunsets in September 2018 and remaining funds are being spent through the end of the grant award period.

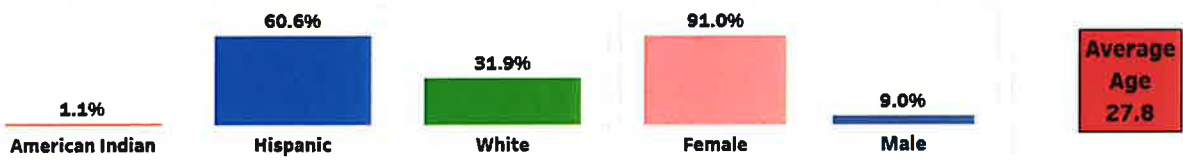
Programs of Study

- Allied Health
 - Certified Nursing Assistant
 - Phlebotomy
 - Pre-Nursing

Performance Outcomes: Actuals Compared to Targets



Mesalands Participant Demographics



MESALANDS SUN PATH COORDINATOR

Maria Schmitt, (575) 461.4413 ext. 134, marias@mesalands.edu



NEW MEXICO HIGHER EDUCATION DEPARTMENT



Center for Education Policy Research

Community Impact of SUN PATH from 2014 to 2018

- Emergency Medical Technician Basic Certificate Program offered to meet workforce needs in Quay County and surrounding areas.
- SUN PATH allowed for the revitalization of Allied Health Programs at Mesalands. A new certificate was developed and is now offered in Phlebotomy.
- Updated the Nursing Assistant curriculum and certificate.
- Adult Education (AE) and pre-collegiate students have access to credit bearing training programs leading to industry certification and employment through the Nursing Assistant, Phlebotomy and EMT-Basic Integrated Basic Education and Skills Training (I-BEST) program.
- A NM Department of Workforce Solutions, Job Development Career Coach (JDCC) has been located on campus, engaging employers and providing a wide range of workforce readiness services to students, including job placement support.
- The College now has twelve Healthcare employer partners that are actively involved in attending Regional Council Meetings and providing clinical and job placement to students.
- To date, ninety nine students have had access to simulations and computer programs in the Allied Health Classroom with state-of-the-art simulation equipment that the SUN PATH Grant has enabled us to purchase.



Alyssa and Angelica Diaz

“I’m glad I chose Mesalands Community College because it gave me a successful future. Right out of college, I got a full-time job as a Medical Assistant I and Phlebotomist at Presbyterian Medical Services. It’s a really great program that teaches you what you need to know and gets you ready to go out there and work.”

— **Alyssa Diaz**, *SUN PATH Student*



Anastacia Morales

What does getting your Phlebotomy Certificate and the American Society for Clinical Pathology (ASCP) Credential mean to you?

“It means that I don’t have to really depend on anyone else anymore. We don’t have to worry that my son can’t participate in a sport or activity because I don’t have the money. I can now afford to pay for him to participate in those activities. With the money I’m making now, I can support him and we can be comfortable.”

— **Anastacia Morales**, *SUN PATH Student*



Cynthia Anaya and Katie Henderson, SUN PATH students putting their skills to practice in the simulation lab at MCC.



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HEALTHCARE

After four years in SUN PATH, ENMU-Ruidoso served 127 unique participants enrolled in various programs of study, ranging from one semester certificates to associate degrees. Altogether, 54 have completed their studies, a 43% completion rate (many are still retained in their program of study), while earning 60 certificates, degrees, and industry recognized credentials in total. Sixteen (16) participants who were unemployed at enrollment were employed after program completion. Employment data is not complete as there is a nine month lag time to access the most current employment data. Incomes for 68 increased during or after their studies. Participants were mostly White (54%) and Hispanic (28%), while 12% were American Indian and 6% were other races/ethnicities. Most participants were females (67%). Participants' average age was 31. Forty-one (41) participants were eligible for financial aid. ENMU-Ruidoso was allocated \$576,767 for TAACCCT 4, and at time of this report, \$468,338 (81%) was spent. The grant sunsets in September 2018 and remaining funds are being spent through the end of the grant award period.

