

CAREER PATHWAY CASE MANAGEMENT & RETENTION AT MONTEFIORE HPOG

HPOG ANNUAL MEETING BREAKOUT



MONTEFIORE MEDICAL CENTER'S HPOG PROGRAM ASSISTS PARTICIPANTS TO:

- COMPLETE HOME HEALTH AIDE TRAINING
- SUCCEED ON THE JOB AND
- ADVANCE THEIR NEW HEALTH CAREER
- VOCATIONAL COUNSELORS HELP NAVIGATE A CAREER PATH.

PARTNER BASED MODEL



TRAINING CONDUCTED BY EMPLOYER
HOME CARE AGENCIES

PROMOTING CAREER PATHWAYS

Providing Pathways to Success



- PROACTIVE COACHING LEADS TO FIRST HEALTHCARE TRAINING COMPLETION
- RETENTION COUNSELING LEADS TO SECOND LEVEL PLACEMENT
- IMPROVES CHANCES OF SELF SUFFICIENCY

ONCE IS NOT ENOUGH




- HPOG CONTINUES TO BUILD SKILLS AND EMPLOYMENT OPPORTUNITIES FOR PARTICIPANTS BEYOND THEIR INITIAL EMPLOYMENT.
- DEFINED POST EMPLOYMENT CONTACT PROCESS
- MOVING FORWARD TO EDUCATION OR ADDITIONAL CREDENTIALING

POST EMPLOYMENT PROCESS



- GROUP SESSIONS AND INDIVIDUAL CONTACTS
- COUNSELORS FOLLOW UP WITH PARTICIPANTS AT REGULAR INTERVALS
- REFERRALS TO OVERCOME BARRIERS
- PROVIDE INCENTIVES TO REWARD FORWARD PROGRESS

RETENTION COUNSELING PROCESS


Participant Goals
 (To be completed at 30 days)

Participant's Name: _____ PAGES ID: _____

S pecific	What educational goal do you want to accomplish? (HSE, CNA, Medical Assistant, RN, etc.)
M easurable	How will you/we know that you are working towards that goal? (by providing program documentation of participation)
A ttainable	What steps do you need to take to start/accomplish educational advancement? (Any barriers?)
R elevant	How important is this goal for you? How would this goal change your life?
T ime- oriented	By when can we revisit goal? By when do you anticipate goal to be accomplished? (Re-visit at 60 days, 90 days)

- POST TRAINING WORKSHOPS
- CUSTOMIZED BY EMPLOYER
- SMART GOAL BASED, NEXT STEP PLANNING

RETENTION COUNSELING PROCESS



- SOCIAL WORKER SESSIONS
 - GROUP AND INDIVIDUAL
 - TOPICS INCLUDE SELF CARE
- JOB CLUB
 - IN ENGLISH AND SPANISH
- RE-EMPLOYMENT OR RE-ENGAGEMENT AS NEEDED
 - EDUCATION
 - ALTERNATE EMPLOYMENT

MULTIPLE CAREER PATHWAYS



- CERTIFICATION/EMPLOYMENT OR EDUCATIONAL TRACKS
- EDUCATION
 - HSE, ESL, ABE
 - COLLEGE PREP, TOURS & APPS
- EMPLOYMENT
 - VERTICAL GROWTH AT CURRENT EMPLOYER
 - ADD'L CERTIFICATION

NEXT STEP CERTIFICATION AND JOB SEARCH

- CNA MOST LIKELY NEXT STEP
 - HOSTOS PIPELINE CERTIFICATION
 - SCHOOLS WITH PRE-TRAINING EMPLOYMENT AGREEMENTS
- SUPPORTS INCLUDE RESUMES AND SOFT SKILLS

BUILDING A CAREER PATHWAYS NETWORK

- NETWORK OF TRAINING AND EDUCATIONAL PARTNERS
 - BASED ON BUILDING STRONG RELATIONSHIPS
 - MEET EVERYONES BUSINESS GOALS

BUILDING A CAREER PATHWAYS NETWORK

- PARTNER NETWORK INCLUDES:
 - CBO'S TO OVERCOME BARRIERS
 - ELECTRONIC REFERRAL
 - EMPLOYERS FOR HHA AND CNA
 - FOR NEW CREDENTIALS OR RE-ENGAGEMENT
 - SCHOOLS FOR CERTIFICATIONS, HSE AND COLLEGE

MONTEFIORE HPOG CAREER PATHWAYS PARTNERS

UNION
SETTLEMENT



Montefiore

DOING MORESM