## Justine Boulanger

Radiology Manager at Baystate Medical Center



## HAMPDEN COUNTY WORKFORCE BOARD



## Radiology

Justine Boulanger - Radiology Manager at Baystate Medical Center

Introduction

Job Market

Imaging Modalities

Starting pay

Q&A

Agenda

## Introduction



## Job Market Growth in Healthcare

The labor market <u>slowed</u> sharply this summer, leaving job applicants with fewer places to turn for a new position.

Employers added an average of about 35,000 jobs over three months ending in July, which marks a major slowdown from roughly 128,000 jobs added monthly over the prior three months, the <u>U.S. Bureau of Labor Statistics</u> said earlier this month.

The hiring cooldown has hit nearly every industry, including manufacturing, leisure and hospitality and the federal government.

But two industries have bucked the trend: Health care and social assistance, the latter of which comprises services like child care and counseling, economists told ABC News. If not for job growth in those two sectors, the labor market would have suffered net job losses over the past three months.

Zahn, M. (2025, August 13). *These jobs are hiring, despite a weak job market*. ABC News. https://abcnews.go.com/Business/jobs-hiring-despite-weak-job-market/story?id=124610885

## Radiography- The Foundation of Imaging

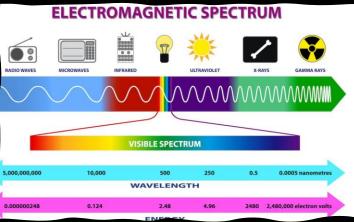
Radiography, commonly known as X-ray, uses electromagnetic radiation to create images of the internal structures of the body. Different tissues absorb X-rays to varying degrees, allowing for the visualization of bones, soft tissues, and foreign objects. It's often the first-line of imaging technique for diagnosing fractures, pneumonia and other conditions.

Fact: X-rays were discovered by Wilhem Conrad Roentgen, and were called "X" rays because their nature was unknown.









### Fluoroscopy; Real-Time Moving Images

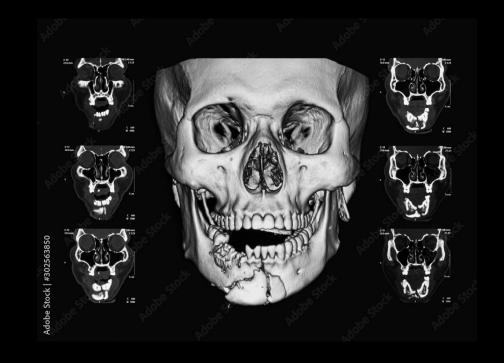
Fluoroscopy is a medical imaging technique that uses x-rays to obtain real-time moving images of the inside of a patient. It's similar to an X-ray "movie". This allows doctors to observe the movement of organs, contrast agents (like barium or iodine), or surgical instruments within the body.

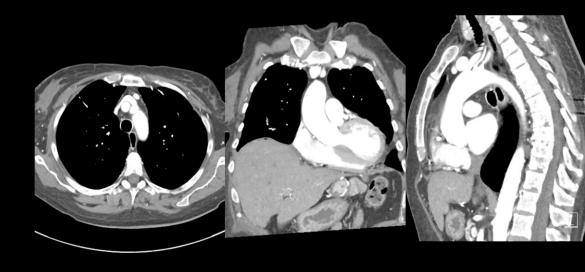


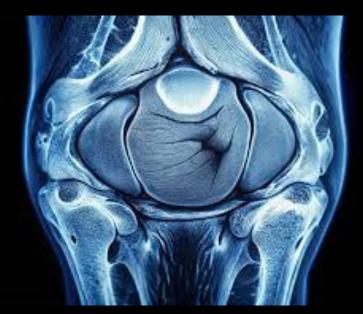
Barium Swallow

# Computed Tomography: Cross- Sectional Insights

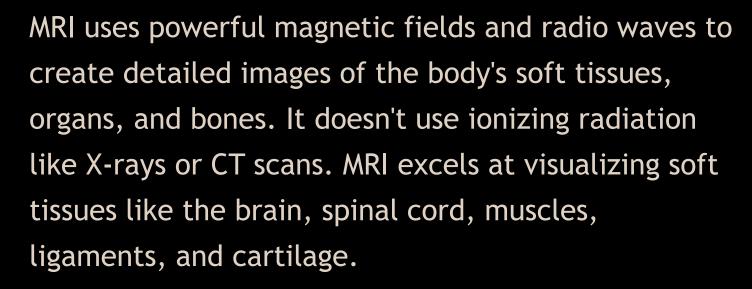
CT scans combine X-ray technology with computer processing to create detailed cross- sectional images of the body. By taking multiple X-ray images at different angles, a CT scanner can generate thins slices, proving a more comprehensive view of organs, blood vessels and bones than traditional X-ray.







## Magnetic Resonance Imaging (MRI): Harnessing Magnetic Fields



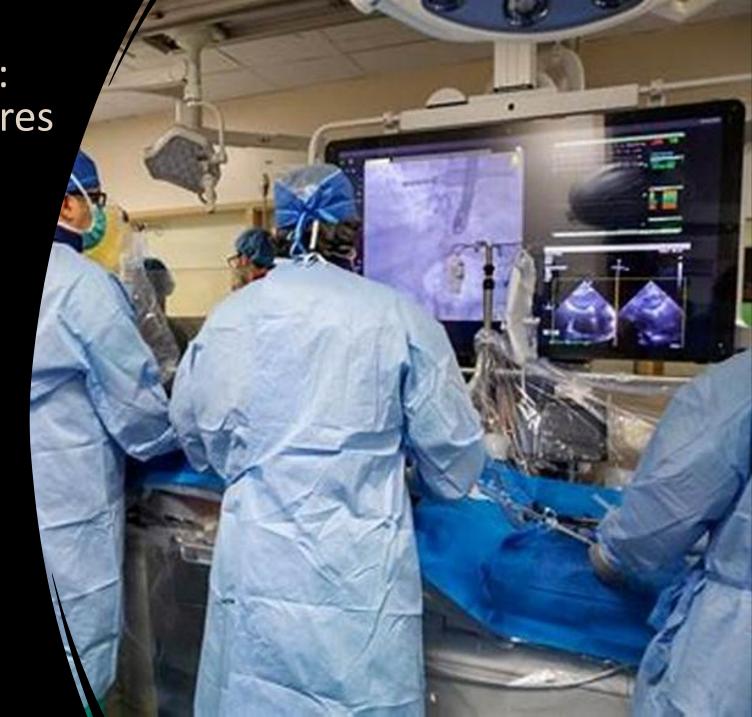
FACT: The MRI magnet is so powerful it can pick up metal objects and make them become a projectile in the room.

