

BayStateWorks
Boston Private Industry Council
Health Care Post Secondary Support Initiative – Award: \$274,274

Project Focus:

Boston's Health Care Post Secondary Support Initiative is designed to support two goals articulated by Boston's health care leaders: (1) Improve the likelihood that economically and educationally disadvantaged Boston residents and workers will successfully apply to and complete post secondary degree and certificate health care programs in high demand areas such as nursing, medical imaging, and surgical technician. (2) Assist Boston's health care employers to recruit and retain an ethnically diverse professional health care and health management workforce.

The Partnership:

Beth Israel Deaconess Medical Center, Children's Hospital Boston, Dana-Farber Cancer Institute, New England Baptist Hospital, Neighborhood Development Corporation of Jamaica Plain, Fenway Community Development Corporation, MassBay Community College, Literacy Volunteers of Massachusetts, Brigham and Women's Hospital, Massachusetts General Hospital and Career Link.

Project Goals:

The employer partners have identified identical business goals: 1) increasing the number of individuals ready to fill occupational shortage areas by supporting their own employees, thereby increasing the probability that a graduate will work at their site; 2) improving participants' likelihood of success in post secondary education; and 3) increasing the number of health care professionals who are race/ethnic minorities.

Enrollment Goals:

26 participants in high school-to-college transition and support component
22 Institute participants in nursing program track
15 Institute participants in surgical technician program track
5 Institute participants in a radiologic or other technologist program track
10 Participants in Pre-college coursework

Project Design:

The project has two major components: (a) services for Boston Public High School seniors, continuing into their freshman and sophomore years, and (b) services for Institute participants who have chosen to target either nursing, medical imaging, surgical technician or other technician careers. In both initiatives we are now at a place where we are ready to take the next step: supporting participants in making a successful transition to post-secondary health care certificate and degree programs while maintaining their relationship with their employer.

The program design leverages the experience, resources and infrastructure of two existing initiatives: (a) the Boston PIC's longstanding partnership with major medical centers/hospitals and (b) the Boston Health Care and Research Training Institute's partnership with 11 health care and research institutions to provide coaching, basic skills education and technical skills training to entry-level employees.

All activities will be contextualized either to general health care occupation preparation or to the specific requirements of the degree program(s). Programs will have industry advisory boards to ensure that course content meets industry skill requirements.

The pre-college cohort program will include preparation for college coursework, financial support, career coaching and peer group support and tutoring. The Institute participants will be offered 3 prerequisite classes and 6-8 academic classes within a post secondary degree program along with educational and support services to employees that are designed to address academic rigor, financial stability, and work/life balance issues, enabling participants to reach their career goals.