



# **NJ PATHWAYS**

**TO CAREER OPPORTUNITIES**

Aligning Education to Build an Innovative Workforce

Center of Workforce Innovation for

# Patient Care

END OF YEAR  
REPORT



**NJ PATHWAYS**  
TO CAREER OPPORTUNITIES  
Aligning Education to Build an Innovative Workforce

# Welcoming Remarks

**Catherine Starghill, Esq.**

**Vice President and  
Chief Workforce  
Innovation Officer,  
NJCCC**



# Agenda

**01**

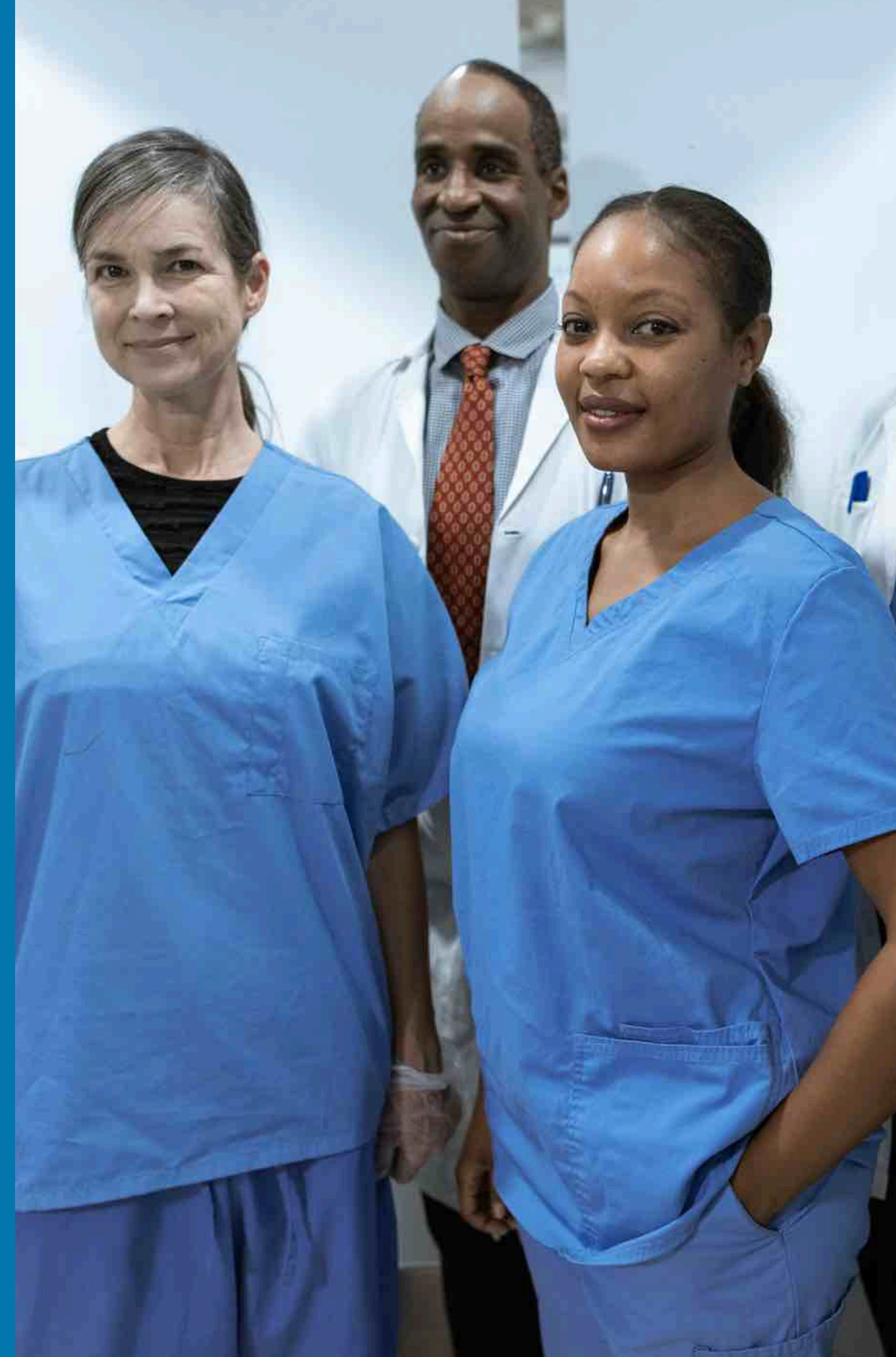
Patient Care Projects End of Year Reports