Dangers of MRI



Interventional Radiography: Minimally Invasive Procedures

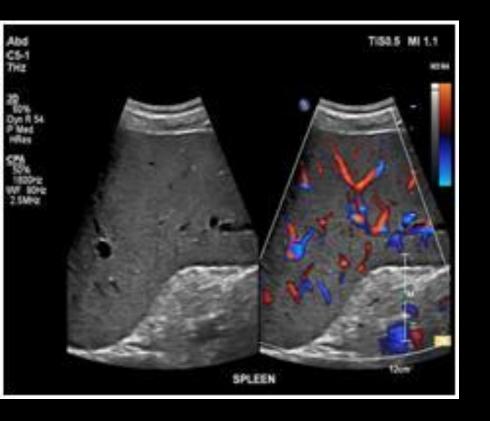
Interventional Radiography uses medical imaging guidance (like Xray, CT, ultrasound, or MRI) to perform minimally invasive procedures. Instead of large incisions, interventional radiologists use thin catheters, wires, and other small tools to diagnose and treat a variety of conditions, such as blocked arteries, tumors, and internal bleeding.



Mammography: Imaging for Breast Health

Mammography is a specific type of low-dose X-ray imaging used to screen for and diagnose breast cancer and other breast conditions. Specialized equipment compresses the breast tissue to obtain clear images and detect subtle changes.





# Ultrasound: Sound Wave Imaging

Ultrasound uses high-frequency sound waves to create real-time images of the body's internal structures. A transducer emits sound waves and then receives the echoes that bounce back from different tissues and organs. It's commonly used to visualize developing fetuses during pregnancy, as well as to examine organs, blood flow, and soft tissues.

## Bone Densitometry (DEXA Scan)

Bone densitometry, often using a technique called dual-energy X-ray absorptiometry (DEXA), measures bone mineral density. This helps in diagnosing osteoporosis and assessing the risk of fractures. It's a low-dose X-ray technique that provides valuable information about bone strength.

Fun Fact: Astronauts can experience bone density loss in space due to the lack of gravity, making bone densitometry an important tool for monitoring their health after space missions.





# Nuclear Medicine: Illuminating Body Functions

Nuclear medicine uses small amounts of radioactive material called tracers, that are introduced into the patient's body. These tracers travel to specific organs and tissues. Gamma rays are emitted and are detected by special cameras that create images on a computer.

Nuclear medicine is important in that it shows more information about organ function and metabolic activity (It's the life sustaining chemical processes that keep organisms alive and functioning)

### Salary/Compensation

The national average salary in MA per the ASRT(governing body of Radiology) is **\$91,000**, across all disciplines.

The Bureau of Labor Statistics projects that employment for radiologic technologists will grow by <u>6% between 2023 and 2033</u>, which is faster than the average for all occupations.

Every credential earned after graduation will affect your pay scale.



# Why should you become a Radiological Technologist?

Radiology is a high-demand, well-paying medical

<u>field</u> that offers diverse career paths, including diagnostic and interventional roles.

Key benefits include strong job security, and the opportunity to work with cutting-edge technology. Professionals in radiology play a critical role in patient care and enjoy intellectually stimulating work with opportunities for advancement and global mobility.

It's also one of the few medical fields offering good worklife balance, especially in outpatient or remote settings.



Your success is our strategy. Let's make it a reality.



Q & A

We will now open the floor for questions.

## Christine G. Niedbala DMSc, PA-C

Associate Professor of Physician Assistant Studies, SPRINGFIELD COLLEGE



HAMPDEN COUNTY WORKFORCE BOARD

## SPRINGFIELD COLLEGE



## **Exploring the PA Profession: What Counselors Need to Know**

Christine G. Niedbala DMSc, PA-C Associate Professor of Physician Assistant Studies Springfield College cniedbala@springfield.edu

# What is a Physician Assistant, Physician Associate, or a PA?

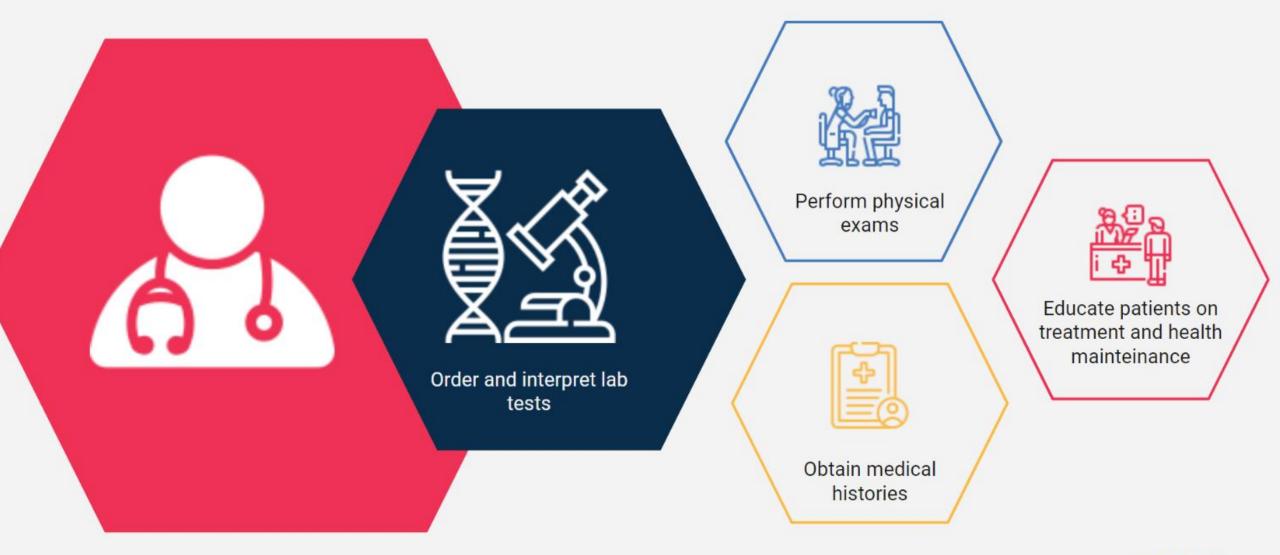
ince 2021, the title of the profession cludes 'physician associate,' but the le remains the same.

PA is a medical professional who orks as part of a healthcare team, ually with physicians, nurses and her health professionals.

As are graduates of accredited PA ograms and are nationally certified at state-licensed to practice edicine.