Programs of Study

Allied Health

Certified Nursing Assistant
Pre-Nursing

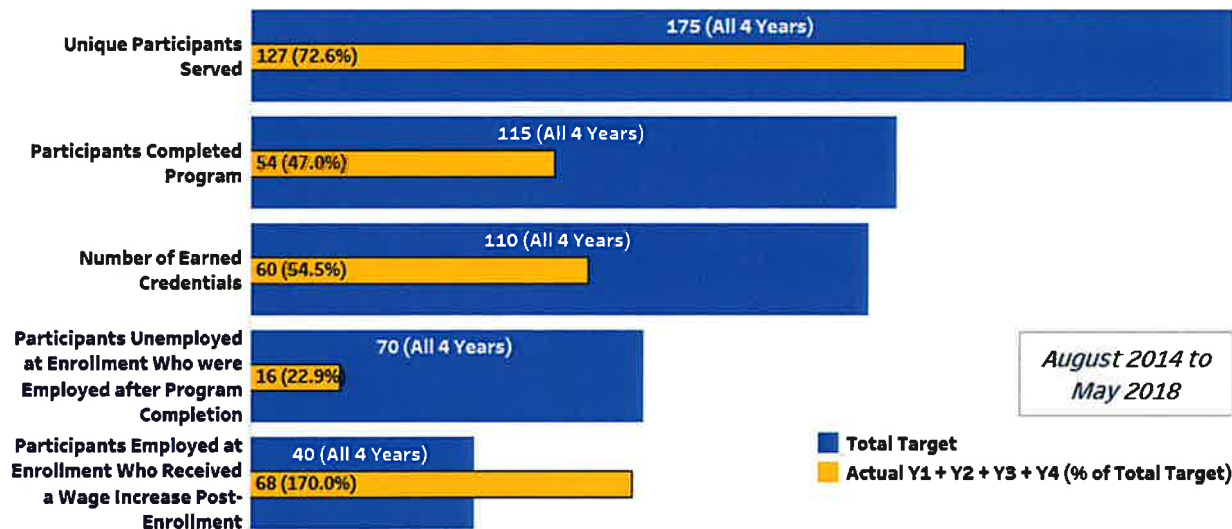
Emergency Medical Technician

EMT Basic
EMT Intermediate

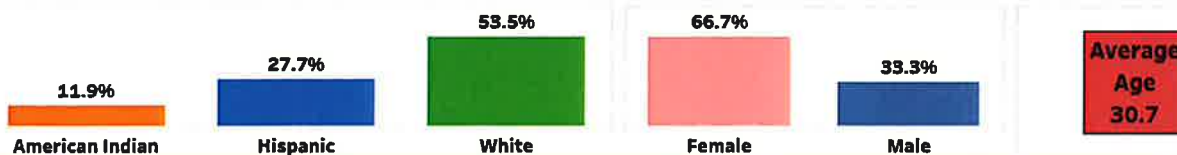
Health Information Technology

IT – Cyber Security

Performance Outcomes: Actuals Compared to Targets



ENMU-Ruidoso Participant Demographics



ENMU-RUIDOSO SUN PATH COORDINATOR

Pierre LaRoche, (575) 257-3006, pierre.laroche@enmu.edu



Community Impact of SUN PATH from 2014 to 2018

- New certificate and Associate Degree programs in Allied Health were developed and offered including: I-BEST Certificate of Occupational Training - Nursing Assistant, Certificate of Health Information Technology, I-BEST Certificate of Occupational Training - Emergency Medical Technician (EMT) Basic, Pre Nursing Associates in Science and an Associates of Science in Emergency Medical Science (EMS).
- Healthcare employer partnerships have expanded and industry specific councils meet quarterly to evaluate performance of direct hires, review curriculum, and discuss program effectiveness.
- Career pathways for all SUN PATH programs have been developed and published online.
- NM Department of Workforce Solutions is now housed on the ENMU-Ruidoso campus. A Job Development Career Coach, and other employees of the Department of Workforce Solutions, provide a wide range of workforce readiness services to students including WIOA funding and job placement support.
- Technology enabled learning was expanded in the EMT and Cyber Security programs through the purchase and utilization of Platinum Planner Adaptive testing and Network Development Group (NDG) Netlab software.
- Integrated into the I-BEST Certified Nursing Assistant curriculum is a panel of former graduates, current industry professionals and local leaders to provide feedback and answer student-generated questions.
- ENMU-Ruidoso drafted and adopted a formal Credit for Prior Learning (CPL) policy in line with Council for Adult Experiential Learning (CAEL) recommendations. The policy is available online and within the ENMU-Ruidoso catalog. The adoption of the new policy directly impacted the number of students receiving credit for prior learning and increased enrollment in programs offering CPL.
- Adult Education (AE) students now have academic support and access to credit bearing training programs that lead to an entry level, industry recognized credential and employment through the Certified Nursing Assistant and EMT - Basic certificate programs.
- Implementation of a student advisement model that includes monitoring and follow-up with students from recruitment through to employment.



