

**Minnesota Gerontological Society
Center on Aging
MAGEC**



Co-sponsored Webinars

**New Americans: Solutions to Work
Force Challenges in Long Term Care**
Jane Graupman, Executive Director,
International Institute of Minnesota

Handouts for the webinar can be downloaded at
www.mnagero.org

International Institute of Minnesota

Strong Start to a New Life



Full Membership in American Life

New Americans

Medical Careers Pathway



- Pre-Nursing Assistant Classes
- Nursing Assistant Training
- College Readiness Academy
- Medical Career Advancement



Pathway Components



- Phlebotomy Training Saint Paul College (SPC)
- Anatomy and Physiology Instruction at SPC
- College Readiness Academy



Nursing Assistant Training

- 8 and 11 week integrated training
(technical training and language training)
- Layering Learning
(bed making skill)



Other Training Components

- Financial Literacy Training (paychecks, benefits, work forms (taxes and I-9s))
- Communication Skills
- Computer Skills
- Cross-Cultural Skills



Nursing Assistant Training

- Clinical training for 4 days-22 hours
- Instructor Student Ratio: 1 to 6
- Outperform Minnesotans on state test





- Approximately 140 graduates per year
- 98% passing rate on examination

Training and Employment Data

- 80% Employment Placement Rate
- 90% Employment Retention Rate at 6 months
- 60 Employer Partners—Available to troubleshoot workplace issues



College Readiness Academy

Tier One Classes

15 weeks at community locations

Hubbs Center

International Institute

Neighborhood House

Tier Two Classes

At Saint Paul College

Hubbs Center

International Institute

Saint Paul College



Medical Career Advancement

- More than 2,000 Nursing Assistants employed
- 370 career advancements
 - 150 RNs
 - 114 LPNs
 - 106 other medical professions



Responding to Industry

- Universal Care Worker Training
- Point Click Care Training
- American Workplace training (customer service training)



Form I-9

- Caution: Do not ask for particular documents
- Employers cannot specify which document(s) they will accept from an employee
- (Employment related Discrimination-DOJ)
- 1-800-255-8155
- www.usdoj.gov/crt/osc





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Questions?

Contact info@mngero.org

Next Webinar: March 25 – Workforce Solutions for Aging Services Careers
Adam Suomala, LeadingAge Minnesota

39th Annual MGS Conference: Friday, April 24
Designing Our Destiny: Aging Ain't For Sissies
Challenges, Opportunities, and Affordability
