



Surgical Technician

Title: Surgical Technician Training
Duration: College Based Training (84 weeks)
Training Provider: Baltimore City Community College (BCCC)
Learning Objective: Prepares employees to assist the surgical team in duties such as: scrubbing on all types of operative procedures, obtaining and preparing instruments and equipment, and maintaining a clean and safe surgical environment. Additionally, this two-year program has been accelerated to 84 weeks, and employees upon completion employees will have earned their associates degree and will be prepared to sit for the Surgical Technician certification exam.

This college based training was customized and accelerated the education that participants received, and will be completed in May of 2007. This training was accelerated primarily because of the grant time line and the need for surgical technicians as many of the hospitals are building new operating rooms. The participants selected will receive an associate's degree from the college and take the certification test. This training was very aggressive and included both classroom and clinical portions. The employees went to school three days out of the week and worked for three days. The grant paid for two days and the employees used their own time for the third day. The curriculum did not follow the regular academic calendar, and employees took courses all year round with a few breaks in between. Also, this training served two hospitals within the Health System, Johns Hopkins Hospital and Bayview Medical Center. The Johns Hopkins Hospital had conducted a one-year surgery technician training program before, and assisted the Bayview Medical Center's Surgery Department with setting up the clinical portion of the training at their site.

Employees interested in this training followed the program guidelines, including: application, assessment, departmental information session, open house, and interview. This process went fairly smoothly and was helpful in refining participant pool to those who really understood the position and the educational requirements that this accelerated program presented. When the employees were assessed we found that many need skills enhancement courses in Math, and the college adjusted the curriculum to include this coursework.

This aggressive timeline had some benefits and drawbacks. One benefit was providing the employees with a cohort structured training, which fostered teamwork and support. Also, the two year degree earned enabled participants eligible to sit for certification. The drawback was the pressure many participants



felt even with the breaks that were included. Nonetheless, those employees who attended the information session and open house were willing and determined to participate in the training, and were well aware of this factor.

For future trainings, we will not have an accelerated time line and will follow the college academic schedule. However, we will explore ways to incorporate the cohort classroom structure.

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