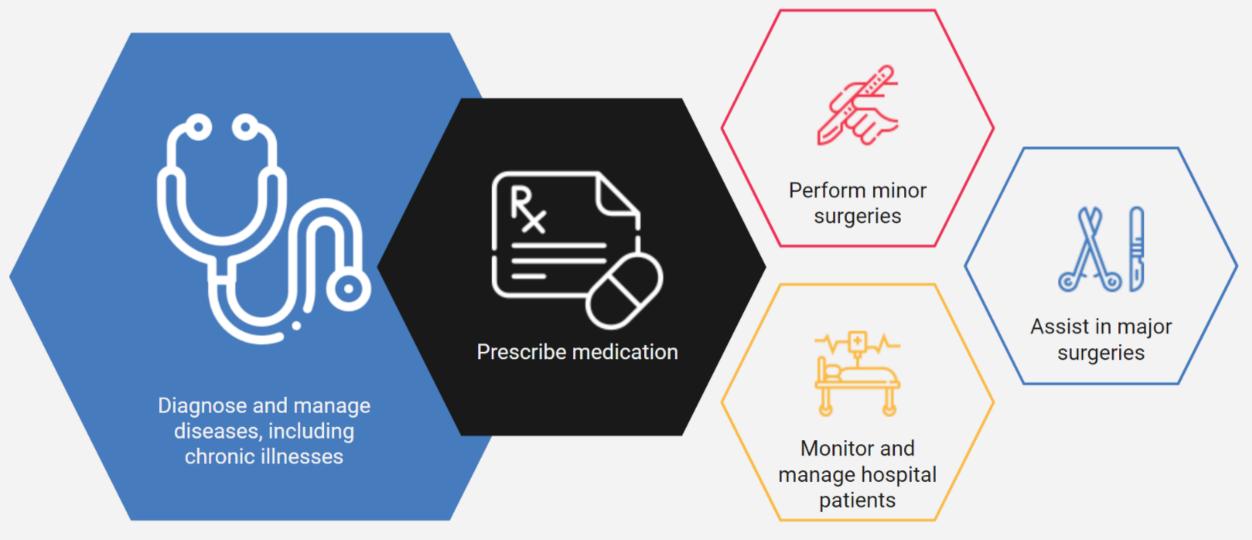


### What can PAs do?





### What can PAs do?





# What fields do PAs practice in?



**Family Medicine/General Practice** 

**General Surgery** 

**Orthopedic Surgery** 

**Cardiothoracic Vascular Surgery** 

**Neurosurgery** 

**Emergency Medicine** 

**Internal Medicine** 

**Hospital Medicine** 

**Critical Care Medicine** 

**Cardiology** 

Gastroenterology

Oncology

**Dermatology** 

**Psychiatry** 

PAs practice in every medical and surgical specialty.

## Differentiating Clinicians

	Registered Nurse (RN)	Advanced Practice Registered Nurses (APRN) - Certified Nurse Anesthetist (CRNA), Certified Nurse Midwife (CNM)	Physician Assistant/Associate (PA)	Physician (MD/DO)
Education Pathway	Associate's (ADN) or Bachelor's (BSN); must pass NCLEX-RN	RN + Master's or Doctorate in Nursing (MSN or DNP) or specialty certification; must pass certification exam in specialty	Bachelor's degree + Master's in PA studies; must pass PANCE	Bachelor's degree + medical school (MD/DO)
Length of Training	2-4 years	7-10 years (BSN 4 years + 2-4+ years grad)	6-7 years (4 years undergrad + 2-3 grad)	11-15 years (4 years undergrad + 4 med school + residency/fellowship)
Scope of Practice	Provides direct patient care, administers medications, monitors patients, educates patients/families, collaborates with providers	Provides advanced nursing care; can diagnose, treat, and manage patients independently in many states.	Diagnoses illnesses, develops treatment plans, orders/interprets tests, performs procedures, assists in surgery. Collaborates with a physician	Full scope: diagnoses, prescribes, performs surgery, delivers complex/critical care, leads medical teams



### How do I become a PA?

#### **Research PA Programs**

Even before entering undergrad, it is a good idea to research PA programs to get a sense of the prerequisite courses that you'll be required to take prior to applying to PA school.

#### **Obtain a Bachelor's Degree**

Before applying to PA school you'll need to obtain a bachelor's degree from an accredited college or university. You should strongly consider a science-related major, and take any prerequisite courses necessary for PA school.

#### **Get HCE/PCE Experience**

After graduation you'll need to obtain health care experience (HCE) or patient care experience (PCE). If you'd like to satisfy this requirement sooner, you may seek out HCE/PCE opportunities during your undergraduate studies.









### How do I become a PA?



#### **Apply to PA School**

Once you've graduated and obtained enough HCEs/PCEs its time to apply to PA school. As part of the application process you'll need to share your transcripts, letters of recommendation and evidence of HCEs/PCEs. Many PA programs will also require a candidate interview.



#### **Complete PA School**

Congratulations on being accepted to PA school! PA school! PA school typically ranges between 23- 27 months. During this time you'll want to remain focused and study hard and often. Prior to graduating you'll need to complete at least 2,000 hours of structured clinical education.



#### **Pass PANCE**

After completing PA school, and before applying for licensure in your state, you'll need to take and pass the Physician Assistant National Certifying Examination (PANCE). Once you pass you can apply for jobs and start practicing as a Board Certified PA!





## How to become a PA - the different pathways

#### **Pre-PA "Direct-Entry" Pathway**

#### Pros:

- Guaranteed or Conditional seat in the graduate phase of the PA program
- Time efficiency (5-6 years v. 6-7)
- Structured advising for prerequisites, clinical prep and competencies
- Clear roadmap

#### Cons:

- High stakes early
- Pressure to maintain a high GPA
- Less clinical maturity, less clinical experience
- Highly competitive admissions

#### **Traditional Graduate Pathway**

#### Pros:

- Flexibility in major
  More maturity and clarity
  Broader applicant profile can build
  strong academics, extracurriculars,
  leadership, and healthcare experience
  Wider school choice

#### Cons:

- Uncertain outcome highly competitive admissions (avg acceptance rate of 5%)
- Longer timeline
- Application stress (CASPA, GREs, multiple essays, interviews)
- May need to relocate



### **PA Pathways**

#### **Direct-Entry**

- Highly focused
- Academically strong
- Certain about the PA career

#### **Traditional Graduate**

- Want flexibility
- Time to explore opportunities
- Want to strengthen their application with experience and maturity



