

**BayStateWorks
Jewish Vocational Service
Integrated Community Based Organization & Older Worker Grant
Health Care Project - Award: \$184,150**

Project Focus:

JVS will provide a multi-faceted program in conjunction with three employers in the healthcare industry, to train unemployed, low-income individuals and place them into administrative support positions. In addition, the project will upgrade incumbent workers who desire career advancement.

Collaborators:

Massachusetts General Hospital/Partners Healthcare, Tufts - New England Medical Center, Harvard Vanguard Medical Associates, Career Link, JobNet, The Work Place, Career Source, Employment & Training Resources in Newton, Marlborough and Norwood, Quincy Career Center, Plymouth Career Center, local DTA offices, Boston Private Industry Council, The Career Place,

Project Goals:

- 70% of the participants placed in employment;
- Participant salary and benefits post-placement will be \$11 to \$15 per hour
- 80% of the participants will be retained one year after the program

Enrollment Goals:

- 60 incumbent workers
- 30 unemployed workers

Project Design:

The project participants will be offered assessment, case management, support services, job readiness, occupational skills training, structured internships and externships, workshops, individual career plan development, job placement services, access to existing JVS networks and career coaching.

The program will consist of two major components

- (1) A pre-employment training program, using a curricula developed with significant input from employer partners and with a strong internship component;
- (2) Incumbent worker services at Harvard Vanguard Medical Associates, which will include career coaching/planning and a pre-college course to prepare entry level workers to enter further educational programs that lead to career advancement. JVS will provide a pre-college course, for employees who have identified a career advancement goal that will require college-level study (2 cycles of this course will be offered during the grant period). Specific goals may include becoming a radiological technician, LPN or RN, Surgical Technician, or Pharmacy Technician. Study skills will be incorporated into the reading and writing portion of the class. The incumbent worker component will provide existing entry-level administrative workers at Harvard Vanguard Medical Associates with the opportunity to develop career advancement plans, as well as access to education or training that will support these plans.