**02**

Q&A

**03**

Upcoming Events



# **Our Education Partners**

- **Atlantic Cape Community College**
- **Brookdale Community College**
- **Essex County College**
- **Healthcare Information and Management Systems Society**
- **Hudson County Community College**
- **Middlesex College**
- **Ocean County College**
- **Passaic County Community College**
- **Rowan College at Burlington County**
- **Salem Community College**
- **UCNJ Union College of Union County, NJ**
- **New Jersey Reentry Corporation**



# End of Year Report

## Center of Workforce Innovation for Patient Care

**Lisa Hiscano**, Lead Institution Representative  
**UCNJ Union College of Union County, NJ**

# Health Information Technology

**Dr. Elvy Vieira,**  
Essex County  
College

**Dana Castro,**  
Healthcare  
Information and  
Management  
Systems Society

# Health Information Technology

## **Education Partners:**

Essex County College

Brookdale Community  
College

Healthcare Information  
and Management  
Systems Society

The Health Information Technology (HIT) certification program, led by Brookdale Community College and Essex County College in partnership with HIMSS (Healthcare Information and Management Systems Society), expanded access to industry-recognized credentials and experiential learning opportunities across New Jersey. The initiative offered CAHIMS® (Certified Associate in Healthcare Information and Management Systems) training for adult learners entering the HIT workforce and CPHIMS® (Certified Professional in Healthcare Information and Management Systems) certification for healthcare and allied health professionals, advancing workforce readiness and addressing the growing demand for qualified health information professionals statewide.

## **EDUCATION PARTNERS:**

Essex County College

Brookdale  
Community College

Healthcare  
Information and  
Management  
Systems Society

# **Health Information Technology**

**Brookdale Community College, Essex County College, and HIMSS have made significant progress in expanding access to HIT certifications, supporting workforce development, and promoting innovation in New Jersey's healthcare technology sector. Building on these achievements, the partners remain focused on growing the program, increasing experiential learning opportunities, and strengthening pathways for learners to enter and advance in health information technology.**

## **PATHWAY CONNECTIONS:**

Connection to High School (Non-Credit)

Connection to High School (Dual Enrollment)

Community College (Non Credit)

Community College (Credit)

Apprenticeship Development

PLA for Apprenticeship RTI

PLA

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Adult Literacy

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Professional Development

Pilot

# Health Information Technology

Essex County College (ECC) expanded its HIT certification initiative by creating a non-credit HIT pathway for high school students. Students and teachers engaged in workshops, open houses, and the CAHIMS® course, gaining exposure to health informatics careers. ECC faculty also completed CAHIMS® training to support student learning and promote career pathway awareness.

In collaboration with HIMSS, ECC introduced high school partners to the Social Determinants of Health (SDOH) Hackathon, hosted by Cooper Health System. The Hackathon offers students a chance to collaborate, apply technical skills, build portfolios, and earn recognition through awards and incentives.

Three high schools have already expressed interest in joining next year's SDOH Challenge, strengthening the pipeline from high school to health IT careers.

# Health Information Technology

## Pathway Connection Resources:

**ESSEX COUNTY COLLEGE**  
STUDENTS FIRST

### Advancing Health Information Technology Careers

Through funding from NJCCC, Essex County College (ECC), in partnership with Healthcare Information and Management Systems Society (HIMSS), has created a comprehensive Health Information Technology Career Pathway that addresses both workforce needs and industry demands.