# How Can Counselors Help Prepare Future PA Students?

#### Recommended courses:

- 4 years of high-school college preparatory math courses (junior/senior year: precalc, calc)
- 4 years of high school college preparatory science courses (junior/senior year: chemistry, A&P, physics, AP Biology)
  - Must students take AP science or dual-enrollment courses?
    - Taking challenging courses lets us know your student can handle the rigorous schedule of PA school (often encouraged, but not required, depending on a school's curriculum)
- Students should aim for obtaining a GPA close to 3.5 or better
- Shadow a PA!
  - Documented PA shadowing sets an applicant apart
  - Students should also see what the profession is like
- Are healthcare-related experiences necessary?
  - Most programs require students to obtain healthcare experience or direct-patient care hours.
  - Getting a certification, such as EMT-B, CAN, or volunteering in a hospital can help students gain experience and employment, which will set them apart from other candidates



### **Personal Qualities**

- Resilient and Adaptable perseveres through challenges and grows from setbacks
- Leaders and Team Players demonstrates initiative, collaboration, and the
   ability to guide others
   Service-Oriented dedicated to
- Service-Oriented dedicated to serving their community and advocating for others
- Academically Excellent and Curious - strong foundational knowledge with a hunger for lifelong learning
- Compassionate and Professional - approaches others with empathy, integrity, and respect



# Local Initiatives to Support High School Students

Baystate Springfield Educational Partnership - prioritizes high school students from Springfield. Students from surrounding communities can participate depending on capacity

https://www.baystatehealth.org/healthcare-education/academic-programs/undergraduate-programs/baystate-springfield-educational-partnership



### SPRINGFIELD COLLEGE



For more information, visit: <a href="https://springfield.edu/programs/health-science-pre-physician-assistant-studies">https://springfield.edu/programs/health-science-pre-physician-assistant-studies</a>

American Academy of PAs (AAPA): <a href="https://www.aapa.org/about/what-is-a-pa/">https://www.aapa.org/about/what-is-a-pa/</a>

PA Educators Association (PAEA): https://paeaonline.org/wp-content/uploads/2024/01/Become-a-PA-one-page.pdf

## Yedalis Ruíz, PhD, M.Ed

Chief Workforce Development Officer, Executive Director, Tania M. Barber Learning Institute, CARING HEALTH CENTER



## HAMPDEN COUNTY WORKFORCE BOARD





## Tania M. Barber Learning Institute

Training and Learning on the Job (TLOJ): Community Health Workforce Development



# Presentation Road Map

- Context and history of the TMB Learning Institute and programs
- Overview program structure, framing, and schedule
- How to learn more and get engaged



# Caring Health Center

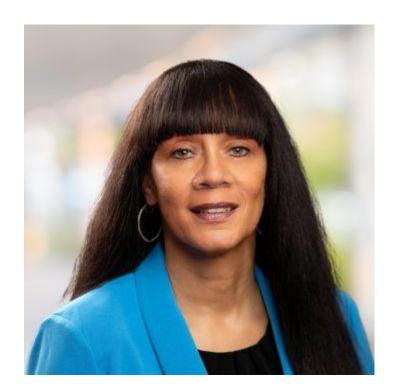
Mission: We are committed to eliminating health disparities and achieving health equity through providing accessible, value-driven healthcare for diverse, multi-ethnic communities in Western Massachusetts.

- CHC is a federally qualified health center (FQHC) in Western MA;
  - Provides adult and pediatric primary care, behavioral health, oral health and other services in over 70 languages;
  - Responsive to ever shifting geopolitics;
- CHC has *always prioritized* hiring from the community
  - CHC staff mirror the patient populations to serve a global patient population with culturally and linguistically appropriate services (CLAS).
    - Race, ethnicity, language, religion, culture
    - SES
    - Chronic disease
    - Structural inequities
- CHC's commitment to hire from the community directly responds to the national disparities in higher education, and healthcare workforce shortages.



# Vision and Founding: Tania M. Barber Learning Institute

- President and CEO, Tania M. Barber, has had a long-standing vision to address systematic workforce barriers affecting community access to training and work in Springfield, MA. Health centers and CHC have always prioritized hiring from the community to respond to workforce shortages and disparities like racial wealth gaps and barriers to access to education.
  - The vision is informed by her lived experience and unwavering commitment to never leave her community behind.
- Her vision has transformed into action with the Tania M. Barber Learning Institute—a relatable and accessible career entry point to the people of our community.





# Scholar-Practitioner Development and Framing: TMB LI

# (RE)FRAMING COLLEGE ACCESS BY AND WITH COMMUNITIES OF COLOR



OUR KNOWLEDGE, OUR PROCESS, OUR CHOICE

Edited by
CHRYSTAL A. GEORGE MWANGI
and
YEDALIS RUÍZ SANTANA

- Chief Workforce Development
   Officer/Executive Director, TMB LI, Dr.
   Yedalis Ruíz:
  - O Dedicated academic and communitybased career to creating access and learning opportunities among first generation historically underrepresented communities.
- Faculty Affiliate, University of Massachusetts Amherst, College of Education
- Co-editor/Author of newly released SUNY
  Press anthology: (Re)Framing College
  Access by and with Communities of Color:
  Our Knowledge, Our Process, Our Choice



# TMB LI: Mission, Aims and Values

**Mission:** To serve as a leader in access and workforce development in FQHCs through a "lifting others up" framework for training, education, career advancement, and research founded on a **commitment to caring**.

#### Aims:

- To respond to an opportunity gap in the workforce among diverse community members with entry-level skills by offering culturally responsive and sustaining careers in healthcare;
- To maximize training and capacity that correspond with job satisfaction, retention, and career development/advancement;
- To improve health center delivery of value-based quality care to its patient population, including clinical quality, cost containment, and operational efficiency.

#### Values:

- We are committed to providing the FQHC workforce with equitable opportunities to develop and sustain thriving, satisfying, and upwardly mobile careers in community healthcare.
- We are committed to providing holistic learning and career development grounded in community sustaining pedagogies and caring approaches that foster a professional commitment to FQHCs and their dedication to quality health care.



