



Certified Nursing Assistant Vocational Training

2016 Highlights

Healthcare vocations are regarded as in-demand jobs in the San Diego region. Through the California Certified Nursing Assistant (CNA) Vocational Training program, Nile Sisters Development Initiative (NSDI) is alleviating health workforce shortages by adding culturally and linguistically diverse skilled personnel to the workforce. These allied health professionals address the health needs of ethnic populations, as well as the increasing elderly population.

In 2016, more than 130 individuals from refugee, asylee, survivor of torture, and economically disadvantaged backgrounds expressed interest in the CNA asset-building program facilitated by NSDI. This report includes highlights from matriculated program participants.

Three Continents of Origin

13% Asia
18% North America
69% Africa

Nine Countries of Origin

Cambodia, Congo, Ethiopia, Haiti, Nepal,
Nigeria, Rwanda, South Sudan, USA

Immigration Status

6% Survivor of torture
13% Asylee
25% Immigrant / California resident
56% Refugee

Gender

19% male | 81% female (56% are single heads of household)

ZIP Code

More than 50% of program participants reside in the Mid-City community of San Diego, which includes ZIP codes 92105 and 92115. Seventy-three percent of program participants reside in

ZIP codes that are federally designated as being a health professional shortage area (HPSA) and as being medically underserved areas / populations (MUA/P).

Family Income

Ninety-four percent of program participants receive some form of public assistance from Cal-Fresh, Cash Assistance, Medi-Cal, and / or the Section 8 Housing Choice Voucher Program.

Employed participants reported an income range of \$10–\$11 per hour before the training, or \$20,800–\$22,880 annual gross income for full-time employees and within the range of the federal poverty level of \$22,050.

The median pay of a CNA in San Diego is \$13.88 per hour. With experience, CNA rates may increase to \$17.09 per hour, equating to potential annual increase in earnings of \$8,070–\$12,667.

Completion and Retention Achievements

Of the participants enrolled in CNA program in 2016,
100% completed the 22-day training
81% (of the 100%) passed the California Department of
Public Health CNA exam

Job-Placement Achievements

Eighty-six percent (86%) surveyed participants have attained full-time employment in the healthcare sector. Respondents cited increased job security and financial independence.

Career Advancement

One-hundred percent of surveyed program participants expressed interest in advancing their career in the healthcare industry.

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Nile Sisters
DEVELOPMENT INITIATIVE

Nile Sisters Development Initiative is a community-based organization that provides vital services to refugees and immigrants in the San Diego region. The NSDI mission is to educate, support, and offer training to refugee and immigrant women and their families to help them overcome barriers to social and economic self-reliance. Founded in 2001, NSDI assists refugees and immigrants to assimilate a new language, customs, and systems that are inherent to the American way of life. Between 2013 and 2015, NSDI assisted 5,600 refugees and immigrants through essential programs including our employment facilitation program, B2B. The program prepares refugees and other hard-to-reach populations in underserved communities for increased employment potential, which helps cultivate a strong and diverse workforce.