



Workforce Development Services



Mission Statement

To maximize the employability of persons with significant barriers to employment through an array of workforce development services, while being mutually enhancing to LifeBridge Health.





About VSP

Since 1967, VSP, a Sinai Hospital department within the LifeBridge Health system, has been a leader in providing vocational and workforce development services in the Baltimore metropolitan area. Our workforce development programs support individuals in career development, training and placement into employment.

VSP is accredited by the esteemed Council on Accreditation (COA) for all workforce development and vocational services. The COA accreditation process includes a comprehensive review of operations and services against international standards and best practices. These standards ensure services are well-coordinated, culturally competent, evidence-based and outcomes-driven. Accreditation demonstrates accountability, setting a high benchmark for quality and ongoing improvement.



Healthcare Careers Alliance

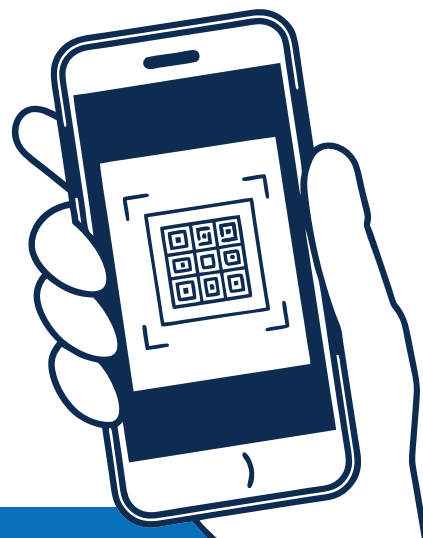
VSP's Healthcare Careers Alliance (HCA) program is a Baltimore City Mayor's Office of Employment Development-funded program that provides individuals between the ages of 18 – 24 with workforce development services. HCA is a collaboration between Sinai Hospital/VSP and Civic Works, Inc. Services include career assessment, job readiness and life skills training, followed by a paid LifeBridge Health internship. Program graduates may enter permanent employment at LifeBridge Health, at other local healthcare institutions, or continue into post-secondary training. Participants are supported for 12-months post-placement to ensure job retention and promote career ladder advancement.

Eligibility

- Baltimore City Resident
- 18-24 years of age
- High school diploma or GED
- 9th grade TABE reading and math levels
- Ability to provide proper ID to work in the US
- Ability to pass drug screening
- Willing to submit to a background check



**TO APPLY
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Pathways and Training in Healthcare

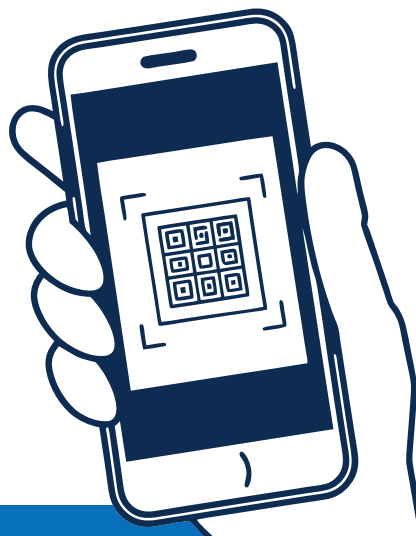
VSP's Pathways and Training in Healthcare (PATH) program is a West Baltimore Renaissance Foundation-funded initiative that provides West Baltimore area residents interested in healthcare related training and employment, with vital workforce development services. Through PATH, participants determine a career direction and acquire life skills/work readiness skills through a paid LifeBridge Health internship. Participants develop state-of-the-art skills to conduct an effective job search and are offered job placement assistance in applying at LifeBridge Health or with local employers. These placements can lead to financial independence and positive lifestyle changes. After placement, employed graduates receive six months of support and job retention services to ensure job success. Barriers to success are identified and addressed through referral to wrap-around support services.

Eligibility

- Baltimore City resident, living in the West Baltimore area
- 18 years of age or older
- GED/High School diploma
- Ability to provide proper ID to work in the US
- Ability to pass drug screening
- Willing to submit to a background check



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All workforce development programs consist of the following services:

Intake Discussion

Intake is the first step in assessing how VSP services can assist individuals in employment success. During the intake, VSP staff meet with applicants to discuss:

- Individual needs
- Training preferences
- Abilities and goals
- Identification of psycho-social service(s) needs
- Workforce development program opportunities
- Eligibility for service

Assessment

During the first step in the career planning process, participants complete one or more of the following assessments: academic testing, interest testing, workplace preferences, learning styles, personality assessment, and career interest/aptitude assessment.

Life Skills Training

Life skills training, provided through a series of workshops over 2-3 days, focuses on assisting individuals in these essential areas:

- Establishing goals and objectives
- Setting a career path
- Preparing for internship through review of essential soft skills and work-life balance approaches

Upon completion of life skills training, participants have an established career path, short and long-term goals and are well-prepared for the internship.



Paid Training via LifeBridge Health Internship

With VSP staff support, the internship is designed to assist participants in developing appropriate job-related skills and work behaviors in order to meet any employer's basic work expectations.

Services help individuals achieve competitive work behaviors such as attendance, punctuality, grooming, hygiene, work productivity, physical stamina, and interpersonal skills, all of which are essential to success on any job. These job-related behaviors are addressed through hands-on training in a specific LifeBridge Health department, along with individual and group counseling.

Program participants are provided a stipend to cover training costs such as transportation while in internship training. Bi-weekly job readiness sessions are conducted for all trainees and attendance is mandatory at these interactive sessions.

Training is ideal for individuals that have an interest in healthcare setting employment, have been out of work for an extended period, or have had issues in obtaining/retaining employment.

Job Placement and Retention Services

Job Placement services offers instruction in conducting an effective job search and structured assistance in obtaining employment, based on individual needs, preferences and qualifications. Job Placement services assist in identifying potential employers, completing applications, and preparing for interviews. This is accomplished through weekly contact and access to a variety of employment resources. Job placement services may be provided in small groups or one-on-one in a highly individualized environment.

Job Retention services are provided for an additional 6 to 12 months to ensure job success and job preservation. A schedule is developed based on an individual's employment schedule in coordination with the VSP counselor.



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