## Community Responsive and Sustaining Workforce Development

### Aims to:

- Respond to local community workforce needs
- Create community access to career opportunities and excellence through compassionate learning while earning
- Train and retain a dynamic health center workforce
- Improve community well-being
- Advocate and acknowledge community strengths and assets
- Center and promote community aspirational capital
- Address educational and employment disparities while reducing workforce turnover
- Tailor to FQHC mission and deliverables



# TMB LI Scope of Work

- Engage two tiers of workers
  - Frontline, entry-level trainees and current workers in critical areas
  - All current health center staff through CHC's training program in collaboration with the Human Resources Department
- TMB LI Training and Learning on the Job
  - Employee-learners receive hourly wage and benefits throughout training
  - Employee-learners receive full access to learning materials, at no cost
  - CHC covers cost of certification requirements and licensure applications for trainees
    - Medical Assistant
    - Dental Assistant Training on the Job (DATOJ)
    - Phlebotomy
    - Community Health Worker





# TMB Learning Institute: Lifting others up

### A commitment to "lifting others up"

• The "lifting others up" framework reflects the commitment to hire from the community and to respond to the impact of workforce shortages and opportunity gaps.





# The TMB LI Team at Caring Health Center

Dr. Yedalis Ruíz, Chief Workforce Development Officer, Executive Director of TMB

- Maria Torres, Administrative Assistant
- Johanna DeBari, Director of Workforce Development and Training

- Hannah Ndungu, Project Manager Yananshalie Reyes, Program Coordinator Luis Zayas, Dental Assisting and Clinical Practice Trainer

#### Internal Collaborators/Strategic Advisory/Faculty in Residence

- Chief Dental Officer
- Vice President of Front Operations and Patient Experience
- Dental Practice Manager
- Dental Assistant Practice Manager
- Chief Medical Officer
- Chief Nursing Officer
- Chief Clinical Officer
- Chief Human Resource Officer
- Human Resource Director
- Chief Executive Vice President, Strategy and Research Officer

#### **Preceptors**

- Nursing
- Dental
- Front Operations
- CHW













# TMB LI Curriculum Approach

- Contextualized
  - Faculty in Residence Lecture
  - Culturally Responsive and Sustaining Workforce Development Training
  - CareerStep
  - Clinical *Learning* Experience
- Centers Professional Identity Development
  - Positionality
  - Historical Community Health Center Awareness
  - Career Development and Planning
  - Academic Advising
  - Social Care and Support



# TMB LI Clinical Learning Experience and Practice

## Clinical Learning Experience

- Otherwise called "Clinical Externships" or "Externships"
- Is an intentional approach to hands-on learning
- Brings the information learned in didactic material into practice
- Scaffolds the experience of practice within the learning process
- Supports the value of repetition of clinical skills

#### TMBLI DATOJ Session #21 Road Map January 24, 2024

Employee-Learner Module Assessment and Learning Material Preparation		
TMBLI Team Check - In		
CareerStep Modules		
STCC Radiology Course Modules		
Lunch		
Professional Assessment and Workforce		
Development Dialogue		
Reflection Exercises - "Who are you in		
coming to this work?"		
CareerStep Modules		
Clinical Dental Procedures		
Dental Specialties		
Closing Reflection and Dialogue		
Employee-Learner Module Assessment		

8:30 AM - 9:00 AM
9:00 AM - 9:30 AM
10:30 AM - 12:00 PM
12:00 PM - 1:00 PM
1:00PM - 2:00PM
2:00 PM - 4:00 PM
4:00 PM - 4:30 PM
4:30 PM - 5:00PM

#### TMB LI DATOJ Session #36 Road Map March 20th, 2024

	r Module Assessment and Iaterial Preparation
TMBLI Tea	am Check- In
	nd Jurisprudence Exam Review
Workforce Development Professional DevelopmentTraining Unpacking Professional Communication	
	Lunch
Dental Ethics and Jurisprudence Exam Review	
Employee-Learner Module Assessment Administrative Logistics	
Closing Refl	ection and Dialogue

8:30 AM - 9:00 AM
9:00 AM - 9:30 AM
9:30 AM - 11:15 AM
11:15 AM - 12:00 PM
12:00 PM - 1:00 PM
1:00 PM - 4:30 PM
4:30 PM - 4:45 PM
4:45 PM - 5:00 PM





## THANK YOU

CHC Board of Directors, CHC Leadership & Staff, TMB LI TOJ Employee Learners, Our Partners, Our funders!