EMS – I-BEST Students

“We have had students from time to time as they are going through SUN PATH. This year, I have to say, the students in both EMT levels were exceptional. In my 35+ years of emergency nursing, I would have to say this group of SUN PATH students was hard to beat in every aspect. My hat is off to you and your program. I wanted to let you know what a wonderful program this has grown into.”

— **Liz Estrada-Klein, MSN, RN, Lincoln County Medical Center, Emergency Room Manager**



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STRENGTHENING
HEALTHCARE

After four years in SUN PATH, ENMU-Roswell served 645 unique participants enrolled in various programs of study, ranging from one semester certificates to associate degrees. Altogether, 222 have completed their studies, a completion rate of 35% (many are still retained in their program of study), while earning 223 certificates, degrees, and industry recognized credentials. Forty nine (49) participants who were unemployed at enrollment were employed program completion. Employment data is not complete as there is a nine month lag time to access the most current employment data. Incomes for 285 increased during or after their studies. Participants were mostly Hispanic (60%) and White (33%), while 2% were American Indian, and a small remainder (5%) represented other races/ethnicities. Most participants were females (72%). Participants' average age was 26. Two hundred and seven (207) participants were eligible for financial aid. ENMU-Roswell was allocated \$1,104,024 for TAACCCT 4, and at the time of this report, \$1,031,337 (93%) was spent. The grant sunsets in September 2018 and remaining funds are being spent through the end of the grant award period.

Programs of Study

Allied Health

Occupational Therapy Assistant (AAS)
Certified Nursing Assistant
Medical Assisting
Nursing (AAS)
Pharmacy Technician
Phlebotomy
Pre-Nursing
Radiologic Technology (AAS)
Respiratory Therapy (AAS)

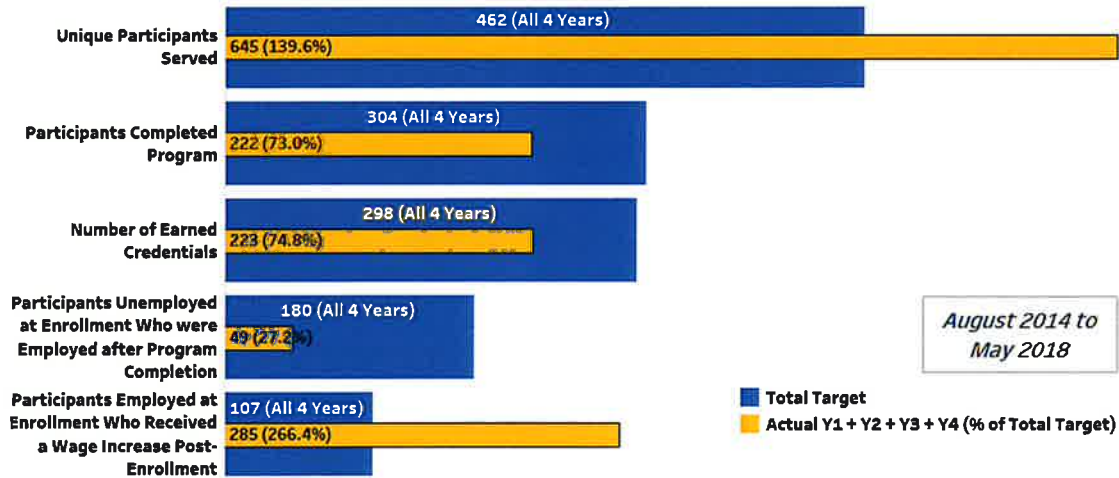
Emergency Medical Technician

EMT Basic
EMT Intermediate
EMT-Paramedic (AAS)

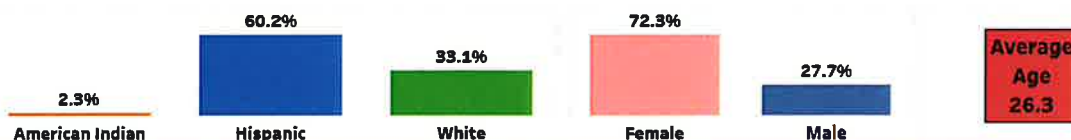
Health Information Technology

HIT Medical Coding

Performance Outcomes: Actuals Compared to Targets



ENMU-Roswell Participant Demographics



ENMU-ROSWELL SUN PATH COORDINATOR

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NEW MEXICO HIGHER EDUCATION DEPARTMENT



