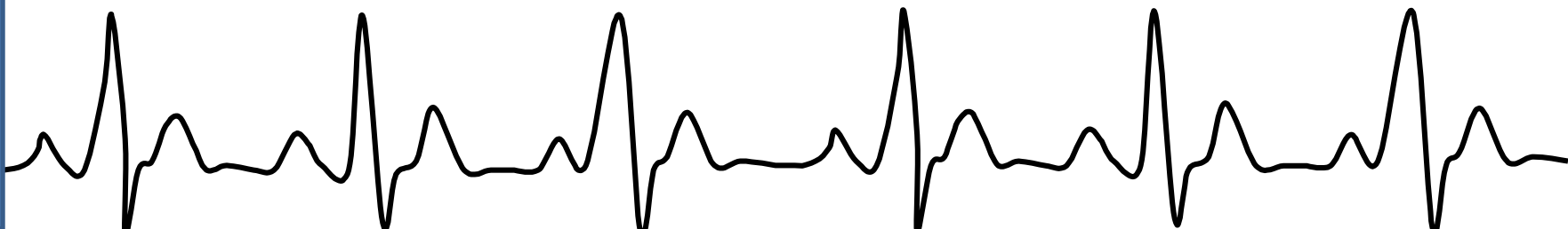




DEVELOPING AND IMPLEMENTING CAREER PATHWAYS IN HEALTHCARE

NetWORK, Division of Zepf Center
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(419) 213-5627



Who is NetWORK...

- Vocational branch of Zepf Center, a large Behavioral Health and Workforce Development Agency
- 30 years of experience in Workforce Development
- One-Stop Operator of the OhioMeansJobs Lucas County Jobs Center for 13 years
- Provider of vocational assessment, career counseling, labor market guidance, job tryouts, job readiness, job coaching, vocational exploration, case management, job development, job retention

NETWORK
LOGO

ZEPF LOGO

Here Is The Problem...



Many individuals have limited insight into labor market information and various careers areas. Individuals further do not understand at what points they can enter

WHAT IS A CAREER PATHWAY?

A career pathways approach is where training and career progression is organized as a series of manageable steps leading to successively higher credentials and employment opportunities.



Career Pathways in Healthcare

The Development

- Started in the planning process of submitting the grant
- Engaged major healthcare employers in our community including Mercy Health, Promedica, Kingston and Genesis Health
- Engaged education providers including Owens Community College, University of Toledo, Mercy College and Lourdes University
- Used labor market information, ONET and employer feedback on what were major career areas in specific healthcare occupations
- Allowed employers and schools to provide feedback and make suggestions
- Goal was to provide easy to understand career pathways

What were the major items we wanted to highlight...

Job Titles

Wage Ranges

Skills Required

Task completed on jobs

Education required in field

Progressive Steps in the field

Certification and Licenses Required

Length of Time the Training would take

Basic Academic Levels and/or WorkKeys Scores needed

Many entry level positions require you to have availability to work all shifts including weekends & holidays

NURSING CAREER PATH

CNA/STNA

MEDICAL ASSISTANT

LICENSED PRACTICAL NURSE

REGISTERED NURSE

3 to 6 weeks of training
High School Diploma or GED
CPR/First Aid Certification,
Ohio State Testing &
Certification (*written &
skills*)

Annual Openings: 2373
Local Starting Hourly Wage: \$8.82/STNA \$10.62

Work Location: Assisted Living, Nursing Homes, Hospitals, Clinics, etc.

9-12 months of training
MA certificate or diploma,
18-24 months Associates Degree, take & pass the CMA Exam for certification

Annual Openings: 892
Local Starting Hourly Wage: \$12.68

Work Locations: Physicians Offices, Clinics, Hospitals, etc.

12 to 18 months of training
Certificate/Some College
Current BCLS Certification
Current IV Therapy Certification
Get approval to take NCLEX-PN Examination

Annual Openings: 1,886
Local Starting Hourly Wage: \$17.95

Work Locations: Hospitals, Clinics, Physicians Offices, home health care settings, etc.

