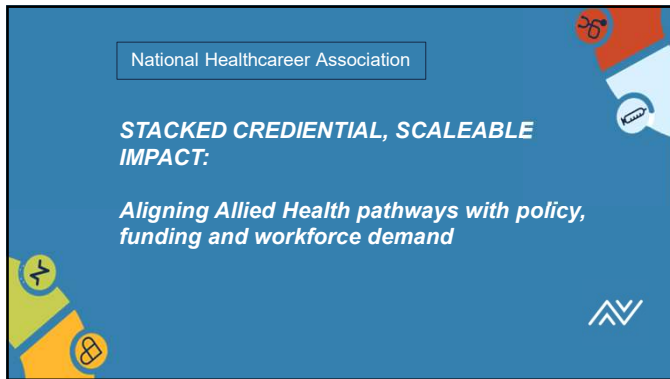
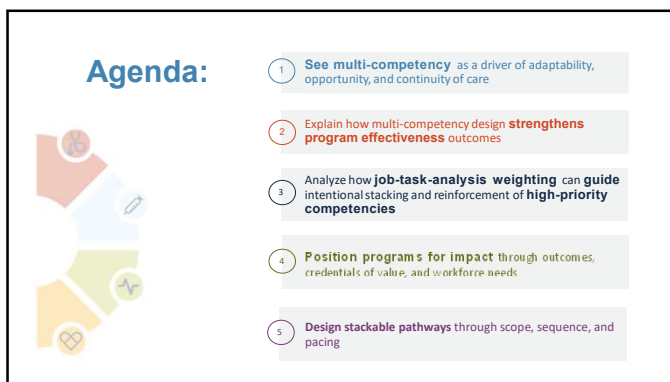
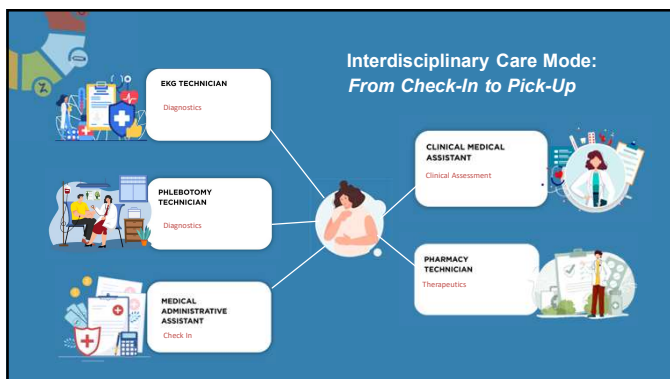




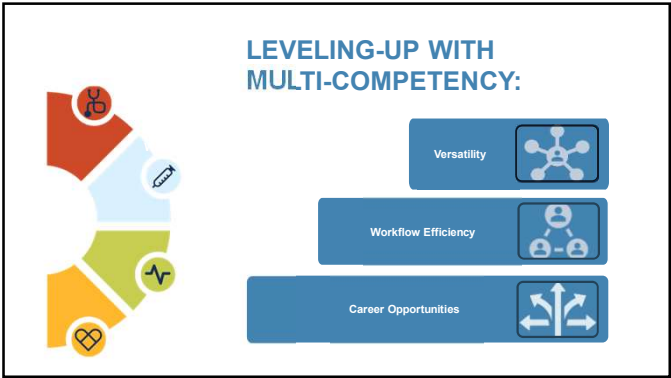
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4

*Stacked credentials are a
program effectiveness
strategy disguised as
curriculum planning.*

5

PEP:
Deep Dive

Let's Explore:

- Retention
- Completion
- Certification outcomes
- Placement
- Employer satisfaction

6

Early Wins: Reduce Attrition



When students earn milestone credentials (CPT, CET, CCMA, CPT, CBCS, etc.) along the way:

- They experience **tangible progress**.
- They gain **employability before program end**.
- They **see value** and **relevance earlier**.