Center for Education Policy Research

Community Impact of SUN PATH from 2014 to 2018

- Medical Scribe certificate program was developed and is now offered to meet workforce needs in Roswell and rural eastern New Mexico.
- Expansion of the Certified Nursing Assistant program and Emergency Medical Technician-Basic Program to meet local workforce needs.
- Adult Education students are actively recruited and have access credit bearing training programs that will lead to industry credentials and employment. This enhancement is provided through the I-BEST enriched courses.
- Prior to the SUN PATH Program in 2014 there were two I-BEST courses offered, to date there are currently 13 courses enriched by the I-BEST program. Programs enhanced by the I-BEST program include Certified Nursing Assistant, EMT-Basic, Allied Health, Occupational Therapy Assistant and Respiratory Therapy.
- A New Mexico Department of Workforce Solutions, Job Development Career Coach is now located in the Health Science Center on the ENMU- Roswell Campus. The JDCC provides a wide range of workforce readiness services including assisting students with resume development, mock interview workshops, and job placement opportunities.
- Temporary Assistance for Needy Families (TANF) is now providing tuition assistance for qualifying students through the Department of Workforce Solutions. Programs with TANF enrolled include Phlebotomy, Medical Scribe and EMT-Basic.
- A state of the art Simulation Center was developed spring 2016. Equipment purchased through the SUN PATH Program includes three high fidelity patient simulators, a SIM man 3G, SIM Mom and SIM Junior. The Regional Medical Simulation Center is also equipped with audio recording capabilities, high tech Pan Tilt zoom cameras, a control center and a student debriefing room.



Pictured left to right: Alyssa Andreis, JDCC; Kim Purcell, SUN PATH Site Director; Camille Varella, student.

Student focus: Camille Varella

As a young mother who recently obtained a GED, the TANF program enabled Camille to pursue a career pathway. She enrolled into ENMU Roswell's Medical Scribe program after hearing about the TANF tuition assistance program from her mother. Camille is excelling in all her classes and over half way through her first semester at ENMU Roswell. Camille said, "Prior to this I would have never seen my life changing like this, the Alissa, the JDCC has been a tremendous help with all my TANF needs and Jennifer, the I-BEST instructor, has made me love coming to school. I have never been a good student but now with all the help and guidance I have been making good grades and the better I do, the more I want to come, I am so thankful for everything the SUN PATH Program has done for me." She plans on going into the Nursing Program in the future.



IMPROVING
LIVES

STRENGTHENING
HEALTHCARE

After four years in SUN PATH, CNM served 1,018 unique participants enrolled in various programs of study, ranging from one semester certificates to associate degrees. Altogether, 816 have completed their studies, a completion rate of 80% (many are still retained in their program of study), while earning 933 certificates, degrees, and industry recognized credentials in total. One hundred and seventy-six (176) participants who were unemployed at enrollment were employed after program completion. Employment data is not complete as there is a nine month lag time to access the most current employment data. Incomes for 543 increased during or after their studies. Participants were mostly Hispanic (53%) and White (29%), while 9% were American Indian, and a small remainder (9%) represented other races/ethnicities. Most participants were females (73%). Participants' average age was 30. CNM was allocated \$1,733,776 for TAACCCT 4, and at the time of this report, \$1,653,042 (95%) was spent. The grant sunsets in September 2018 and remaining funds are being spent through the end of the grant award period.

Programs of Study

Allied Health

Certified Nursing Assistant
Community Health Worker
Home Health Aide
Nursing (AAS)
Personal Care Technician
Pharmacy Technician
Phlebotomy