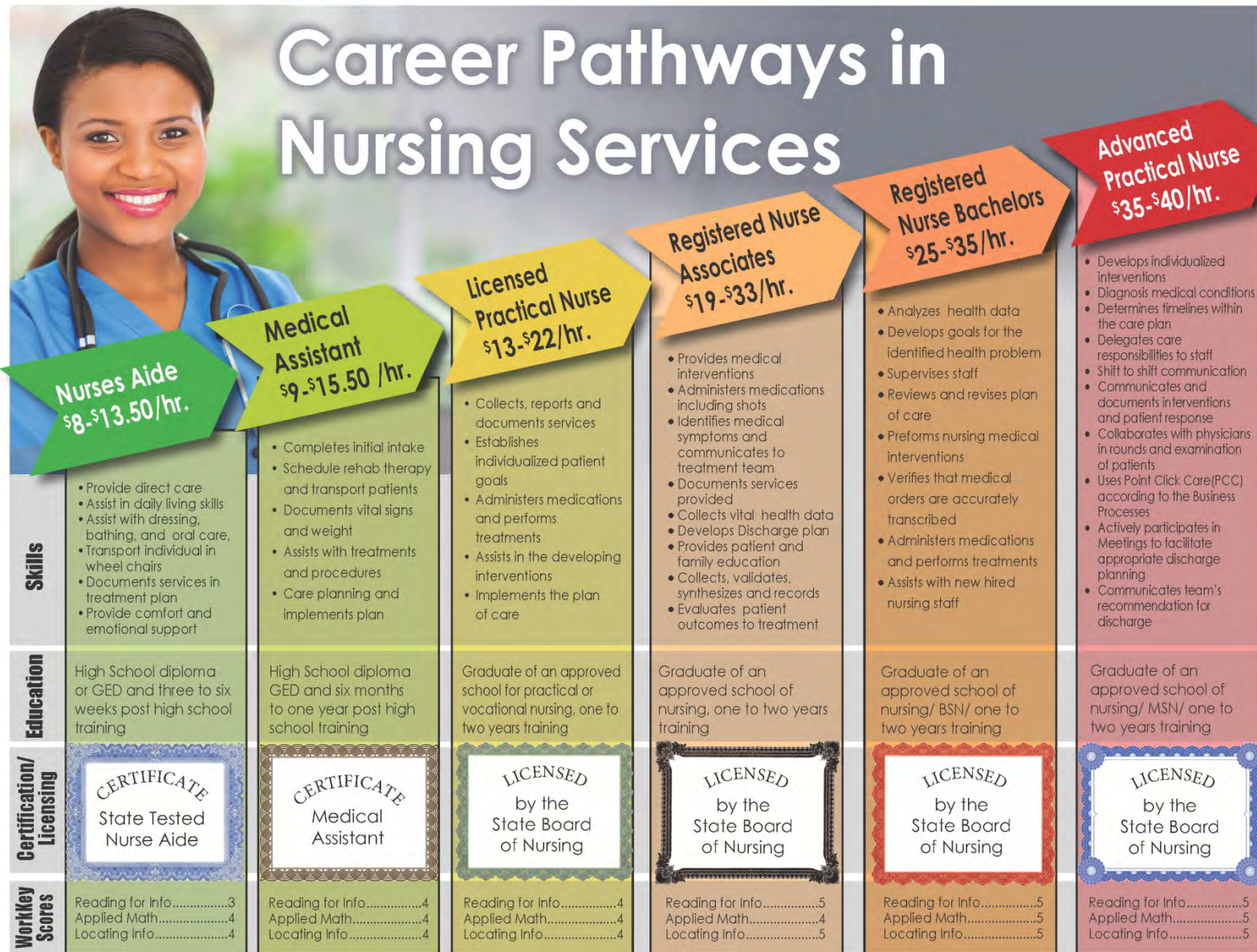
30 to 48 months of training
ASN or BSN Degree from an accredited nursing program
Pass the NClex-RN Exam

Annual Openings: 4,271
Local Starting Hourly Wage: \$25.23

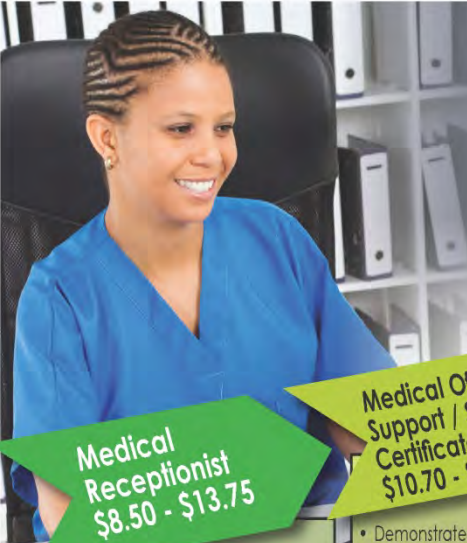
Work Locations: Hospitals, Clinics, Physicians Offices, home health care settings, etc.

