



T.I.E.R. Series
*Talking Internships &
Educational Reform*

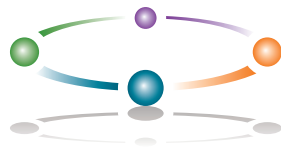
An initiative of the New Jersey State Funeral Directors Association, Inc.

AT A DISTRICT MEETING NEAR YOU

New Jersey licensees, interns and students will have an opportunity to discuss the association board's proposal at local district meetings. Each county will be hosting Talking Internships and Educational Reform (T.I.E.R. Series) conversations. These meetings are open to members and nonmembers alike. All are welcome and invited to attend.

The complete district meeting schedule can be found at www.njsfda.org/TIER. Dates, times and locations are subject to change, so keep checking the Website for the most up-to-date information.

Use your voice. Participate in a conversation. The responsibility of the association's stewardship means we have to ensure a continuing legacy of cultural relevance, before it is too late.



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NJSFDA BOARD UNVEILS PROPOSAL FOR FUNERAL SERVICE AND EDUCATIONAL REFORM

As part of a multi-year process, the NJSFDA Board of Directors (Board) has developed a proposal designed to align the education and internship requirements for licensure with the realities of today's funeral service marketplace. The association's working assumption is that the social capital of funeral service—its cultural authority—has not kept up with the education, needs and preference of its customer base. At its core is the nationally accepted belief that funeral service is not attracting the talent it needs to address the current shift in consumer disposition preferences.

THE PROPOSAL

After much consideration, the Board has developed a two-part proposal calling for a four-year degree and an enhanced internship program as the standard for future funeral director licensing. (See *Chart A: The Proposal*.)

FOUR-YEAR DEGREE

IMPROVED INTERNSHIP

CHART A • The Proposal

THE FOUR-YEAR DEGREE

As depicted in Chart B: Four-Year Degree (below), the proposal allows applicants to qualify in one of two ways:

1. Participate in a degree-completion program that integrates one year of mortuary school with a funeral service-specific bachelor's degree. This is described as the "3+1 Approach." Schools like Mercer County Community College (MCCC) can develop degree completion programs in partnership with four-year colleges, while retaining the mortuary education component.
2. Complete a four-year degree program followed by one year of mortuary school. This is described as the "4+1 Approach." Under this scenario students could earn a four-year degree in their choice of discipline (allowing for the fulfillment of certain mortuary school prerequisites) and then attend and complete mortuary school.

The proposed educational requirement would not affect current licensees or students. These persons would be grandfathered under the prior standards.

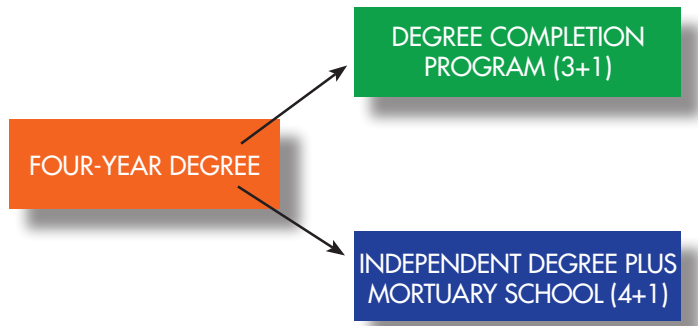


CHART B • Four-Year Degree

THE MODIFIED INTERNSHIP MODEL

The association's improved internship proposal is divided into two parts, as depicted in Chart C: Improved Internship below.

1. First, it proposes a probationary internship wherein pre-funeral service program students work 40 to 60 days in funeral service in order to gain needed exposure to all aspects of the profession before committing to a full course of funeral service instruction. The association board considers this an early 'weeding-out' or 'fail safe' mechanism.
2. Second, it proposes improving the existing internship program with the addition of a preceptor certification requirement; internship rotation across multiple worksites; a system of supervising regional preceptors; and practical qualification and authority based on observed competency.

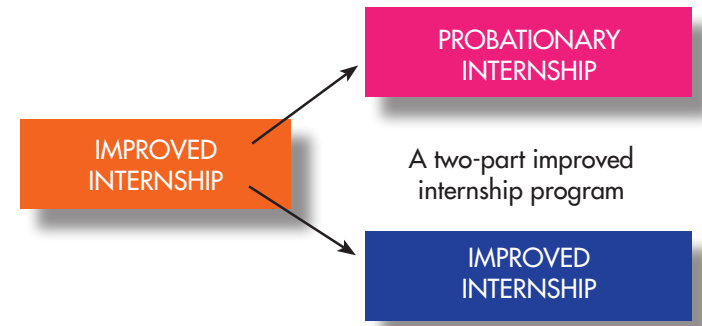


CHART C • Improved Internship