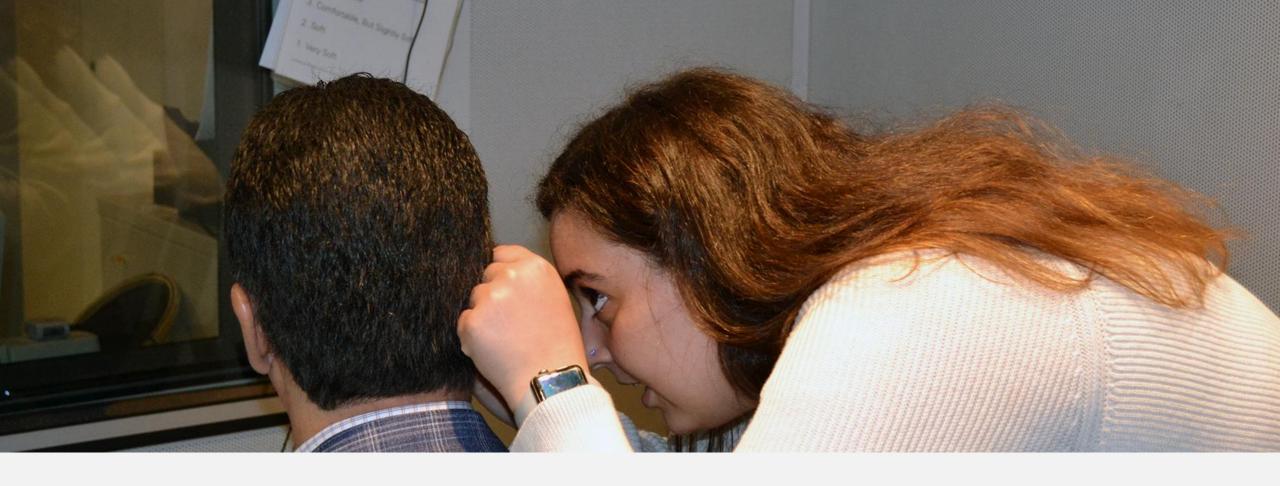
# Gwyneth C. Rost, Ph.D., CCC-SLP

Interim Chair, Department of Speech, Language, and Hearing Sciences

UNIVERSITY OF MASSACHUSETTS, AMHERST



# HAMPDEN COUNTY WORKFORCE BOARD

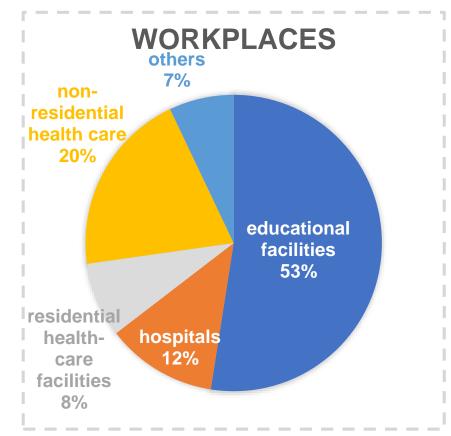


# Career Pathways for Speech-Language Pathology & Audiology

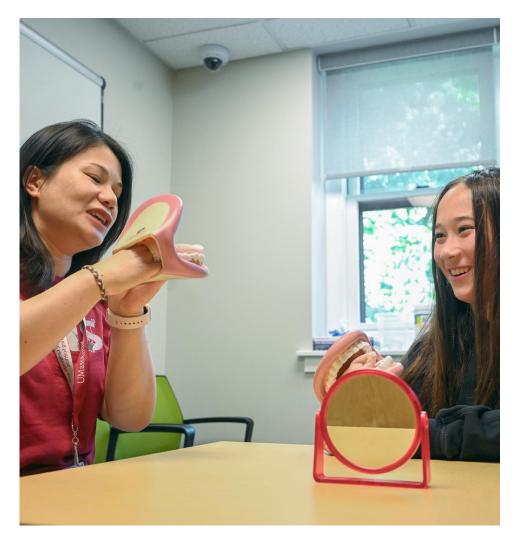


## What does a speech-language pathologist do?

SLPS WORK WITH PEOPLE OF ALL AGES WHO HAVE DIFFICULTY WITH SPEECH, LANGUAGE, COGNITION, AND/OR SWALLOWING



- SLP is the 3<sup>rd</sup> best health care job in America (US News and World Report, 2024)
- Median SLP salary is \$89,920 (US Bureau of Labor Statistics)
- The field of speech language pathology is projected to grow by 18% by 2023 (US Bureau of Labor Statistics)



## How to become a speech-language pathologist

- Speech-language pathology requires master's degree (2-3 years) for entry into the profession
  - May work as a paraprofessional without graduate degree.
    - In Massachusetts, an associate's degree in SLP-Assistant allows you to work as an assistant. A bachelor's degree in a related field allows you to work as an assistant and prepares you for an eventual move to graduate school.
  - Note: "Speech therapist" is a catch-all term. When you advise students, use SLP or SLP-A.

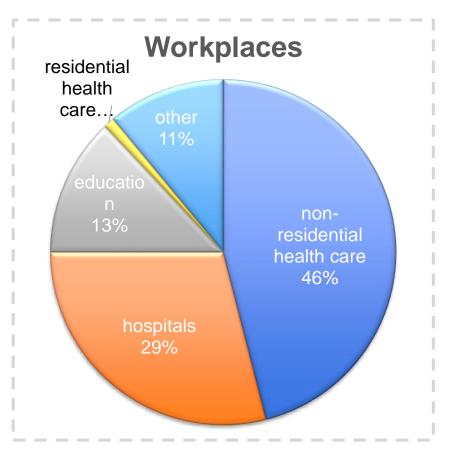


## What does an audiologist do?



## AUDS WORK WITH PEOPLE OF ALL AGES WHO HAVE DIFFICULTY WITH HEARING AND BALANCE

- Audiology is the 20<sup>th</sup> best health care job in America (US News and World Report, 2024)
- Median SLP salary is \$87,740 (US Bureau of Labor Statistics)
- The field of audiology is projected to grow by 11% by 2023 (US Bureau of Labor Statistics)



## How to become an audiologist



- Audiology requires an audiology doctorate (3-4 years) for entry into the profession
  - May work as AuD-Assistants, Hearing Aid Salespeople, or Newborn Hearing Screening Technician without the doctorate.
    - In Massachusetts, you can become an AuD-A with an undergraduate degree.
    - In Massachusetts, you can become a newborn hearing screening technician with a high school diploma

## Skills to Nurture

#### GOOD CLINICIANS NURTURE "SOFT" SKILLS

- Healthcare literacy
- Perspective taking and cultural humility
- Listening and asking questions
- Independence
- Perseverance (growth mindset)
- Critical thinking
- Understanding that the profession will be a mix of fields people often view as distinct (science, psychology, education, etc.)
- Understanding interactions between humans and technology
- Organization/scheduling/calendaring



This Photo by Unknown Author is licensed under CC BY-SA

# What to focus on in high school



01

#### **INFORMATION LITERACY**

#### Learn to

- evaluate sources of information
- discriminate between scientific and nonscientific thinking



02

### CONFIDENCE IN MATH AND SCIENCE

#### Focus on

- deep understanding of concepts, not memorization
- feeling like you understand rather than getting the grade



03

## GET ENGAGED AND NETWORK

#### Think about

- Internships or jobs with populations of interest
- Shadowing professionals in your school, district, or community



04

## THINK OF YOURSELF AS A FUTURE COLLEGE STUDENT

#### Make plans now!

- visit college campuses and ask questions
- look for partnerships with university labs and outreach

# What to focus on in high school



05

**PUBLIC SPEAKING** 

Challenge yourself to

- take a course in speech or communications
- Practice speaking with people you don't know



06

EMOTIONAL REGULATION

Learn strategies to

 understand and regulate your emotions and thoughts



07

**INDEPENDENCE** 

Practice

- advocating for yourself
- making your own informed decisions
- owning and learning from your mistakes



08

COLLABORATE

Work with other people

- inter-professionally
- to solve problems

## For more information

#### **VISIT ON THE WEB**

The American Speech-Language Hearing Association

www.asha.org

www.asha.org/students

UMass Amherst Department of Speech, Language, and Hearing Sciences

https://www.umass.edu/public-health-sciences/speech-language-and-hearing-sciences

email Kat Hanson at khanson@umass.edu



# Rudy Korobkov, RRT,

Respiratory Care Department, BAYSTATE HEALTH



# HAMPDEN COUNTY WORKFORCE BOARD

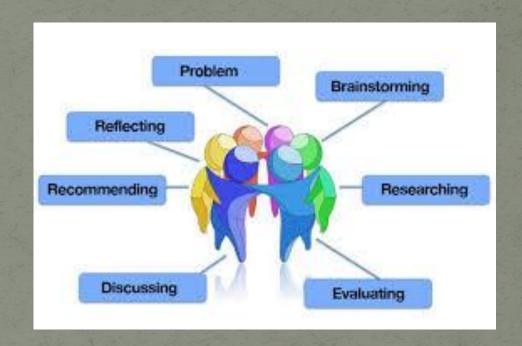
# Breathe Life Into Your Career – Respiratory Therapy