Local Wage Info from www.payscale.com

What did we create....



What did we create....

		Career Pathways in Medical Office				
						
		Medical Receptionist \$8.50 - \$13.75	Medical Office Support / Secretary Certificate \$10.70 - \$15.33	Medical Office Support / Secretary Associates degree \$14.40—\$22.31	Health Information Administration \$26.68—\$44.62	Certification in Health Information Administration \$32.40—\$53.76
Skills	<ul style="list-style-type: none"> Administrative tasks Answering phones Receiving visitors Providing general information. 	<ul style="list-style-type: none"> Demonstrate competency in the use of computer application software. Employ appropriate customer service skills. Identify and perform basic problem solving and critical thinking skills to solve problems. Demonstrate proficiency in the use of medical terminology. 	<ul style="list-style-type: none"> Demonstrate competency in the use of computer application software. Apply workplace skills related to the field of office administration. Employ appropriate customer service skills. Identify and perform basic problem solving and critical thinking skills to solve problems. Identify medical ethics and law pertinent to the allied health and related professions. Demonstrate proficiency in the use of medical terminology. Demonstrate the understanding of patient data, billing, insurances, and collections. 	<ul style="list-style-type: none"> Manages patient health information and medical records. Administers computer information systems. Collects and analyzes patient data. Uses classification systems and medical terminology. Possesses comprehensive knowledge of medical, administrative, ethical and legal requirements and standards. Manages people and operational units. Interacts with all levels of an organization. 	<ul style="list-style-type: none"> Is an expert in managing patient health information and medical records, administering computer information systems, collecting and analyzing patient data, and using classification systems and medical terminologies. Possesses comprehensive knowledge of medical, administrative, ethical and legal requirements and standards related to healthcare delivery and the privacy of protected patient information. Interacts with all levels of an organization - clinical, financial, administrative, and information systems - that employ patient data in decision-making and everyday operations. 	
Education	High School diploma / GED and good communication skills.	High School diploma / GED and nine months to one year post high school training.	Graduate of an approved school for Medical Office Support, one and one half to two years training.	Graduate of an approved school for Health Information Administration, four to five years training.	Graduate of an approved school for Health Information Administration, additional one year training.	
Certification/ Licensing	No Certification Required	CERTIFICATION by National Healthcare Association	DEGREE & LICENSED by National Association of Social Workers (NASW)	DEGREE by American Health Information Management Association	DEGREE by American Health Information Management Association	
WorkKey Scores	Reading for Info.....3 Applied Math.....3 Locating Info.....3	Reading for Info.....3 Applied Math.....4 Locating Info.....4	Reading for Info.....5 Applied Math.....5 Locating Info.....5	Reading for Info.....5 Applied Math.....5 Locating Info.....5	Reading for Info.....5 Applied Math.....5 Locating Info.....5	

What did we create....

Career Pathway for Community Health Workers in Behavioral Health



Peer Support Specialist
\$8.30 - \$11.00 /hr.

CHW in Psycho-social Rehab/Home Health Specialist
\$12.70 - \$18.54 /hr.

Therapeutic Behavioral Specialist /Care Manager
\$15.56 - \$26.00 /hr.

Therapy / Counselor
\$16.74 - \$27.00 /hr.

Clinical Managers
\$20.44 - \$32.00 /hr.

Clinical Director
\$24.44 - \$45.00 /hr.

