

HPOG Program Summary

Community Action Project of Tulsa County, Inc. CareerAdvance



Location:

Tulsa, Oklahoma

Program Goals:

- Enroll 285 participants, with 150 in the nursing track and 135 in the health information technology track
- Ensure that 270 participants complete training
- Ensure that 210 participants who complete training obtain employment

Health Professions Taught:

Participants will receive training and certifications necessary to work as a certified nursing assistant (CNAs), licensed practical nurse (LPNs), registered nurses (RNs), medical assistants (MAs), medical coding specialists, or health information technologists.

Approach:

Participants in the CareerAdvance program have the opportunity to choose between two health-related training tracks. The nursing track begins with the CNA; progresses to either geriatric technician, LPN, or patient care technician/advanced unlicensed assistant (PCT/AUA); and then continues to an associate's degree in nursing. The health information technology (HIT) track begins with MA, progresses to medical coding, and ends with an associate's degree in HIT. Classes are held in traditional classroom settings and integrate skill-building classes that are intended to improve participants' readiness to be successful in post-secondary education. Local healthcare providers offer clinical experiences.

At the onset of the program, participants have the opportunity to earn their GED concurrently with the CNA or MA certificate programs. Participants attend weekly partner meetings that enhance life skills such as professionalism, conflict resolution, resume writing, and interview skills. A CareerAdvance specialist works with participants throughout every phase of the program, assisting with all aspects of returning to school, including daycare, supplies, assistance referrals, and morale. The CareerAdvance specialist also works with each participant to develop an Individual Career Plan and meets with participants at regular intervals to review their progress.

Each participant also has a family support specialist who assists with any sensitive family issues that arise. The healthcare intermediary communicates with local healthcare employers to keep them apprised of the program and to provide employment information and assistance. Participants also have the opportunity to earn monthly non-cash incentives based on attendance, performance, and attainment of milestones.