#### Health Information Technology Career Pathway Offerings:

<p><b>Industry Certification Training</b></p> <p><b>HIMSS CAHIMS®</b> – Certified Associate in Healthcare Information &amp; Management Systems</p> <p><b>HIMSS CPHIMS®</b> – Certified Professional in Healthcare Information &amp; Management Systems</p> <p>Includes training &amp; test preparation.</p> <p></p>	<p><b>Academic Transfer Pathway</b></p> <p>General Science A.S. degree at ECC</p> <p>Seamless transfer to <b>Rutgers University's B.S. in Health Information Management</b></p> <p> </p>	<p><b>Innovation &amp; Student Engagement</b></p> <p>SDOH Hackathon hosted by <b>Cooper University Health Care's Innovation Center</b></p> <p>Open to high school and college students</p> <p>Focus on Social Determinants of Health</p> <p></p>

**For more information, contact Joana Ramos Ribeiro at [ramos-ribeiro@essex.edu](mailto:ramos-ribeiro@essex.edu) \* 973-877-4441**

This program was funded by the NJ Pathways to Career Opportunities initiative, a partnership of the NJ Community College Consortium for Workforce and Economic Development and the NJ Business and Industry Association, and its Center of Workforce Innovation for Patient Care

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# Health Information Technology

This project was led by Brookdale Community College & Essex County College in partnership with HIMSS to expand access to HIT credentials statewide. It offered CAHIMS® training for adult learners entering the HIT workforce and CPHIMS® certification for healthcare professionals.

Two virtual information sessions were hosted (Feb. 24) to recruit for spring 2025 courses; with additional outreach via websites, flyers, posters, and social media. 82 applicants applied and were vetted.

As a result, 57 students enrolled in virtual spring courses (Mar. 20 – Jun. 12) with dedicated exam prep sessions (Jun. 17 – 26). This cohort included: 29 healthcare professionals (Hackensack Meridian, Virtua, Cooper, Hunterdon), 9 Brookdale students, and 19 Essex students. 80% of participants have scheduled – and continue to schedule – their certification exams, strengthening workforce readiness. 90% pass rate among exam takers, to date.

This program demonstrated strong progress in expanding certification access, supporting workforce development, and strengthening healthcare IT pathways.

# Health Information Technology

## Pathway Connection Resources:

**ESSEX COUNTY COLLEGE**  
STUDENTS FIRST

COMMUNITY, CONTINUING EDUCATION & WORKFORCE DEVELOPMENT

**HEALTHCARE INFORMATION TECHNOLOGY CERTIFICATION INFORMATION SESSION**

HIMSS | ESSEX COUNTY COLLEGE | BROOKDALE

Essex County College and Brookdale Community College proudly invite you to join one of our free virtual information sessions to learn about tuition-free Healthcare Information Technology Certification programs.\*

During this time, we will also discuss course curriculum, program requirements and eligibility.

\*The CAHIMS and CPHIMS scholarships are funded by the NJ Pathways to Career Opportunities initiative, a partnership of the NJ Community College Consortium for Workforce Development and the NJ Business and Industry Association, and its Center of Workforce Innovation for Health IT and Administration.

Monday February 24th 12:30 PM Online via Zoom

Monday February 24th 5:00 PM Online via Zoom

**Register Now!**

**CONTACT US**  
Daniel Halek | (973) 877-4438 | dhalek@essex.edu

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Pilot

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**Pilot**

# Health Information Technology

## Pathway Connection Resources:



The poster features a dark blue background with a grid of small white plus signs in the upper right. A large, semi-transparent pink circle on the right side contains a portrait of a woman with long, wavy brown hair, wearing a dark blue top, with her arms crossed. The text is white and blue. The HIMSS logo is in the top left. The main title is 'New Jersey Professional Certification Scholarships'. Below it, in smaller blue text, is 'A Partnership with NJ Pathways and Essex County College and Brookdale Community College'. The presenter's name and affiliation are listed below that. At the bottom, there is a copyright notice and a disclaimer.