	Peer Support Specialist	CHW in Psycho-social Rehab/Home Health Specialist	Therapeutic Behavioral Specialist /Care Manager	Therapy / Counselor	Clinical Managers	Clinical Director
Skills	<ul style="list-style-type: none"> Serves as an advocate for clients Provides active outreach Links and/or refers clients to other services, programs, and agencies as needed. Facilitate Peer Groups Promotes model behavior to clients Engages clients in services 	<ul style="list-style-type: none"> Serves as an advocate for clients Assesses client strengths and needs. Monitors and evaluates client progress toward goals Maintains contact to insure stability Provides active outreach as necessary Links and/or refers clients to other services, programs, and agencies as needed. Assists clients obtain and retain government benefits Completes required documentation in electronic records system 	<ul style="list-style-type: none"> Lead responsibility for providing health promotion services Provides comprehensive transitional care services Develops and coordinates discharge and transition plan Assists the client with developing symptom monitoring and management Connects clients with peer supports including self help and advocacy groups. Assesses client strengths and needs of clients Completes required documentation in electronic record systems 	<ul style="list-style-type: none"> Completes intake and bio social assessments Engages clients in services Develops effective, working clinical relationships with clients Provides individual, group and family therapy Assists in the formulation of Individual Treatment Plans Maintains electronic clinical records Consults and collaborates with other service providers to integrate services Maintains direct service productivity 	<ul style="list-style-type: none"> Trains staff in job functions Provides clinical direction to staff Evaluates staff performance Monitors staff productivity Completes case reviews Coordinate team huddles & interdisciplinary teams Implements projects and coordinates programs Responds to concerns and complaints from clients and referral sources Oversees the scheduling of adult treatment programs Monitors clinical Documentation for compliance Assures policies are followed 	<ul style="list-style-type: none"> Develops and maintains positive relationships with other community agencies Implements policies on management philosophy, professional expectations and other practices and procedures Develop budgets, objectives, administrative policies, and procedures Develops new programs for clients Develops, monitors, implements program evaluations Oversees the department budgets Selects and interviews all middle level clinical management staff
Education	High School diploma or equivalent	High School diploma or equivalent plus experience	Bachelor Degree in a Behavior Health or related degree plus three	Masters Degree in a Behavior Health	Masters Degree in a Behavior Health Plus three years experience	Masters Degree in a Behavior Health Plus Five Years experience
Certification/ Licensing	CERTIFICATE Peer Support Certification	CERTIFICATE QMHP	CERTIFICATE OR LICENSE LPC, LSW, QMHP	LICENSED LPC, LSW, LPCC, LISW	LICENSED LPC, LSW, LPCC, LPCC-S, LISW, LISW-S	LICENSED LPC, LSW, LPCC, LPCC-S, LISW, LISW-S
Workkey Scores	Reading for Info.....3 Applied Math.....4 Locating Info.....4	Reading for Info.....4 Applied Math.....4 Locating Info.....4	Reading for Info.....4 Applied Math.....4 Locating Info.....4	Reading for Info.....5 Applied Math.....4 Locating Info.....5	Reading for Info.....5 Applied Math.....5 Locating Info.....5	Reading for Info.....5 Applied Math.....5 Locating Info.....5

QMHP = QUALIFIED MENTAL HEALTH PROFESSIONAL LISW = LICENSED INDEPENDENT SOCIAL WORKER LPCC = LICENSED PROFESSIONAL CLINICAL COUNSELOR
 LSW = LICENSED SOCIAL WORKER CHW = COMMUNITY HEALTH WORKER -S = SUPERVISOR ENDORSEMENT LPC = LICENSED PROFESSIONAL COUNSELOR

WORKING TO BE A Physical Therapist Assistants

What did we create....



Normal pay range for Cardiovascular Technologists and Technicians in Ohio?
\$19.57—\$35.14
per hour depending on experience.

Employment Trends in Ohio

Ohio		Metro Toledo	
2010	2020	2008	2018
4,690	6,210	360	450

What type of education does it take to become a Physical Therapist Assistant?

Most states require physical therapist assistants to have an associate's degree from an accredited physical therapist program. Physical therapist aides typically have a high school diploma or equivalent. They commonly get clinical experience through on-the-job training. This training can last from a few weeks to several months.

Work Keys & Being Career Ready

Career Ready 101 is KeyTrain's new one-of-a-kind complete career readiness course. The National Career Readiness Certificate is the national standard in certifying workplace skills. This certificate is requested and required by employers across the nation. (www.keytrain.com)

The scores listed are those that are required for success in the workplace in this specific job type. An individual can score anywhere from 1 thru 7.

Skill Area	Med. Skill Level
Locating Info.	5
Writing	4
Listening	4
Teamwork	5
Observation	5

What do Physical Therapist Assistants do?

- Instruct, motivate, safeguard and assist patients as they practice exercises and functional activities
- Confer with physical therapy staff or others to discuss and evaluate patient information for planning, modifying, and coordinating treatment.
- Measure patients' range-of-joint motion, body parts, and vital signs to determine effects of treatments or for patient evaluations
- Secure patients into or onto therapy equipment
- Fit patients for orthopedic braces, prostheses, and supportive devices, such as crutches
- Train patients for orthopedic braces, prostheses, or supportive devices
- Transport patients to and from treatment areas, lifting and transferring them according to positioning requirements
- Monitor operation of equipment and record use of equipment and administration of treatment
- Clean work area and check and store equipment after treatment

What school (s) offer this education/ training?