“

When students experience structured success along the way – not just at the end – we strengthen their confidence, and confidence is a predictor of completion.”

7

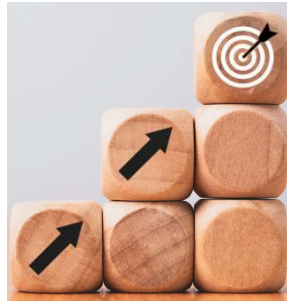
Completion

Stacked pathways:

- Break large programs into **milestone checkpoints**
- Provide short-term **validation** within long-term **structure**
- **Improve** institutional **commitment**

“

Completion becomes cumulative-based, not cliff-based.



8

The Momentum Model:

- ✓ **Competency** →
- ✓ **Credential** →
- ✓ **Confidence** →
- ✓ **Completion**



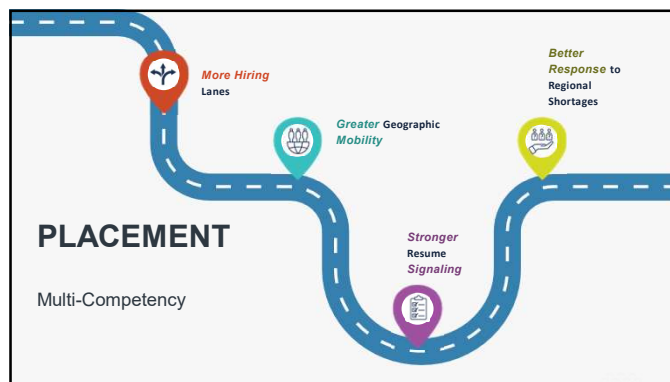
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The Momentum Model:

- ✓ *Competency* →
- ✓ *Credential* →
- ✓ *Confidence* →
- ✓ *Completion*



10



11



12



HOW TO IDENTIFY ALIGNMENT

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Certification Outcomes: What Matters Most

- **Job-Task** Analysis Based **Validation**
- **Priority** Setting

“ When competencies are grounded in job-task analysis, we’re not teaching what we **assume** matters.

We’re teaching what **workforce** has **validated** as **essential**.

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Pharm Tech Test Plan

NHA Certified Pharmacy Technician (CPhT)
Test Plan for the ExCPT Exam

100 Scored Items/20 Pretest Items
Exam Time: 2 hours + 10 minutes

**Based on The Results of a Job Analysis Completed in 2023*

This document provides both a summary and detailed outline of the topics that may be covered on the ExCPT Certification Exam. The summary examination outline specifies domains that are covered on the examination and the number of test items per domain.

The detailed outline adds to the summary outline by including task and knowledge statements associated with each domain on the test plan. Task statements reflect the duties that a candidate will need to know how to properly perform. Knowledge statements reflect information that a candidate will need to know and are in support of task statements. Items on the examination might require recall and critical thinking pertaining to a knowledge statement, a task statement, or both.

ExCPT Summary Examination Outline

15

Strategizing with Multi-Competency

When stacking is aligned to JTA:

- Knowledge, Skills and Competencies are **prioritized**
- Learners receive **reinforcement** of **critical domains**
- Repetition **strengthens mastery**

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Depth Over Duplication with Shared Competencies: *Reinforcement & Proficiency*

In a Single-Role program, they may be:

- Introduced once
- Assessed once
- Then left behind

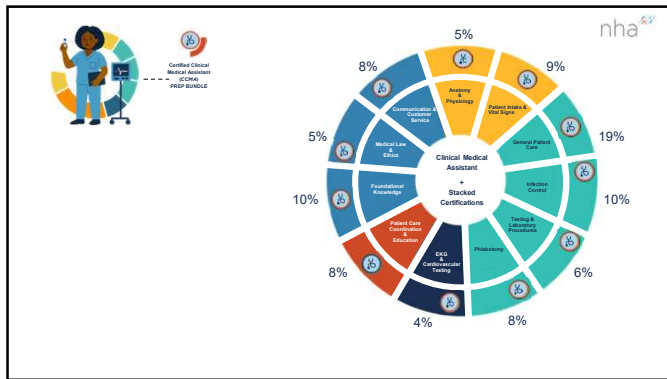
But in a Stacked Model:

