Career Pathways

The Navigator Approach
Health Workforce for the Future
Workforce Development Council of Seattle-King County
Contact Info

- **Ariosto Moran, Career Navigator**
  TRAC Associates
  Ariosto.Moran@seattlecolleges.edu
  206-934-5822

- **Seanna Ruvkun, Project Manager**
  Workforce Development Council of Seattle-King County
  Sruvkun@seakingwdc.org
  206-448-0474
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
Employment (Long Term Goal):
Job Title(s): __________/___________
Anticipated hourly wage: _________
Job Search Provider:_____________________
Job Search Strategies:
1) _______________________________________
2) _______________________________________
• _______________________________________
• _______________________________________
Recommended Self Sufficient Wage:  _________

Entry Level Skill Training:
N/A: [   ] __________________
Home Health Aid: [   ]
Phlebotomy: [   ]
Nursing Assistant: [   ]
Other: _______________________
Credential(s): ___________________
Projected Dates: ______to_______
School: _______________________
Eves [   ] Days [   ] Weekends [   ]
School Contact: ___________________

Pre-Requisites:
N/A: [   ] __________________
1. ______ 2. ______ 3. ______ 4. ______ 5. ______ 6. ______ 7. ______ 8. ______
Other: ___________________________________
Projected Dates: ___ to ___
Next Steps: 1) ____________________________
2) ____________________________
3) ____________________________
Location: ___________________________________

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: __________________________

Considerations:
Housing Concerns: _______________________
* Plan: _________________________________
Transportation: _________________________
* Needs: _______________________________
Childcare: ______________________________
* Plan: _________________________________
Budget Concerns/Changes: _______________________
Estimated TANF end date: _____________
* Needs: _______________________________
Other (anticipated time off, etc.):
________________________________________
________________________________________
________________________________________

Employment (Short Term Goal):
Job Title(s): __________________/___________________
Anticipated hourly wage: __________      FT ______   PT_______
Job Search Provider:_____________________
Job Search Strategies:
1) _______________________________________
2) _______________________________________
• _______________________________________
• _______________________________________

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 ______
Next Steps: 1) ____________________________
2) ____________________________
3) ____________________________

Program Requirements:
CPR/1st Aid: [   ] Background : [   ]
Immunizations: [   ] TB: [   ]
Physical Exam: [   ]
Next Steps: 1) ____________________________
2) ____________________________

Budget Concerns/Changes: _______________________
 Estimated TANF end date: _____________
* Needs: _______________________________
Other (anticipated time off, etc.):________________________________________
________________________________________
________________________________________
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
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