



# Program Review New Position Request Presentation

**Position: 1. Full time Instructional Faculty**

Requested by- Dr. Ritu Malhotra

Faculty and Program Coordinator -Medical Assisting Program

# Soaring Demand of Medical Assistants in the Community

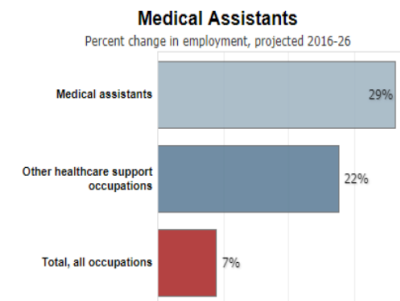
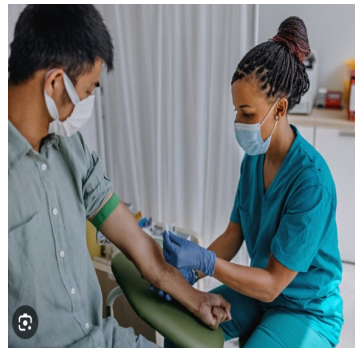
“Core of Urgent Care’s Clinical Support Workforce”

► JOB GROWTH PROJECTION:

Employment is **expected to grow by 19%** (much faster than the average occupation from 2021-2031)

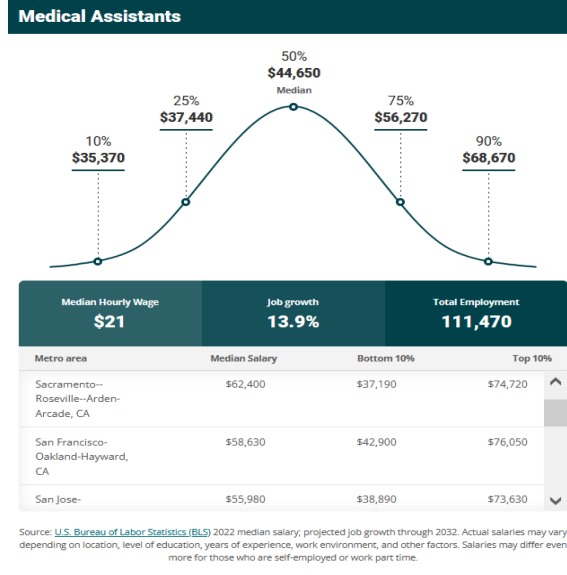
► NUMBER OF JOBS EXPECTED:

117,800 new jobs over the decade



Note: All Occupations includes all occupations in the U.S. Economy.  
Source: U.S. Bureau of Labor Statistics, Employment Projections program

- ▶ Entry level Compensations:-\$ 28-\$45
- ▶ More than living wage(\$30) for county
- ▶ Aligns with goals of college for student success and completion



## Medical Assistant - California

Huffmaster Healthcare Staffing [🔗](#)

California

\$45 an hour - Full-time

Apply now



## Medical Assistant, Gastroenterology, Burlingame

Sutter Health [🔗](#) · 3.8 ★

Burlingame, CA 94010

\$32.04 - \$40.04 an hour - Full-time

Apply now [🔗](#)



## Clinical/Medical Assistant - Clinic-Peds-Castro Commons (1.0 FTE, Days)

Lucile Packard Children's Hospital [🔗](#) · 3.9 ★

1174 Castro Street, Mountain View, CA 94040

\$67,953.60 - \$77,032.80 a year - Full-time

**KAISER PERMANENTE** careers Who We Are [v](#) Life & Culture [v](#) [C](#)

Primary Location: California,Livermore,Livermore Medical Offices

Scheduled Weekly Hours: 1

Shift: Day

Workdays: Mon, Tue, Wed, Thu, Fri

Working Hours Start: 08:15 AM

Working Hours End: 06:00 PM

Job Schedule: Call-in/On-Call

Job Type: Standard

Worker Location: Onsite

Employee Status: Regular

Employee Group/Union Affiliation: A01|SEIU|United Healthcare Workers West

Job Level: **Entry Level**

Department: Livermore Medical Offices - Obstetrics/Gynecology - 0206

Pay Range: **\$34.61 - \$36.41 / hour**

The ranges posted above reflect the location in the job posting. The salary range may vary if you reside in a different location or state than the location posted.

