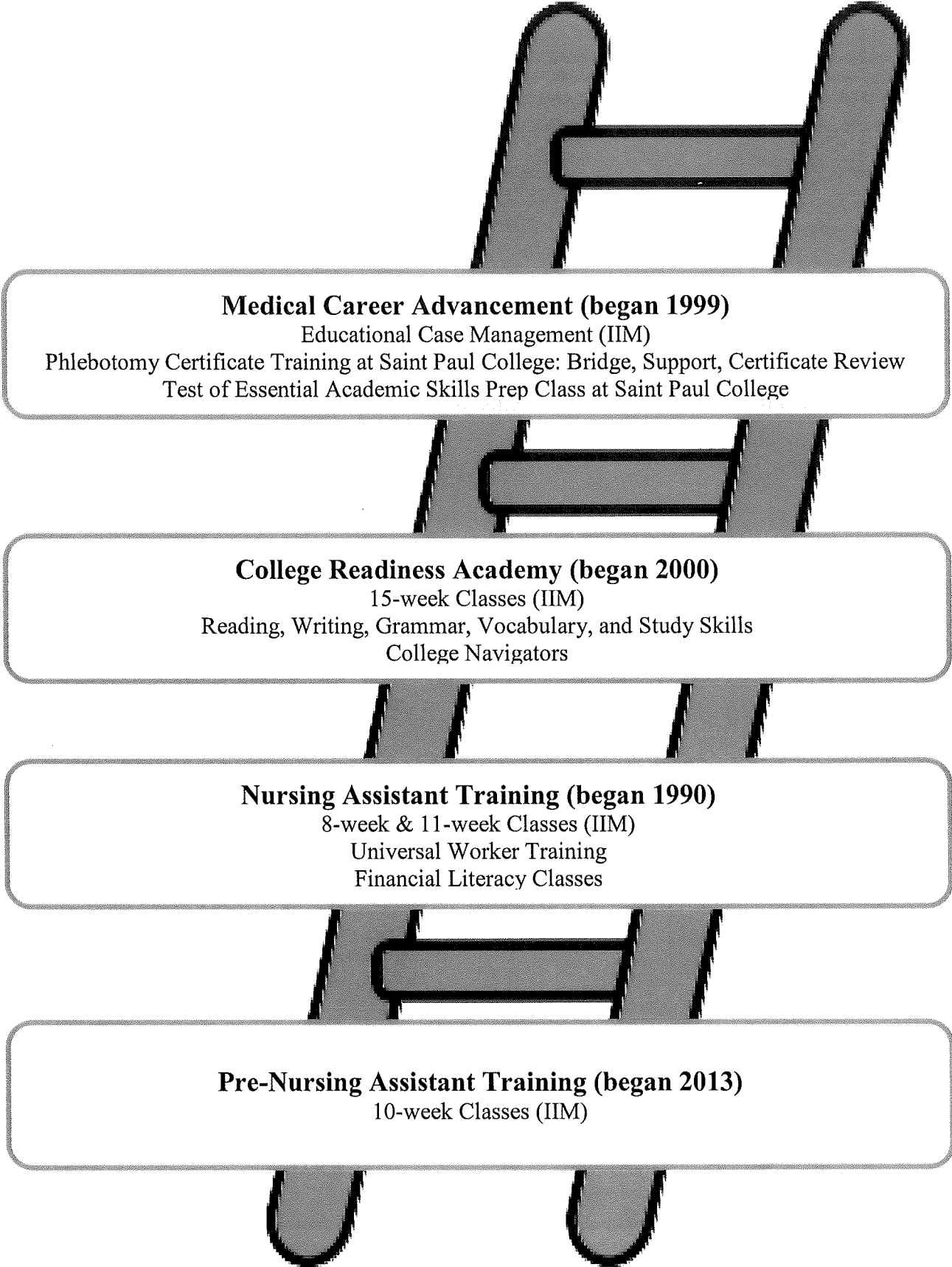


Medical Careers Pathway for New Americans International Institute of Minnesota (IIM)



Medical Career Advancement (began 1999)

Educational Case Management (IIM)
Phlebotomy Certificate Training at Saint Paul College: Bridge, Support, Certificate Review
Test of Essential Academic Skills Prep Class at Saint Paul College

College Readiness Academy (began 2000)