- Introduced
- **Explored**
- **Reinforced**
- **Applied in new contexts**
- **Strengthened** through *repetition*

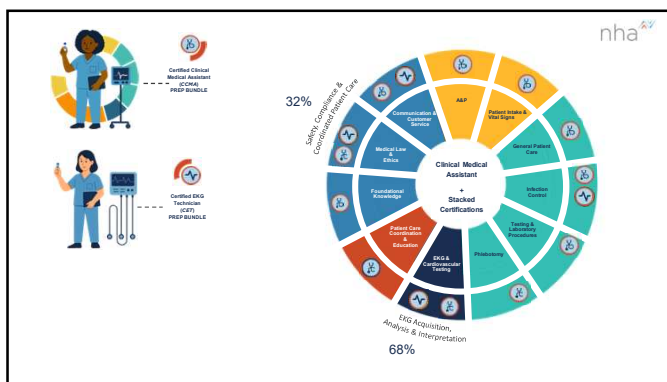
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CMAA CBCS CEHRS CCMA TEST PLAN DOMAINS			nhã™
CMAA (Medical Administrative Assistant) Test Plan Domains	CBCS (Billing and Coding Specialist) Test Plan Domains	CEHRS (Electronic Health Records Specialist) Test Domains	CCMA (Clinical Medical Asst) Test Plan Domains
Foundational Knowledge			Foundational Knowledge and Basic Sciences
Medical Law, Ethics, and Compliance	Insurance Eligibility and Other Regulatory Compliance	Regulatory Compliance	Medical Law and Ethics
Medical Practice Administrative Procedures and Logistics		Clinical Operations Reporting	Administrative - Assisting
Communication and Professionalism		Non-Clinical Operations	Communication and Customer Service
Scheduling			Administrative - Assisting
Patient Encounter	Insurance Eligibility and Other Regulatory Compliance		
Billing and Revenue Cycle	The Revenue Cycle and Regulatory Compliance Coding and Coding Guidelines Billing and Reimbursement	Revenue Cycle/Finance	

