

BayStateWorks
Neighborhood Development Corporation of Jamaica Plain
Pre-Employment Training for the Health & Research Industry - Award: \$146,832

Project Focus:

In this project, the Boston Health Care and Research Training Institute, a career ladders partnership that includes eleven employers, will develop and implement new, specialized pre-employment training for the health care and research industry.

Collaborators:

Fenway Community Development Corporation, MissionWorks, Sociedad Latina Boston Private Industry Council, Boston CareerLink, Beth Israel Deaconess Medical Center, Brigham and Women's Hospital, Children's Hospital Boston, Dana-Farber Cancer Institute, Fenway Community Health Center, Harvard Medical School and School of Dental Medicine, Joslin Diabetes, Martha Eliot Community Health Center, New England Baptist Hospital, Southern Jamaica Plain Health Center, and Sociedad Latina.

Project Goals:

The overall goal is to provide residents of the three Boston neighborhoods adjacent to the Longwood Medical and Academic Area with the training and support needed to begin successful careers in our city's most important economic sector, while simultaneously helping employers meet their workforce needs.

- 78% of participants will be placed in employment
- Participant salaries will be \$9-\$13 per hour
- 75% of participants will receive benefits
- 80% of participants will retain employment one year after the project ends

Enrollment Goals:

- 16 youth/older youth in job readiness training
- 55 individuals enrolled in training

Project Design:

The program is designed to help participants find employment by:

1. Focusing on job opportunities in the health care and research sector
2. Providing specialized training in skills that have been identified by our employer partners as being required for positions in which vacancies commonly exist
3. Providing additional training for older youth, in the form of pre-training sessions that will prepare them to successfully complete the pre-employment trainings
4. Placing each participant in an internship with a partner employer
5. Linking participants with available jobs and providing individualized support to help them apply successfully for a job
6. Providing post-placement support to help new employees overcome possible obstacles to retaining their jobs
7. Providing transitional services to employees after six months so that they may enroll in the incumbent worker activities of the Training Institute, continue to build their skills and education, and work towards their long-term career goals

Participants will be offered assessment, basic skills remediation if needed, support services, job readiness activities, occupational training, internships, job placement services, employment coaching and post placement support.