



HWF & CAREER PATHWAYS

Workforce Development Council of Seattle-
King County

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WORKFORCE
DEVELOPMENT COUNCIL
OF SEATTLE - KING COUNTY

SEAKINGWDC.ORG



THE WDC of
SEATTLE - KING
COUNTY

WHO WE ARE/WHAT WE DO

- Seattle-King County's **local workforce board**
- **Largest of 12** in WA State with nearly 1/3 of the state's workforce in King County
- Work with **job seekers, employers, and educators** to meet the needs of our region
- Manage federal workforce funding and oversee the local **one-stop system**



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OUR HPOG- 2 PROJECT

HEALTH WORKFORCE FOR THE FUTURE

- Navigator model
- Distributed model
- Career pathway model
- Training at both public colleges and private schools

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: _____

Pre-Requisites:

N/A: [] _____

1. _____ 2. _____

3. _____ 4. _____

5. _____ 6. _____

7. _____ 8. _____

Other: _____

Projected Dates: ___ to ___

School: _____

Next Steps:

1) _____

2) _____

3) _____

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: _____/_____

School Contact: _____/_____

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) _____

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) _____





CAREER PATHWAYS

KEY INGREDIENTS

- Engagement – Navigator relationship over time
- Assessment – upfront and ongoing
- Career exploration
- Pre-requisite phase
- Predictability & flexibility
- Employer partnerships
- Time & financial support
- (Cohorts)

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Health Careers for All
Incumbent worker nursing cohort at North Seattle College

Description

- Nursing program designed specifically for entry-level healthcare workers, in partnership with local healthcare employers
- Phase 1: 6 quarters of pre-requisite coursework; 2 classes per quarter (1 online, 1 on campus)
- Phase 2: 4-quarter LPN (Jan 2014-Dec 2014) + 3-quarter LPN-to-RN (Jan 2015-Aug 2015)

Other Key Features

- Standardized scheduling (pre-req phase)
- Batch registration quarter to quarter
- Facilitated review sessions
- Dedicated tutoring support
- Navigator support (campus-based + project-based)
- Campus leadership/support team

INCUMBENT NURSING COHORT

ILLUSTRATIVE EXAMPLE

- Customized cohort in HPOG1
- Entry-level incumbent workers
- Pre-reqs, LPN, LPN-RN
- Standardized schedule
- Support instruction
- Contextualization
- Industry-education partnership



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INCUMBENT WORKER COHORT

NOTABLE OUTCOMES

- High completion rates
- Efficiency – time to completion
- New & more diverse entrants to the nursing workforce
- Individual advancement
- System learning



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NEXT
STEPS

SUSTAINABILITY IS HARDER

- External pressures (e.g., state nursing commission; IOM)
- Fatigue
- Competing priorities
- Perception
- Baby steps



INTERESTED IN TRAINING FOR A CAREER IN HEALTHCARE?

THIS PROGRAM MAY BE FOR YOU

The **HEALTH WORKFORCE FOR THE FUTURE** program can help you complete training, go to work, and advance your career in healthcare

PREPARE FOR JOBS SUCH AS...

- ✓ Nursing / Nursing Assistant
- ✓ Medical Assistant
- ✓ Respiratory Therapy
- ✓ Phlebotomy / Medical Lab
- ✓ Radiology Tech
- ✓ Dental Assistant

...and more!

ASSISTANCE MAY INCLUDE:

- ✓ Help deciding the right path
- ✓ Support during training
- ✓ Job placement
- ✓ Financial support
- ✓ Help with tuition
- ✓ Books & supplies
- ✓ Exam & certification
- ✓ Gas & parking

YOU MAY QUALIFY IF:

- ✓ Receive TANF, or
- ✓ Have a household income below the federal poverty level

RECEIVING TANF? Talk to your DSHS case manager or social worker to **FIND OUT MORE!**



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SEAKINGWDC.ORG/HWF-PROJECT



Health Workforce for the Future is a program funded by a federal grant under the Department of Health & Human Services' Health Professions Opportunity Grant (HPOG).

HPOG is a study funded by the federal government to determine how training opportunities like HWF help people improve their skills and find better jobs. During the study, all new eligible applicants will be selected by lottery to participate in HWF. Not all eligible applicants will be selected to participate.

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INTERESTED IN AN ADVANCED HEALTHCARE CAREER?

DO YOU NEED HELP GETTING STARTED?

The **HEALTH WORKFORCE FOR THE FUTURE Advanced Healthcare Careers Cohort** at South Seattle College may be for you!

Most **advanced healthcare training programs** require college-level coursework before you can even apply. Getting started can be confusing—don't let it hold you back!

INCLUDING:

- ✓ Nursing
- ✓ Respiratory Therapy
- ✓ Physical / Occupational Therapy
- ✓ Radiology Tech

THIS COHORT INCLUDES:

- ✓ Predictable schedule
- ✓ Courses organized to save time
- ✓ Part-time class schedule to accommodate work and other obligations
- ✓ Coursework with a healthcare context
- ✓ Individualized planning support

ADDITIONAL RESOURCES MAY INCLUDE:

- ✓ Support to enroll in advanced healthcare training
- ✓ Assistance with training costs
- ✓ Certification assistance
- ✓ Help with the job search

You may qualify if you meet income guidelines—we can help you find out!



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