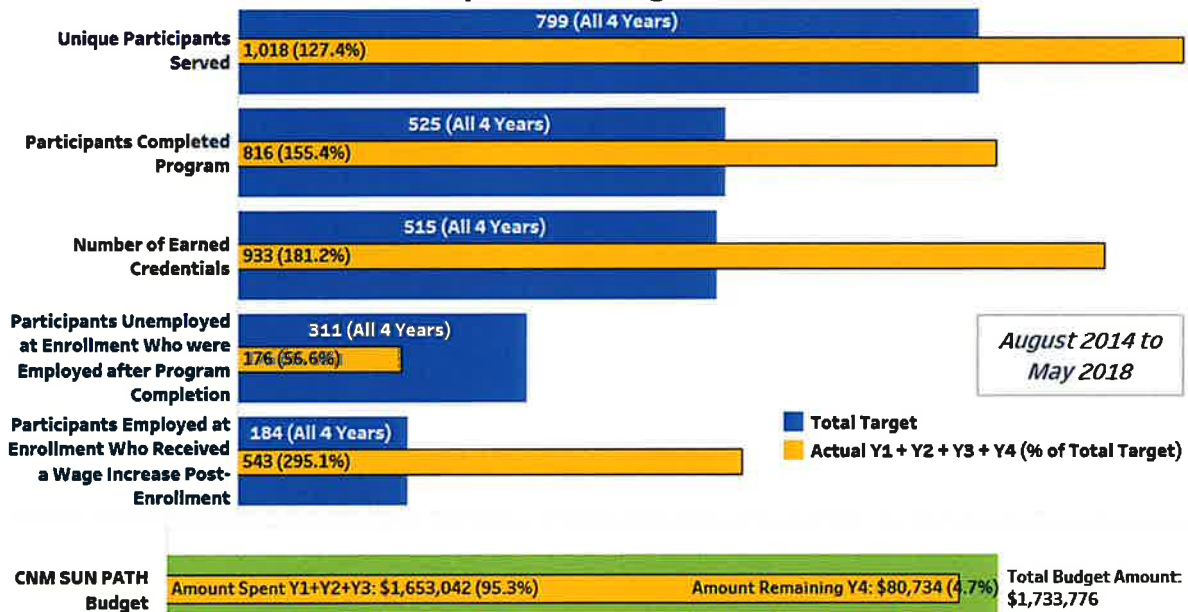
Emergency Medical Technician

EMT-Basic
EMT Intermediate
EMT Paramedic (AAS)

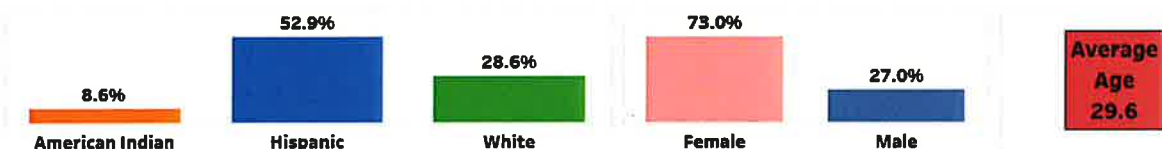
Health Information Technology

Health Information Technology (AAS)

Performance Outcomes: Actuals Compared to Targets



CNM Participant Demographics



CNM SUN PATH COORDINATOR

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NEW MEXICO HIGHER EDUCATION DEPARTMENT



Center for Education Policy Research

Community Impact of SUN PATH from 2014 to 2018

- New Home Health Aide and Community Health Worker (CHW) certificate programs were developed and are now offered to meet workforce needs in Albuquerque. The CHW program was endorsed by New Mexico Department of Health.
- CNM expanded Phlebotomy and Certified Nursing Assistant programs, serving more students to meet the local workforce demand.
- Healthcare employer partnerships have expanded from 18 to 22 and have become more focused on meeting specific workforce needs of these partners.
- Three NM Department of Workforce Solutions, Job Development Career Coaches (JDCC) are now located on campus engaging employers and providing a wide range of workforce readiness services to students including job placement support.
- Incorporating mock interviews into EMT-Basic and Patient Care Technician classes addresses employer concerns about lack of professionalism and preparedness. Students receive written and verbal feedback on interviews, and resumes.
- CNM has created formal Credit for Prior Learning (CPL) policies that are posted online, expanded CPL options and increased number of students receiving CPL.
- 20,226 credits have been awarded to CNM students through the CPL process since 2014.
- Three years ago the Health Information Technology (HIT) program was face to face and it is now offered fully online. All courses meet Quality Matters standards.
- The SUN Online course sharing has allowed CNM to partner with San Juan College's HIT program to allow students to take classes required to stay on track for graduation.
- Temporary Assistance for Needy Families (TANF) is now providing tuition assistance for qualifying students. 54 individuals have benefitted from TANF tuition assistance in the past year.
- A comprehensive SIM center is now established and staffed with trained professionals and high quality simulation equipment. 18 faculty/staff at CNM have received simulation training. CNM as a regional simulation center and provides enhanced student learning as well as the ability to capture simulation scenarios to use as teaching tools.



In class mock interviews with Patient Care Technician Students (pictured, JDCC Samantha Garza and PCT Faculty)



Community Health Worker Students

A Testament to Progress

David A Velasco, Client Services Director at Always Best Care of Albuquerque/Rio Rancho states:

"We have employed several students that have graduated, or are currently enrolled in the SUN PATH program at CNM. We are pleased with the candidates that have derived through our relationship with the CNM staff and especially the JDCC, who has gone above and beyond to assist me with finding quality candidates in a moment's notice. Always Best Care is a fast-growing company and we are continuously looking for qualified candidates. With the SUN PATH program and the wonderful staff at CNM, we work together to employ students while they are attending school, and offer the incentive of a substantial pay increase once they have completed their education."

"Without this program I would still be struggling to create a resume and trying to find a job. Because of this program I am lucky enough to be starting a new job this month right after being certified as a nursing assistant"

— Chantel Rivera, *Nursing Assistant Graduate, Spring 2017*