**HIMSS**

**CREATING TOMORROW'S HEALTH**

## New Jersey Professional Certification Scholarships

A Partnership with NJ Pathways and Essex County College and Brookdale Community College

**Dana Castro**  
HIMSS Institute  
Princeton, NJ

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DISCLAIMER: The views and opinions expressed in this presentation are solely those of the author/presenter and do not necessarily represent any policy or position of HIMSS

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# Health Information Technology

**Mathematics, Engineering, Technologies & Computer Sciences (METCS) Division at Essex County College is actively seeking a qualified, credentialed subject matter expert to review the CAHIMS® and CPHIMS® certification curricula to determine alignment with HIT 103: Introduction to Electronic Health Records.**

**Students completing either certification may be eligible to earn three college credits.**

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# Health Information Technology

The Essex County College (ECC) team was a finalist in the 2025 NJ Social Determinants of Health (SDOH) Hackathon with BEND Connections, which they also presented at the HIMSS Global Conference, attracting venture capital interest. This marked their second consecutive finalist year, demonstrating ECC's commitment to innovation and applied learning. The team also developed a flexible, project-based learning curriculum and explored partnerships for future regional competitions.

At the NJ Pathways & Community College Opportunity Summit 2025, Dana Castro (HIMSS) and Bright Ubani highlighted rapid HIT certification scaling to close workforce gaps, the SDOH Hackathon's impact on tech-driven solutions for health disparities, and the culture of innovation fostered through collaboration.

ECC, UCNJ, and 14 participants also attended the NJ-HIMSS Spring Conference on June 12 in Edison, NJ, with three attendees receiving financial support to participate.

## **EDUCATION PARTNERS:**

Essex County College

Brookdale  
Community College

Healthcare  
Information and  
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Systems Society

# **Health Information Technology**

## **Ancillary Activities or Outcomes:**

Brookdale Community College, Essex County College, and HIMSS have made significant progress in expanding access to HIT certifications, supporting workforce development, and promoting innovation in New Jersey's healthcare technology sector. Building on these achievements, the partners remain focused on growing the program, increasing experiential learning opportunities, and strengthening pathways for learners to enter and advance in health information technology.

# Foundations for Success – Nursing Re-entry Course

**Karen Montalto,**  
Rowan College  
at Burlington  
County

**Renee Gieswein,**  
Salem Community  
College

# Foundations for Success – Nursing Re-entry Course

## **Education Partners:**

Atlantic Cape  
Community College

Rowan College at  
Burlington County

Salem Community  
College

The Foundations for Success – Nursing Re-entry Course is a collaborative effort among Atlantic Cape Community College, Rowan College at Burlington County, and Salem Community College, aimed at addressing high attrition rates in nursing programs. Recognizing that not all students who leave nursing programs do so because of academic inability, this project targets the development of a comprehensive re-entry course that focuses on both academic readiness and essential professional skills such as goal setting, time management, self-reflection, and self-direction.

## **EDUCATION PARTNERS:**

Atlantic Cape  
Community College

Rowan College at  
Burlington County

Salem Community  
College

## **Foundations for Success – Nursing Re-entry Course**

**The course responds to documented attrition rates in foundational nursing courses—ranging from 22% to 30% at Atlantic Cape and 10% to 25% at Rowan College at Burlington County. These rates directly affect RN program completion and, ultimately, the state’s nursing workforce and patient safety outcomes. The newly designed course incorporates foundational academic review, critical thinking skills, and life skills necessary for success in the demanding field of nursing. Each participating college is tailoring the course delivery to their student population.**

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# **Foundations for Success – Nursing Re-entry Course**

**The project aims to reduce attrition by introducing a Nursing Re-entry course for students who have failed or are re-entering the program. Partner colleges collaborated on the development of the Academic and Life Management Skills course which is designed as a hybrid model, delivered through either Blackboard or Canvas. It ran as a 4–6 week course during Summer 2025.**

**The overall success of the course will be evaluated at the end of the Fall and Spring semesters of the current academic year, using student outcomes and feedback as key indicators.**

## **Pathway Connection Resources:**

- **3 credit course**
- **Syllabi**
- **Power points, assessments, lectures, readings**