15-week Classes (IIM)
Reading, Writing, Grammar, Vocabulary, and Study Skills
College Navigators

Nursing Assistant Training (began 1990)

8-week & 11-week Classes (IIM)
Universal Worker Training
Financial Literacy Classes

Pre-Nursing Assistant Training (began 2013)

10-week Classes (IIM)

International Institute of Minnesota: Medical Careers Pathway

Program Year: October 2014 – September 2015

Pre-Nursing Assistant Training (Pre-NAR) – *begun in 2013*

- 32 students enrolled this year – 22 have advanced to Nursing Assistant Training

Nursing Assistant Training (NAR) – *begun in 1990*

- 151 students enrolled this year (2,513 since 1990)
- 113 Nursing Assistant job placements at 65 long-term care facilities
 - Starting annual salary - \$11.87 per hour @ 26 hours per week ≈ \$16,048

College Readiness Academy (CRA) – *begun in 2000*

- **48 students enrolled in some or all of the courses offered this year**
 - **General college readiness classes**
 - Mathematics tutoring
 - Human Body Systems classes
 - Grammar for College classes
 - Study skills for College classes

Medical Career Advancement (MCA) – *begun in 1999*

- 26 students enrolled and were provided with tuition assistance
 - Tuition Assistance this year was provided by Minnesota Job Skills Partnership, Care Providers, and a private donation. 28 students enrolled in the bridge, support, and certificate review classes for the Phlebotomy Certification Program at Saint Paul College
- 24 students enrolled in the TEAS (Test of Essential Academic Skills) prep class
- 10 job placements this year (3 Registered Nurses, 1 Licensed Practical Nurse, 5 Phlebotomy Technicians, 1 Medical Lab Assistant)

252 = unduplicated number of students enrolled this year in the various programs of the Medical Careers Pathway at the International Institute of Minnesota

390 Medical Career Advancement upgrades from January 1, 2000 to September 30, 2015

Registered Nurse: 158
Licensed Practical Nurse: 114
Phlebotomy Technician: 18
Other Medical Professions: 100

The table below illustrates the success of the Anatomy & Physiology FastTRAC initiative:

Grades of FastTRAC vs. non-FastTRAC students
Saint Paul College HLTH 1420 – Anatomy & Physiology
5 semesters (Spring 2012 – Spring 2014)

Grade	FastTRAC Students	Non-FastTRAC Students
A	23 (74.2%)	32 (49.2%)
B	8 (25.8%)	21 (32.3%)
C and below	0	12 (18.5%)
Total	31	65

An instructor from the International Institute of Minnesota taught the bridge class prior to the A & P course, as well as the 1-hour support classes following each A & P class. The FastTRAC students attended all of these sessions in addition to the A & P classes taught by an instructor from Saint Paul College.

Job Retention: Nursing Assistant Training and Medical Career Advancement

- 6-month retention: 94% of those contacted were still working six months after placement; 95% of those placed were contacted.
- 12-month retention: 92% of those contacted were still working twelve months after placement; 90% of those placed were contacted.

The Nursing Assistant Training Program for New Americans
International Institute of Minnesota

Additional Instruction Modules

- Test-Taking Skills
- Purpose of a Background Study
- Purpose of a Performance Evaluation at school and work
- *Communicating with Americans* and accent reduction classes
- *Building Successful Work Relationships* (conflict resolution in the workplace)
- *Cultural Issues in American Society and Workplace* (race and gender issues)
- *Bridge to Benefits*: links students to public work support programs and tax credits.
- Health Care information
- *Avoiding Money Problems*: Identity Theft, Debt, Taxation issues
- *Financial Literacy*: Budgeting, Savings, etc.
- Filling out Job Applications
- Filling out Work Forms (W-2, W-4, I-9, etc.)
- Résumé and Cover Letter creation
- Mock Job Interviews
- Medical Careers Pathway information (College Readiness Academy & Medical Career Advancement programs at the International Institute of Minnesota)
- *Aging in America* (video)
- Dressing for Winter (seasonal)
- A guest speaker presentation about elder abuse
- Using Point of Care software (*PointClickCare*) for electronic health record keeping
- Basic Computer Skills (computer lab)
- Universal Worker training (selected students)
- CPR training (selected students)
- Using Metro Transit

Updated: August 2015