

# Career Pathways

The Navigator Approach

Health Workforce for the Future

Workforce Development Council of Seattle-King County

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# Health Workforce for the Future

- ▶ Health Workforce for the Future (HWF) serves individuals throughout King County, WA
- ▶ Distributed model - Navigators located in welfare offices, one stop centers, college campuses throughout the county
- ▶ 10 community & technical colleges in the county
- ▶ HWF participants may attend training at any of the CTCs, or private voc schools, but primary entry point to the program is via the Navigators

# Health Workforce for the Future

- ▶ Every HWF participant works with a career and education Navigator to develop and pursue an individualized career plan
- ▶ The WDC contracts with a consortium of local service providers, led by TRAC Associates, to provide Navigator services
- ▶ Very diverse customer base; corresponding efforts to maintain diverse Navigator team

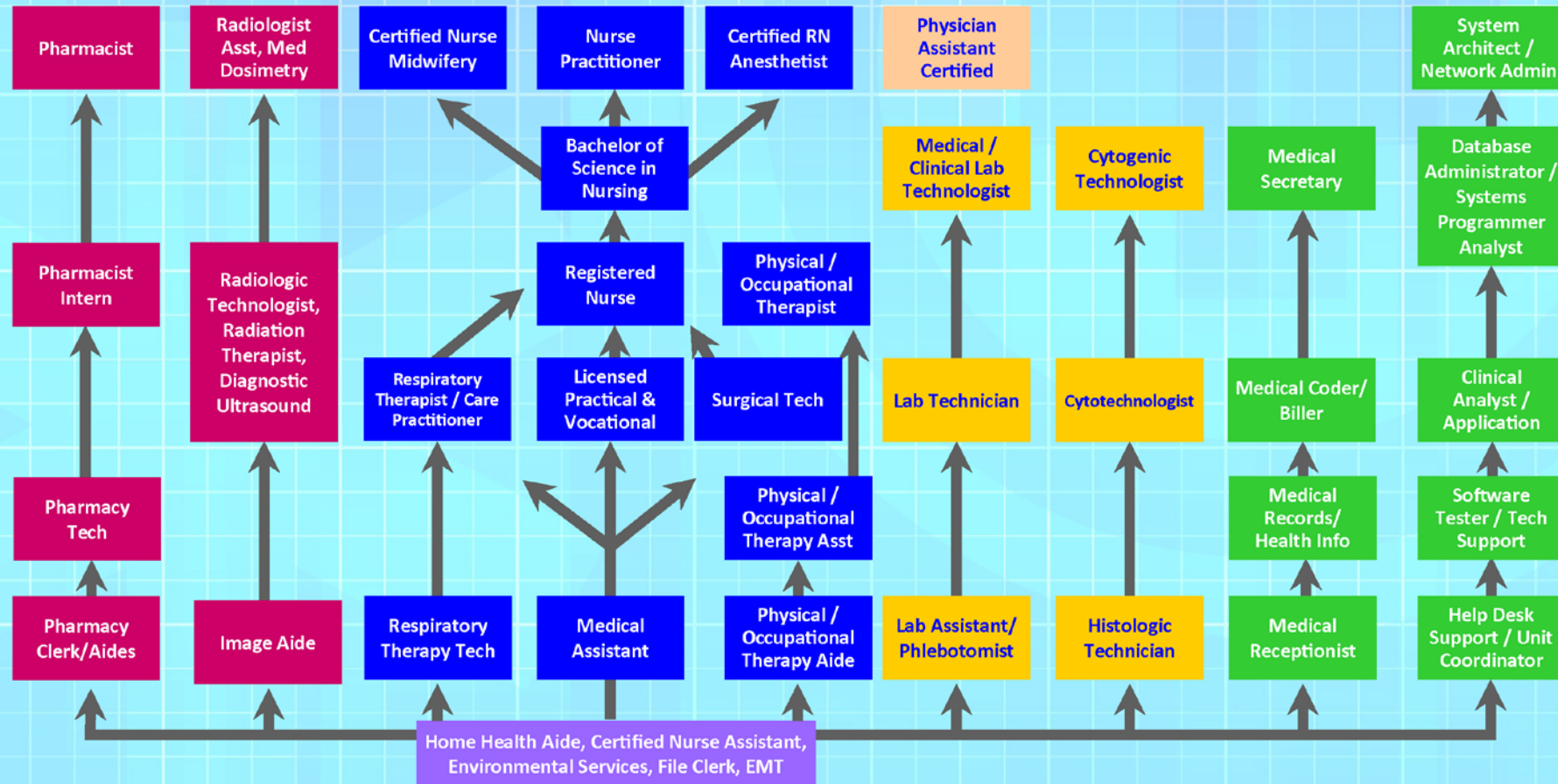
# Assessment & Career Plan

- ▶ Navigator is the lynchpin of participant engagement
- ▶ Participant engagement is key to movement & momentum along career pathways
- ▶ Career plan is the guidepost
- ▶ Robust assessment upfront includes formal assessment tools, structured interviews, and screening checklists
- ▶ Assessment informs the development of the plan on the front-end

# Assessment

- ▶ Interest/fit/motivation
- ▶ Academic assessment
- ▶ Structured interview to identify goals & needed supports
- ▶ Multiple meetings
- ▶ Variety of tools