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**Pilot**

# **Foundations for Success – Nursing Re-entry Course**

**A total of 16 students enrolled in Rowan College at Burlington County’s pilot course, which included two in-person sessions with the remaining content delivered online. At the start of the fall semester, all students were actively enrolled in their respective nursing programs. One student later withdrew from nursing to pursue a different career path.**

**The majority of students completed weekly assignments on time, including the NurseTim Self-Assessment Survey—which was reported to be particularly helpful—as well as ATI modules focused on critical thinking, time management, and stress management. Two students submitted assignments late but completed all requirements by the end of the course.**

**Final outcome measures will be assessed at the end of the fall semester.**

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**Pilot**

# **Foundations for Success – Nursing Re-entry Course**

**A total of 21 students participated in Salem Community College’s pilot, including 12 ADN (LPN-to-RN) students and 9 PN students. Of these, one ADN and one PN student did not begin the fall semester due to personal circumstances unrelated to the course. One student did not engage in the online discussion boards, despite participating in other components of the course.**

**The course was led by one primary instructor, with support from both a lab specialist and a simulation specialist during in-person sessions. This team-based approach allowed for more personalized, hands-on learning. The four in-person sessions integrated time in both the skills lab and simulation lab, enhancing the practical application of course content. Final outcomes are pending, with results from the fall and spring semesters still to be collected and analyzed.**

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**Pilot**

# **Foundations for Success – Nursing Re-entry Course**

**Atlantic Cape Community College’s pilot included 25 participants, comprised of 5 third-semester students and 20 freshman-level students. It was structured as a four-week hybrid course, alternating between in-person and online learning formats:**

- **In-person learning: Two full-day sessions (8 hours each), held on alternating weeks.**
- **Online component: Two asynchronous weeks, featuring discussion posts and peer-reviewed article assignments.**

**Students completed NurseThink Self-Reflection Packets to better understand their individual learning styles. This insight enabled the coach to tailor instructional strategies and support to meet each student's unique needs.**

**Overall, student feedback was positive, with participants expressing satisfaction with the course content and structure. To support ongoing improvement, follow-up meetings with students will be conducted throughout the fall semester in collaboration with the Nursing Academic Success Coach.**

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# **Foundations for Success – Nursing Re-entry Course**

## **Words of Advice**

**While the content was valuable and well-received, the six-week duration was perceived as too long. Students suggested that the material would be more effective in a condensed format, allowing for more focused engagement. Additionally, offering the course as a non-credit option may improve accessibility and reduce pressure on students, while still delivering the intended support and development.**

**Students reported that the integration of simulation and lab activities was highly beneficial in reinforcing course concepts and building clinical confidence. Based on feedback, it is recommended to provide students with an additional week prior to the first in-person session. This would allow time to familiarize themselves with course expectations, materials, and online components, supporting a smoother transition into the course.**

**The in-person sessions provided a valuable opportunity to differentiate instruction based on students' academic levels, allowing for more personalized support. A key component of the course was a reflective project focused on helping students identify their personal "WHY" for pursuing nursing.**

# Patient Care Technician Pathway

**Monique  
Brathwaite,**  
UCNJ Union  
College of Union  
County, NJ

**Renee Griggs,**  
Passaic County  
Community  
College

**Martin  
Schamberger,**  
Middlesex  
College

**Scott Shanes,**  
Brookdale  
Community  
College

**Dr. Shawn  
Zakar,**  
Ocean County  
College

# Patient Care Technician Pathway

## **Education Partners:**

Brookdale Community College

Middlesex College

Ocean County College

Passaic County Community College

UCNJ Union College of Union County, NJ

**The Patient Care Technician (PCT) Pathway Project, included UCNJ Union College of Union County, NJ, Passaic County Community College, Brookdale Community College, Middlesex College, and Ocean County College. The collaboration focused on expanding access to high-quality training, reducing barriers to entry, and aligning programs with regional workforce needs.**

# **EDUCATION**

## **PARTNERS:**

Brookdale  
Community College

Middlesex College

Ocean County  
College

Passaic County  
Community College

UCNJ Union College  
of Union County, NJ

# **Patient Care Technician Pathway**

**By coordinating efforts, sharing frameworks, course materials, credentials resources, and engaging employers, the colleges created an approach that supports job placement, career growth, and statewide alignment.**

