

# Work Attributes Toward Careers in Health

# WATCH

2011 Northeast Family Strengthening Conference  
Health Care Reform: Helping Families and Communities  
Achieve Better Health Outcomes



# Central Susquehanna Intermediate Unit (CSIU)

- Educational Service Agency
- 29 Intermediate Units across the Commonwealth of Pennsylvania
- Governed by a Board of Directors, comprised of representatives from area school boards
- Instructional, therapeutic, vocational and dropout prevention programs for CSIU region schools, adults and communities
- Professional development opportunities for area educators
- Administrative support for schools



# Affordable Care Act

- Demonstration Projects
- Cooperative Agreements
- Address the needs of the healthcare profession
- Provide eligible individuals the opportunity to obtain education and training for occupations that pay well and are expected to have labor shortages or be in high demand



# 32 Health Profession Opportunity Grants were awarded

[http://www.acf.hhs.gov/programs/ofa/healthprof/hpog\\_contact\\_information.html](http://www.acf.hhs.gov/programs/ofa/healthprof/hpog_contact_information.html)

# WATCH Target Population

- Resident of one of 9 Central PA Counties
- TANF (cash assistance)
- Food Stamps
- Individuals living below the self-sufficiency standard

# WATCH Eligibility Criteria

- Interest and desire to work in the healthcare field
- Must meet academic criteria
- Complete Child Abuse, State and Federal Criminal Background Clearances
- Health Assessments
- Drug Screening

# Career Coordinators

- Each participant is assigned a Career Coordinator
- Maintain contact on a weekly basis with participants
- Develop Individual Service Plans
- Monitor attendance and academic progress
- Maintain contact with schools and service agency case managers
- Promote resiliency and soft skills

# Cohorts

- Long-term peer support
- Address the interests of participants
- Networking opportunities
- Guest speakers

# The Resiliency Wheel



# Support Services

- Case management
- Cohort meetings
- Resiliency attitude
- Individual needs basis
- Social and employment supports
- Financial supports

# Nursing Schools

- Registered Nurse Assistant (RNA/CNA)
- Licensed Practical Nurse (LPN)
- Registered Nurse (RN)
- Bachelor of Science in Nursing (BSN)



# WATCH CNA Apprenticeship

- Registered Apprenticeship is a “learn-while-you-earn experience”
- Non-traditional apprenticeship industry
- Increases retention, decreases recruitment costs
- Improves employee skills, confidence, and quality of patient care
- Nursing Career Lattice

# Employment

- WATCH follows a participant through 6 months of employment
- Transition away from WATCH support services



# Thank you

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