# Career Paths in Health Care



| Hourly Wage Ranges                      |          |                        |                         |                        |
|---|----------|------------------------|-------------------------|------------------------|
|   | Starting | → Experience/Education | Starting                | → Experience/Education |
| Medical Assistant                       | \$14.16  | → \$23.08              | Medical Secretary       | \$15.30 → \$27.07      |
| Pharmacy Clerk/Aide                     | \$10.82  | → \$18.76              | Registered Nurse        | \$27.31 → \$52.70      |
| Physical/Occupational Therapy Assistant | \$15.46  | → \$36.80              | Respiratory Therapist   | \$24.81 → \$41.68      |
| Lab Technician                          | \$14.11  | → \$27.84              | Radiologic Technologist | \$24.36 → \$43.56      |

Career Path adapted from [www.HealthCareWork.info](http://www.HealthCareWork.info), a project of the Northwest Alliance for Health Skills and NW WDC

Wages from EMSI Career Coach

# HWF CAREER PLAN

Date: \_\_\_/\_\_\_/\_\_\_ Modifications: \_\_\_/\_\_\_/\_\_\_

Participant: \_\_\_\_\_

Navigator: \_\_\_\_\_

## Employment (Short Term Goal):

Job Title(s): \_\_\_\_\_/\_\_\_\_\_

Anticipated hourly wage: \_\_\_\_\_ FT \_\_\_\_\_ PT \_\_\_\_\_

Job Search Provider: \_\_\_\_\_

Job Search Strategies:

- 1) \_\_\_\_\_
- 2) \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

## Employment (Long Term Goal):

Job Title(s): \_\_\_\_\_/\_\_\_\_\_

Anticipated hourly wage: \_\_\_\_\_

Job Search Strategy:

- 1) \_\_\_\_\_
- 2) \_\_\_\_\_

Recommended Self Sufficient

Wage: \_\_\_\_\_

## Considerations:

Housing Concerns: \_\_\_\_\_

\* Plan: \_\_\_\_\_

Transportation: \_\_\_\_\_

\*Needs: \_\_\_\_\_

Childcare: \_\_\_\_\_

\* Plan \_\_\_\_\_

Budget Concerns/Changes: \_\_\_\_\_

Estimated TANF end date: \_\_\_\_\_

\* Needs: \_\_\_\_\_

Other (anticipated time off, etc.): \_\_\_\_\_

## Foundational Training:

N/A: [ ] \_\_\_\_\_

GED: [ ] ABE: [ ]

ESL: [ ] Health Discovery: [ ]

Developmental Math: [ ]

Developmental English: [ ]

Other: \_\_\_\_\_

Desired Proficiency Outcomes

(e.g. ESL levels, CASAS scores, etc.): \_\_\_\_\_

Projected Dates: \_\_\_\_\_ to \_\_\_\_\_

Location: \_\_\_\_\_

Next Steps:

1) \_\_\_\_\_

2) \_\_\_\_\_

## Pre-Requisites:

N/A: [ ] \_\_\_\_\_

1. \_\_\_\_\_ 2. \_\_\_\_\_

3. \_\_\_\_\_ 4. \_\_\_\_\_

5. \_\_\_\_\_ 6. \_\_\_\_\_

7. \_\_\_\_\_ 8. \_\_\_\_\_

Other: \_\_\_\_\_

\_\_\_\_\_

Projected Dates: \_\_\_\_\_ to \_\_\_\_\_

School: \_\_\_\_\_

Next Steps:

1) \_\_\_\_\_

\_\_\_\_\_

2) \_\_\_\_\_

\_\_\_\_\_

3) \_\_\_\_\_

\_\_\_\_\_

## Entry Level Skill Training:

N/A: [ ] \_\_\_\_\_

Home Health Aid: [ ]

Phlebotomy: [ ]

Nursing Assistant: [ ]

Other: \_\_\_\_\_

Credential(s): \_\_\_\_\_

Projected Dates: \_\_\_\_\_ to \_\_\_\_\_

School: \_\_\_\_\_

Eves [ ] Days [ ] Weekends [ ]

School Contact: \_\_\_\_\_

\_\_\_\_\_ / \_\_\_\_\_

Program Requirements:

CPR/1st Aid: [ ] Background: [ ]

Immunizations: [ ] TB: [ ]

Physical Exam: [ ]

Next Steps:

1) \_\_\_\_\_

2) \_\_\_\_\_

## Long Term Training:

Licensed Practical Nurse [ ] Registered Nurse [ ]

Medical Assistant [ ] Medical Secretary [ ]

Medical Lab Tech [ ] Health Info Tech [ ]

Patient Care Tech [ ] Respiratory Therapist [ ]

Ultrasound Tech [ ] Radiologic Tech [ ]

Pharmacy Tech [ ] Surgical Tech [ ]

PT Assistant [ ] OT Assistant [ ]

Other: \_\_\_\_\_

Name of Course: \_\_\_\_\_

Degree/Credentials: \_\_\_\_\_

Minimum Required Quarterly GPA or %: \_\_\_\_\_

Projected Dates: \_\_\_\_\_ to \_\_\_\_\_

School: \_\_\_\_\_

School Contact: \_\_\_\_\_

\_\_\_\_\_ / \_\_\_\_\_



# Pathway Progression

- ▶ Not always a linear experience
- ▶ Requires a complex array of skills: persistence, resilience, flexibility, creativity
- ▶ Combining employment & more advanced training is particularly complex
- ▶ Also requires TIME
- ▶ The longer the timeline, the more acute the financial/support service need typically is

# Navigator Relationship & Progression

- ▶ Long-term relationship with Navigator:
  - ▶ facilitates development of skills needed for long-term persistence & success
  - ▶ provides partnership/coaching in trouble-shooting challenges that arise & adjusting plan as needed
  - ▶ facilitates access to resources & financial support that can make the difference between staying the course & dropping off