**The Patient Care Technician project reflects the collective impact possible when institutions pool expertise and resources, laying the foundation for sustainability and future expansion of healthcare career pathways across New Jersey.**

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# **Patient Care Technician Pathway**

**The Patient Care Technician (PCT) Pathway was developed as a comprehensive training program spanning 200 to 350 hours across partner colleges. The program provides students with essential skills in phlebotomy, electrocardiography (EKG), basic patient care, and life support, ensuring they are prepared for immediate entry into healthcare roles.**

**All programs are aligned with national standards and prepare students for industry-recognized credentials through the National Healthcareer Association (NHA)—Certified Phlebotomy Technician (CPT), Certified EKG Technician (CET), and Certified Patient Care Technician/Assistant (CPCT/A)—along with American Heart Association Basic Life Support (BLS/CPR) certification.**

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**Pilot**

# **Patient Care Technician Pathway**

**UCNJ Union College of Union County, NJ launched and completed the Patient Care Technician 340-hour pilot with 9 students enrolled, delivering curriculum aligned to NHA exam standards. Students gained career readiness through job development sessions and employer information sessions.**

## **Pathway Connection Resources:**

- **8 Module Patient Care Technician Syllabi**
- **8 Module Patient Care Technician Daily Lesson Plans**
- **We utilized the National Healthcareer Association (NHA) – Certification exam Test Plan, study guides, and test-prep materials for CET, CPT, and CPCT/A.**

# Patient Care Technician Pathway

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# **Patient Care Technician Pathway**

**Ocean County College launched its Patient Care Technician (PCT) program in June 2025. The 17-week program began with 10 students, with 9 currently enrolled, and provides training in phlebotomy, EKG, BLS/CPR, and core patient care skills. Students are prepared for three NHA certifications (CPT, CET, CPCT/A) plus American Heart Association Basic Life Support/CPR. The program advances the project's goals of expanding workforce participation, reducing barriers, and strengthening employer partnerships to support career placement. Ocean County College's early progress highlights both local workforce impact and the broader value of the five-college collaboration in building a statewide healthcare training model.**

## **Pathway Connection Resources:**

- **Career Readiness and Soft Skills Syllabi.**

## **PATHWAY CONNECTIONS:**

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# **Patient Care Technician Pathway**

**Passaic County Community College successfully completed its Patient Care Technician (PCT) Pilot Program, designed to meet workforce demand, reduce financial barriers, and assess future program expansion. The curriculum included phlebotomy, EKG, patient care, and Basic Life Support training, preparing students for NHA credentialing.**

**The program achieved strong outcomes: a 90% completion rate, over 88% NHA exam pass rate, and immediate job placement within weeks of credentialing. Employer engagement was incorporated through presentations, and the pilot created a model for future PCT training. Building on this success, Passaic plans to integrate a permanent PCT course into its Allied Health offerings to strengthen workforce pathways and meet community healthcare needs.**

## **Pathway Connection Resources:**

- **Patient Care Technician Curriculum**
- **Phlebotomy Syllabus**
- **EKG Syllabus**

# Patient Care Technician Pathway



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# **Patient Care Technician Pathway**

**Middlesex College piloted its 210 hour Patient Care Technician program in March 2025 with 11 participants; 8 completed the program. The curriculum combined phlebotomy, EKG, and nursing skills training, along with BLS/CPR and First Aid, preparing students for NHA certification exams. Seven students tested for PCT certification, with five passing on the first attempt; four tested for EKG, with two passing. Employer engagement was built into the program through virtual sessions with LabCorp, Baxter Healthcare, and RWJBarnabas Health, leading to immediate job placements and a student acceptance into the Middlesex College Nursing Program. The college continues to evaluate outcomes, track employment, and refine program design with a focus on stronger selection criteria, remediation, and job development support.**