Inspiring the Next Generation of Healthcare Heroes



# Why Healthcare?

- Make a difference every single day
- Job security always in demand
- Opportunities to grow and specialize



# What is a Respiratory Therapist?

- A healthcare professional who specializes in the science of breathing
- Works in ER, ICU, NICU, rehab, transport, and more
- Helps patients from newborns to the elderly



# What Makes RT Different?

- Immediate patient impact
- Specialization in breathing and airway management
- Trusted expert for doctors and nurses in critical moments







# Cool Parts of the Job

- Work with cutting-edge tech (ventilators, monitors)
- Save lives in emergencies
- Be part of a healthcare team making fast, important decisions





## How to Become an RT

- Earn a 2-year Associate degree/ 4-year Baccalaureate degree
- Pass the NBRC exams to become licensed
- Flexible schedules & job opportunities nationwide



## Could This Be YOUR Future?

- Are you looking for a career which allows you to be active, to work independently and in team situations, to think critically, and to solve problems?
- Are you self-motivated, willing to adapt, willing to learn, have confidence and have a cheerful disposition?
- Can you deal and cope with stressful situations?
- What is your learning style?
  - Are you a visual learner, prefer to learn hands on?

# How Does the Job Market Look for Respiratory Therapists?

- Quick Facts on RCP'S from Bureau of Labor and Statistics:
- https://www.bls.gov/ooh/healthcare/respiratory-therapists.htm
- 2023 Median Pay
- Typical Entry-Level Education
- Work Experience in a Related Occupation
- On-the-job Training
- Number of Jobs, 2023
- Job Outlook, 2023-2033
- Employment Change, 2022-2032

\$77,960 per year

\$37.48 per hour

Associate's degree

None

None

133,900

13% (Much faster than average)

17,500



# Your Next Step



- Shadow an RT at a local hospital
- Explore programs at Springfield Technical Community College (STCC) or your college of choice
- Ask questions, stay curious, and imagine yourself in the role
- Closing thought: "You could be the reason someone takes their next breath."

## Lisa Fugiel, MSN, RN-BC

Assistant Dean of SHPS/Director of Nursing

Springfield Technical Community College



# HAMPDEN COUNTY WORKFORCE BOARD



# STCC NURSING



Lisa Fugiel, MSN, RN-BC
Assistant Dean of SHPS/Director of Nursing
Springfield Technical Community College

### WHAT IS NURSING?

- Nursing: a profession focused on
  - Patient-Centered Care: Nurses focus on compassionate, evidence-based care tailored to promoting overall well-being and health.
  - Advocacy and Education: Nurses advocate for patient rights, educate patients and families to make informed health decisions.
  - Collaboration and Critical Thinking: Nursing requires collaboration with interdisciplinary teams and strong critical-thinking skills to ensure safe and effective patient outcomes.

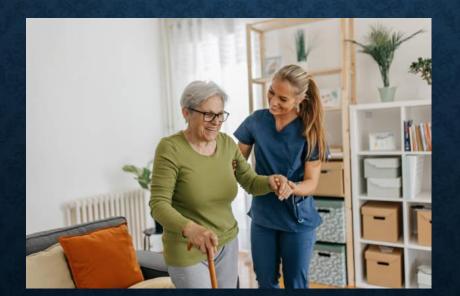
## A Day in the Life of a Nurse

- Key Duties: Assessment, Care Planning and Coordination of care, Administration of treatments and medications, Patient and family education, monitoring and documenting patient progress.
- Variety of Setting: Hospital, clinic, community, school, telehealth



### CAREER OPPORTUNITIES IN NURSING

- •Specialization (e.g., pediatrics, geriatrics, ICU, ER, oncology).
- •Diverse work environments: hospitals, clinics, schools, community centers, nursing informatics, and telehealth.
- •Career advancement (e.g., Nurse practitioner, nurse educator, or nurse anesthetist, Leadership roles).
- •High Demand: Job security and nationwide opportunities.



### RIGORS OF THE NURSING PROGRAM

- •General structure of a nursing program: Mix of classroom theory, labs, and clinical rotations).
- •Time commitment: Intense study load, clinical hours, and the need to balance hands-on training with coursework and home life.
- •Typical challenges nursing students face: emotional resilience, high expectations, fast-paced learning.



## COMMITMENT REQUIRED FOR SUCCESS

- •Core Qualities: Good communication, empathy, dedication, attention to detail, accountability.
- Lifelong Learning: Healthcare evolves constantly.



## REWARDS OF THE NURSING PROFESSION

- Stable, rewarding career path
- Building relationships
- •Making a difference in patients' lives and overall health of our communities



#### **NURSING CURRICULUM**

- Semester 1:
- NUR-101 Nursing 1
- NUR-124 Issues in Nursing 1
- BIO-231 Anatomy & Physiology 1
- BIO-231L Lab: Anatomy & Physiology 1
- PSY-101 General Psychology
- ENG-101 English Composition 1
- Total: 19 credits

#### Semester 2:

- NUR-121 Nursing 2
- NUR-204 Pharmacology for Nurses
- BIO-232 Anatomy & Physiology 2
- BIO-232L Lab: Anatomy & Physiology 2
- PSY-210 Lifespan Human Growth and

**Development** 

Total: 19 credits

- Semester 3:
- **NUR-201 Nursing 3**
- BIO-235 Microbiology
- BIO-235L Lab: Microbiology
- SOC-101 Introduction to Sociology
- Total: 16 credits

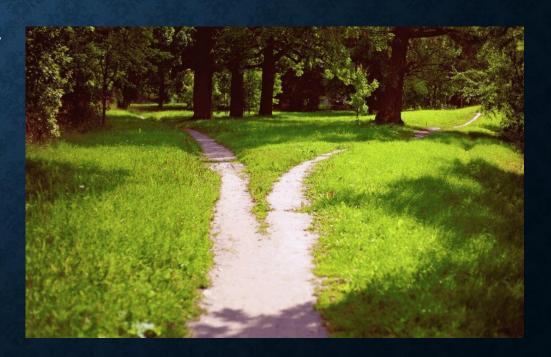
#### Semester 4:

- NUR-221 Nursing 4
- NUR-224 Issues in Nursing 2
- ENG-102 English Composition 2
- EL-GEN General Elective

Total: 16 credits

### PATHWAYS TO NURSING

- · Health Science Degree
  - https://www.stcc.edu/explore/programs/hlth.as/
- Health Science Foundation of Nursing
  - https://www.stcc.edu/explore/programs/foun.as/