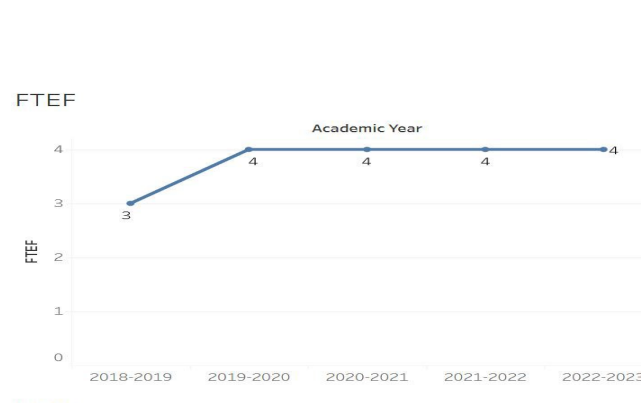
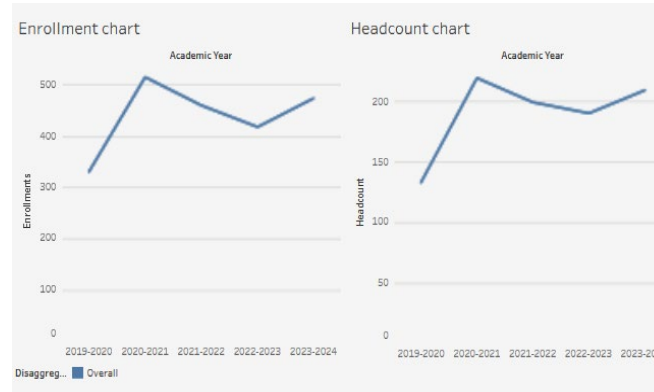
Travel: No

# Success of Program in Meeting Community Demand

***Our program is about “transformation”- we empower students to become skilled professionals and build a meaningful futures. We change lives!***

- ▶ Population served \_Diverse Student Bodies:
  - Includes first-generation students, single mothers, Hispanic and ESL learners
  - Welcomes students aged 20-60, whether starting or returning to education
- ▶ Career Opportunities:
  - Entry point to long-term, stable careers in healthcare
  - Graduates are equipped to work in diverse healthcare settings
- ▶ Pathway to Growth:
  - Stepping-stone for further education in various healthcare fields
- ▶ Impact on Independence:
  - Empowers students to achieve financial independence, support their families, and transition away from welfare

- ▶ Increase in enrollment rates : The program has experienced an almost **43% increase in enrollment rates since 2019**.
- ▶ Notable growth in Headcount: In terms of headcount, there has been an impressive **increase of almost 57% since 2019**.
- ▶ Success Rate : **Above 85%**



# Success and Achievement of the Program

- ▶ High placement rates : Graduates successfully securing positions at top healthcare institutions, including Kaiser and Stanford
- ▶ Flexible Learning Options ( Online, hybrid, synchronous and asynchronous delivery, compressed courses
- ▶ Expanded Partnerships: Strong collaborations with local hospitals and clinics, enhancing clinical training and job placement opportunities
- ▶ Increased Enrollment
- ▶ High Student Satisfaction: Positive feedback from students on course content, faculty support, and job readiness
- ▶ Industry recognized Curriculum
- ▶ Soft skill development via workshops
- ▶ Simulation based training lab
- ▶ Collaboration with counselors, student services and Disability resource center at school

# Challenges

- ▶ Staffing Issues: high turnover and difficulties in recruiting and integrating new qualified faculty
- ▶ Course Gaps :replacing qualified educators have disrupted essential courses such as billing and coding, pharmacology, and some administrative courses
- ▶ Overwhelming burden on sole full time faculty member : who is responsible for many critical tasks to ensure student success
- ▶ Significant time consuming and hard deadline task deliverables : Nearly **300-360 hours per semester** are required for various tasks with strict deadlines, creating a significant workload and impact on delivery
- ▶ Mental Health Impact: on educators and students

# Need an additional full-time faculty/instructional support

Row Labels	Sum of Total FTE Assign	Full-Time Faculty	Full-Time Faculty Name	Part-Time FTEF	Full-Time %	Part-Time %
MEDA	2.48	1	Ritu Malhotra	1.48	40%	60%

Current MEDA faculty ratio:

**40% Full-Time (FT) / 60% Part-Time (PT)**

▶ Goal ratio:

**75% FT / 25% PT**

▶ New ratio with approved FT faculty:

**81% FT / 19% PT**



- ▶ **Faculty Expansion:**
  - Add full-time and adjunct faculty to support growth
- ▶ **Expanded Class Offerings:**
  - Add day, evening, weekend, and accelerated courses for working adults.
- ▶ **Flexible Scheduling:**
  - Increase evening and weekend options
- ▶ **Enhanced Student Support:**
  - Provide advising, mentoring, study skills, and mental health resources
- ▶ **Hands-On Training Support:**
  - Strengthen clinical and administrative training with instructional aides
- ▶ **Partnership Development:**
  - Allow time for coordinators to build and sustain employer connections
- ▶ **Career Readiness:**
  - Offer job search support and increase access to employers

Questions ??

Thank you