## **Pathway Connection Resources:**

- **Nursing Skills Lesson Plan**
- **Phlebotomy Syllabus**
- **EKG Syllabus**

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# **Patient Care Technician Pathway**

**Brookdale Community College delivered a 218-hour Patient Care Technician (PCT) course from January to May 2025. The program combined classroom, lab, clinical instruction, online career readiness training, and NHA-CPCT test preparation. Career readiness was offered asynchronously through Canvas with bi-weekly deadlines, while classroom and clinical sessions were held on weekends.**

**Instruction and support were effectively managed by the Job Placement Specialist and program instructor, ensuring smooth delivery of both career readiness and certification preparation. Of the 10 students enrolled, 9 participated in the grant-funded program and 8 successfully completed it. All students earned CPR certification and became eligible to sit for the NHA Patient Care Technician exam.**

## **Pathway Connection Resources:**

- **PCT Syllabus**

# **EDUCATION PARTNERS:**

Brookdale  
Community College

Middlesex College

Ocean County  
College

Passaic County  
Community College

UCNJ Union College  
of Union County, NJ

# **Patient Care Technician Pathway**

## **Ancillary Activities or Outcomes**

- **Increased student enrollment and employer engagement beyond initial projections.**
- **Collaborative efforts established a shared resource pool that can be leveraged to expand other allied health program opportunities.**

## **Words of Advice**

- **Maintain clear eligibility and participation guidelines.**
- **Engage employers early and consistently.**
- **Build in contingency planning for staffing/curriculum challenges.**
- **Foster cross-college collaboration to share resources and best practices.**



**Q&A**

# Center of Workforce Innovation for Patient Care

# Closing Remarks

**Catherine Starghill, Esq.**

**Vice President and  
Chief Workforce  
Innovation Officer,  
NJCCC**



# Upcoming Events



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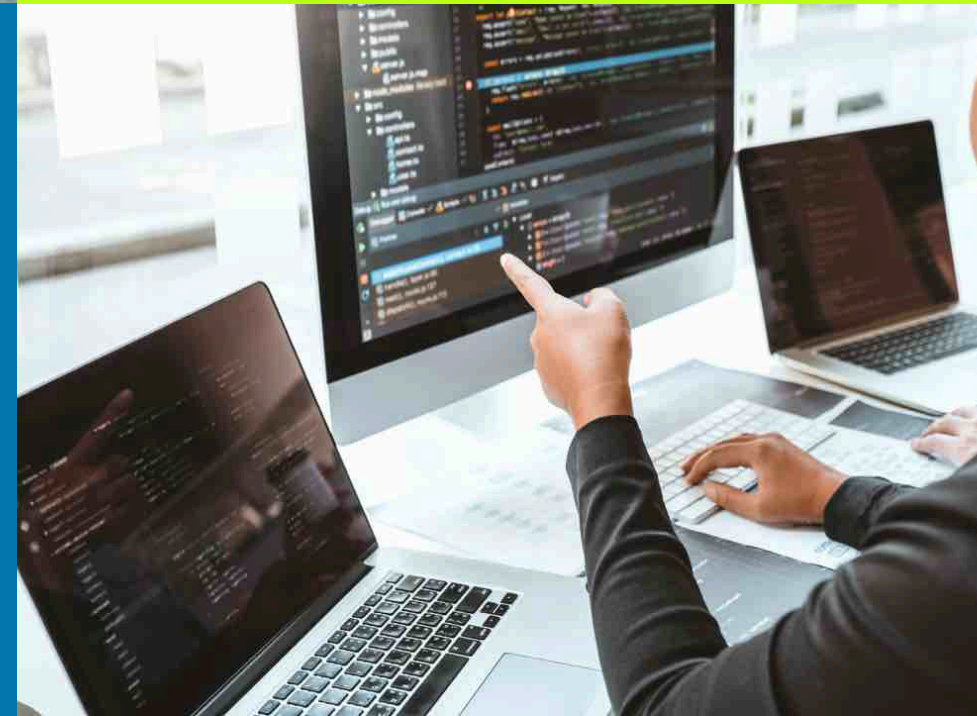
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