



## HEALTHCARE CAREERS ALLIANCE

The Healthcare Careers Alliance (HCA) is a funded collaboration between LifeBridge Health/VSP, and Civic Works. It's funded by the Mayors Office of Employment Development. The program's goal is for each participant to be hired in a training-related, entry-level position or to enroll in higher education upon successful program completion. HCA, provided to Baltimore City out-of-school youth between the ages of 18 and 24, consists of job readiness training, occupational training, job placement and job retention.

### Occupational and Job Readiness Training

Participants are placed in a LifeBridge Health department for 8-weeks of occupational and job readiness training. Training for 20-hours each week in a healthcare setting, participants are provided with a stipend and the opportunity to learn and develop skills necessary for professional growth. These skills include task quality and production speed, stamina and attendance, as well as interpersonal skill development through emphasis on the demands and value of work. Job readiness training consists of training in customer service, professionalism in a healthcare environment, life skills, career goal-setting, and job search skill building.

### Job or Education Placement

Working actively with a career coach through regular individual and group meetings, program graduates search, apply, and interview for available positions within partner institutions or explore further training opportunities. If education or further training is the goal, the career coach assists participants in applying and enrolling in such programs. Job seeking participants receive on-going support and guidance, along with job leads and classroom instruction on job search methods.

### Career Support

Once job or education placement has been achieved, retention services are provided for 12 months to ensure a smooth transition. Career coaches provide support in problem-solving issues and discussing progress as a means of career development.

### Eligibility Requirements

- **Baltimore City Resident**
- **18-24 years of age**
- **High school diploma or GED**
- **9<sup>th</sup> grade TABE reading and math levels**
- **Able to provide a birth certificate, Social Security card and valid state issued ID or driver license**
- **Able to pass drug/alcohol screening**
- **Required background check**
- **Strong interest in healthcare employment**