Postsecondary Schools

- Lourdes University
- Northwest State Community
- Owens Community College
- Professional Skills Institute
- Terra State Community

WORKING TO BE A Registered Nurses

What did we create....



Normal pay range for Cardiovascular Technologists and Technicians in Ohio?
\$22.20—\$37.00
per hour depending on experience.

Employment Trends in Ohio

Ohio		Metro Toledo	
2010	2020	2008	2018
126,130	152,380	8,970	10,290

What type of education does it take to become a Registered Nurses?

Registered nurses usually take one of three education paths: a bachelor's degree in nursing (BSN), an associate's degree in nursing (ADN), or a diploma from an approved nursing program. Registered nurses must also be licensed. A bachelor's degree or higher is often necessary for administrative positions, research, consulting, and teaching. There are also master's degree programs in nursing, combined bachelor's and master's programs, and programs for those who wish to enter the nursing profession but hold a bachelor's degree in another field.

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The scores listed are those that are required for success in the workplace in this specific job type. An individual can score anywhere from 1 thru 7.

Skill Area	Med. Skill Level
Applied Math	4
Reading for Info.	5
Locating Info.	4
Writing	4
Listening	4
Teamwork	4
Observation	4

What do Registered Nurses do?

- Monitor, record, and report symptoms or changes in patients' conditions
- Maintain accurate, detailed reports and records
- Record patients' medical information and vital signs
- Order, interpret, and evaluate diagnostic tests to identify and assess patient's condition
- Modify patient treatment plans as indicated by patients' responses and conditions
- Direct or supervise less-skilled nursing or healthcare personnel or supervise a particular unit
- Consult and coordinate with healthcare team members to assess, plan, implement, or evaluate patient care plans
- Monitor all aspects of patient care, including diet and physical activity
- Instruct individuals, families, or other groups on topics such as health education, disease prevention, or childbirth and develop health improvement programs
- Prepare patients for and assist with examinations or treatments

What school (s) offer this education/ training?

Postsecondary Schools

- Lourdes University
- Mercy College
- Northwest State Community
- Owens Community College
- Terra State Community

WORKING TO BE A Dental Assistants

What did we create....



Normal pay range for Cardiovascular Technologists and Technicians in Ohio?
\$11.64—\$21.81
per hour depending on experience.

Employment Trends in Ohio

Ohio		Metro Toledo	
2010	2020	2008	2018
10,030	12,080	560	670

What type of education does it take to become a Dental Assistants ?

Most programs take about 1 year to complete and lead to a certificate or diploma and are offered by community colleges. Two-year programs, also offered in community colleges, are less common and lead to an associate's degree.

To get certification, dental assistants must pass the Certified Dental Assistant (CDA) exam from the Dental Assisting National Board (DANB). Some states require that dental assistants be licensed or register with DANB to complete regulated tasks., requirements vary by state. Contact your state board of dentistry for specific requirements

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The scores listed are those that are required for success in the workplace in this specific job type. An individual can score anywhere from 1 thru 7.

Skill Area	Med. Skill Level
Applied Math	4
Reading for Info.	5
Locating Info.	4
Applied Tech.	3
Writing	2
Listening	3
Teamwork	4
Observation	4

What do Physical Therapist Assistants do?

- Instruct, motivate, safeguard and assist patients as they practice exercises and functional activities
- Confer with physical therapy staff or others to discuss and evaluate patient information for planning, modifying, and coordinating treatment.
- Measure patients' range-of-joint motion, body parts, and vital signs to determine effects of treatments or for patient evaluations
- Secure patients into or onto therapy equipment
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- Train patients for orthopedic braces, prostheses, or supportive devices
- Transport patients to and from treatment areas, lifting and transferring them according to positioning requirements
- Monitor operation of equipment and record use of equipment and administration of treatment
- Clean work area and check and store equipment after treatment

What school (s) offer this education/ training?

Postsecondary Schools

- Lourdes University
- Owens Community College

How do we use the Career Pathways...

- ✓ Provide them in Healthcare 101 Orientation Booklet prior to Random Assignment
- ✓ Utilize them in providing vocational guidance
- ✓ Utilize the information in developing the participant's goals within their Individual Career Plan

How can you use Career Pathways with Healthcare Employers...

- Provide employers a tool in recruiting new staff
- Provide employers a tool to guide current staff in how they can grow within the organization
- Provide a tool to promote the importance of staff development and opportunities for wage growth

CONTACT US



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QUESTIONS



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