## Hot off the Press!

#### STARTED: April-2025

- STCC Accelerated 1 Year Nursing Program Option: ONLY for LPNs, Paramedics, and Top-Tier Military Medics.
- May start with the following May Graduation Date

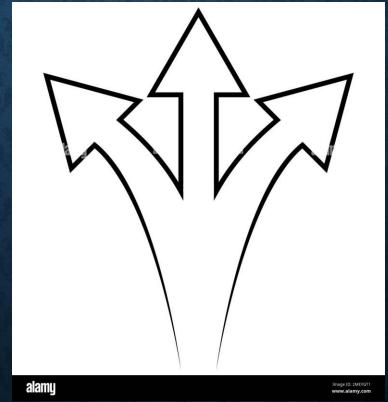
#### Starting Fall 2027 or sooner

- Evening Option
- Weekend Option
- These options will follow the traditional day curriculum with classes labs being on the evening and weekend.

## **Transfer Options**

Many Partnerships/Articulation agreements with state and private colleges/universities

- WSU
- AIC
- Elms
- UMass
- Baypath







https://media.istockphoto.com/id/1400388878/photo/closeup-african-american-woman-nurse-making-a-heart-shape-with-her-hands-while-smiling-and.jpg?s=1024x1024&w=is&k=20&c=2hvPEtPPwPUSxanCyrPgnFMDIjTzE7xMOyxg3YMa8yE=

**What Does a Registered Nurse Do** 

What does a nurse do?

https://www.youtube.com/watch?v=zl5Ht3B8li4

Nurse Career Video https://www.youtube.com/watch?v=x4Y\_2fpET0U



## Nicole Turner CST/CSFA

Surgical Technology Program Coordinator/Assistant Professor, GREENFIELD COMMUNITY COLLEGE



HAMPDEN COUNTY WORKFORCE BOARD

## Surgical Technology

Certified Surgical Technologist (CST)

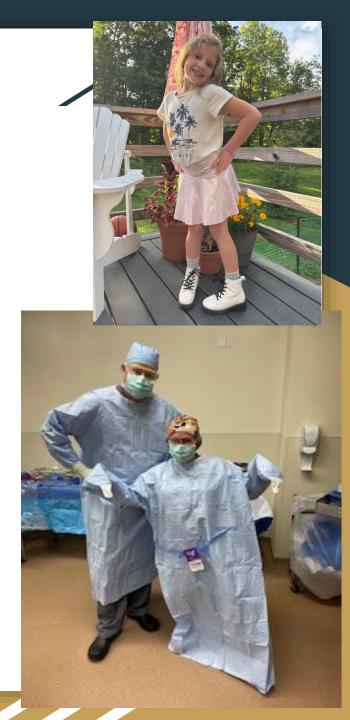
Allied Health Profession



## Who am I?

#### Nicole Turner CST/CSFA

- Certified Surgical Technologist/Certified Surgical First Assistant
  - Graduated from STCC 2009 (AS Surgical Technology)
  - Graduated from ACE Surgical Assisting 2012 (CSFA)
  - o 16 years of experience in the OR
  - o Focus in:
    - Orthopedics
    - Plastic Surgery
- Surgical Technology Program Coordinator at Greenfield Community College since August 2024





#### What is a Surgical Technologist?

- Allied Health professional
- Prepare the Operating room for surgery
  - \*Gather and prepare supplies & equipment for surgery
- Prepare, organize, & maintain the sterile field
  - \*Instrumentation
  - \*Sterile supplies etc.
  - \*Ensure that equipment is in proper working order
- Anticipates the needs of the surgeon
  - \*Pass instruments, equipment, supplies to the surgeon



 We must know the surgical procedures inside and out.



## What do Surgical Technologist's ACTUALLY do?



Being a Surgical Tech is a TEAM sport.

We communicate all day with members of our team:

- Circulating nurse
- Anesthesia Provider
- Surgeon
- Surgical Assistants



To effectively and safely take care of our patients. We are the eyes and ears of the OR, watching the surgical case closely and communicating with the team as necessary.

We stand for several hours on end sometimes in the same spot holding retractors and guarding our sterile field.

We need to know what the surgeon is thinking sometimes before they know what they are thinking.

We are experts in asepsis and sterile technique

## Characteristics of a Surgical Tech.

#### Physical Characteristics:

• \*Physical stamina. You need to be able to stand or sit in one position for several hours without a break

sometimes six or more hours at a time.

- Good vision & hearing
- Fine motor skills

#### Work Ethic:

- Moral integrity
- Nondiscriminatory
- Professional and personal honesty- Surgical Conscience
- Desire to help others

**Critical thinking skills** 

**Problem solving skills** 

**Thick skin** 



## How do you become a Surgical Technologist?

Healthcare experience is being considered more and more for these allied health professions when looking at candidates for admissions.

- Graduate high school or have a GED
- Become BLS/CPR certified through the American Heart Association
- Begin Prerequisites which usually include Intro to biology, A&P I & II, Math, General Education (english and social science) pass with a grade of C or better.
- Apply to a college that offers a CAAHEP Accredited Surgical Technology Program or is seeking CAAHEP Accreditation.
- Usually two year Degree program (about 3 years including prerequisites).
- You will graduate with an Associate of Science (AS) or Associate of Applied Science Degree (AAS).

#### Now what?

- MA is a state that requires Certification for employment
- Take and pass the National Certification Exam provided by NBSTSA to become a Certified Surgical Technologist within one year of graduation (or sooner if your employer requires it some are 6 months)
- Maintain your Certification
  - Continuing Education Units (34 CEUs every two years) send to the AST
  - O After CEU's are successfully completed and submitted, apply to renew your certification (NBSTSA) pay your fee to become recertified



- Helping people every single day
- You take care of patients when they are MOST vulnerable
- A career where you can learn something new EVERYDAY
- You make your career
  - Specialize or not
- Career growth
  - Team Leader/Service Line
     Coordinator
  - Management
  - Education
  - Surgical Assisting
  - o RN or PA pathway
  - Surgical product representative
- There is really nothing else like it
- Relationships you build are life long

### **Pros and Cons**



- LONG HOURS
- Department must be covered 24/7/365. CALL
  - 30 minute response time
  - Emergencies
- Suffer losses and/or meet patients that you will NEVER forget for better or worse
- Stressful working environment
  - Difficult personalities
  - Grumpy grump surgeons
- Takes about 1-1.5 years to feel like you know what you're doing.







