

Elemental Management Group



CNA Hybrid Training Program

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The Elemental Hybrid Nurse Aide Training Program is an innovative workforce development initiative of Elemental Management Group (EMG), designed to make nursing education more accessible, efficient, and practical for individuals seeking to launch their careers in healthcare.

Through this hybrid learning model, EMG combines the convenience of online instruction with the essential value of hands-on, in-person clinical practice. The program is currently offered across 4 EMG-affiliated training sites throughout Central New York, preparing students to enter the workforce as confident, competent Certified Nurse Aides (CNAs).

At its core, the Elemental Hybrid Nurse Aide Program reflects EMG's broader mission of Life in Balance—helping individuals and communities grow stronger through opportunity, education, and compassionate care.

ELEMENTAL MANAGEMENT GROUP

Elemental Management Group (EMG) is a Central and Upstate New York-based healthcare management organization dedicated to advancing quality of life for both residents and employees through innovation, collaboration, and purpose-driven leadership.

With a diverse portfolio of skilled nursing and assisted living facilities—including:

- Waterville Residential Care Center
- Morningstar Residential Care Center
- Aaron Manor Rehabilitation & Nursing Center
- Elcor Nursing & Rehabilitation Center
- Cayuga Nursing & Rehabilitation Center



EMG brings together strong operational systems, compassionate leadership, and community partnerships to deliver excellence in long-term care.

The Program

Continuing education does not have to be difficult—or costly. The Elemental Hybrid Nurse Aide Training Program is a 75-hour hybrid course that allows students to complete theoretical coursework online, while gaining critical hands-on experience through in-person skills labs and clinical practice. Facilities offering this program include:



Program Features

- **Flexible Scheduling:** Each participating site establishes its own calendar for skills and clinical sessions, allowing students to learn at their own pace.
- **Accessible Learning:** Coursework is hosted on Moodle, an easy-to-use online platform compatible with computers, tablets, and smartphones.
- **Comprehensive Support:** “How-to” videos, group chats, and real-time instructor communication make learning interactive and engaging.
- **Streamlined Pathway to Certification:** Students complete all quizzes and exams before registering for their Prometric Certification Exam, typically within four weeks.
- **Cost-Effective Model:** Traditional CNA programs often cost \$1,500–\$3,000 and require 164 in-person hours. The Elemental Hybrid Program reduces both barriers—time and expense—without compromising quality.

Once accepted, students receive a login and personalized syllabus, gain access to course materials, and connect with instructors who track progress, quiz attempts, and participation in real time.

Program Leadership

The Elemental Hybrid Nurse Aide Training Program is guided by a dedicated leadership team whose combined experience brings clinical excellence, operational insight, and a passion for education.



Peg Reith, BSN, RN

*Vice President Training and Education
Elemental Management Group*

Peg leads all aspects of hybrid program design, instructor development, and student support, ensuring the program maintains the highest standards of clinical instruction and compliance across all participating facilities.

Supporting Leaders



Joe Murabito, MBA, NHA

*President, CEO, and Managing Partner
Elemental Management Group*



Judy Harding-Staelens, RN

*Chief Operating Officer
Elemental Management Group*

Why Our Program Is Different

The Elemental Hybrid Nurse Aide Training Program stands apart through its integration, accessibility, and purpose.

INTEGRATED WORKFORCE MODEL

As part of EMG's broader continuum of care, graduates have opportunities for immediate employment and career advancement within the EMG network.

COMMUNITY-BASED ACCESS

By offering training across multiple Central New York sites, EMG meets students where they are—geographically and personally.

MODERN, FLEXIBLE LEARNING

Combining digital coursework with real-world clinical mentorship ensures every student is both knowledgeable and confident before entering the field.

MISSION-DRIVEN FOUNDATION

The program embodies EMG's "Life in Balance" philosophy—supporting education, stability, and upward mobility for those who care for others.

This innovative model not only addresses the regional CNA workforce shortage but also builds long-term career pathways in healthcare, strengthening the communities EMG serves. If you have any questions or are interested in applying for the program, please reach out to:

Peg Reith, BSN, RN

Vice President Training and Education

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