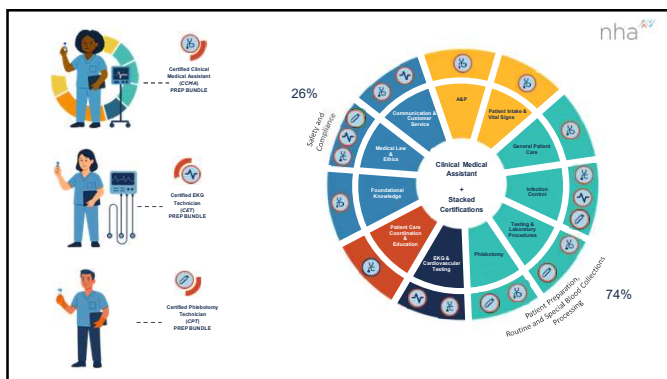
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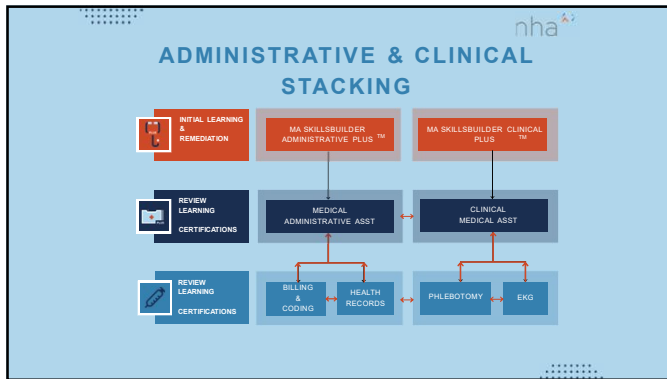
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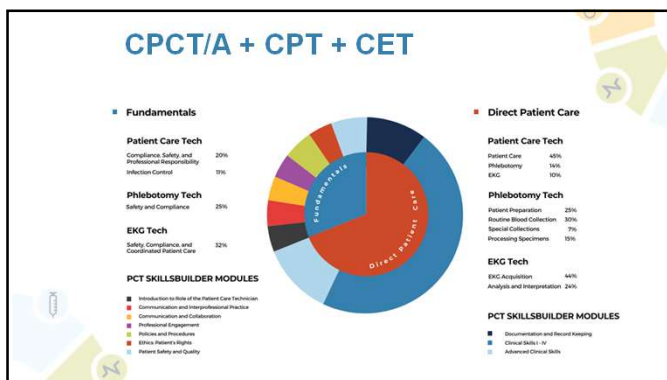
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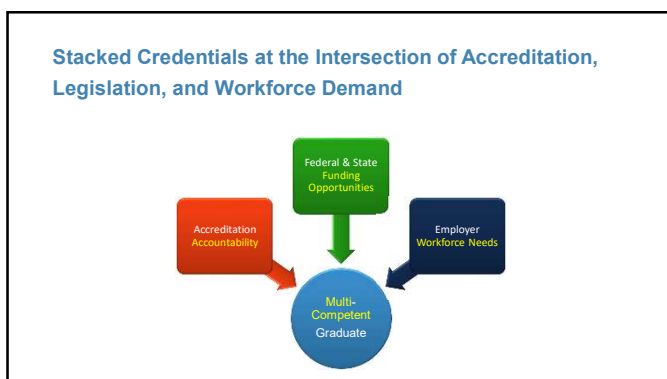
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Policy Momentum

- **Federal** Workforce Pell trajectory
- **State** example – Texas HB 8 example

Not a policy lecture.
Just “**direction** of travel.”

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Federal Workforce Pell Grant Program

Starts July 1, 2026

- Short-term Career Training Programs (8 to 15 weeks, 150-600 hours)
- For In-Demand Jobs & High-Wage Careers




WORKFORCE PELL GRANT
Tuition Assistance for Eligible Students

Program Requirements

- High Job Placement Rates
- Good Completion Outcomes
- Positive Return on Investment
- Portable, Stackable Credentials

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FEDERAL WORKFORCE PELL

Short-term, **high-quality, accredited** programs

- 8 – 15 Weeks
- 150 – 600 hrs.

Credentials of Value
tied to labor market demand

Strong **outcomes** data:

- Completion
- Placement
- **VAE**
- (Median Earnings – 150% FPL) ≥ Tuition & Fees

Leading to **Higher Education**

Stacked credentials transform short-term programs from **isolated endpoints** into **structured on-ramps**.

Career **Mobility**

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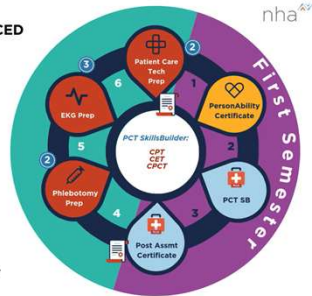
From Alignment to Architecture

From Alignment to Architecture



28

PCT ADVANCED STACKED



29

PCT ADVANCED STACKED



30

A graphic featuring a dark blue background with a large, stylized geometric shape on the right side, composed of several triangles in shades of blue. The shape resembles a stylized 'N' or a series of connected triangles. On the left side, there is white text.

NHA is building the next generation of allied health professionals.

Since 1989, we have helped over 1.5 million people access a better future in healthcare.

From innovative learning solutions to certification and career development, we partner with individuals, educators and employers to elevate the learning experience, ensure job readiness and drive positive outcomes for patients, the industry and our allied health professionals.

nha 
