

HPOG Program Summary



San Diego Workforce Partnership Bridge to Employment in the Healthcare Industry

Location:

San Diego, California

Program Goals:

- Enroll 2,250 participants
- Train 1,913 participants
- Place 1,339 participants in employment

Health Professions Taught:

The program is using Individual Training Accounts (ITAs) allowable under the Workforce Investment Act to enable participants to train in a wide variety of healthcare professions with workforce shortages. These include, but are not limited to: registered nurse; certified nurse assistant; nurse's aide, orderly, and attendant; medical assistant; medical billing and coding specialist; licensed vocational nurse; healthcare support worker; medical Records and health information specialist; medical transcriptionist; pharmacy technician; medical and clinical laboratory technician; and radiologic technologist.

Approach:

The Bridge to Employment in the Healthcare Industry program advances the economic well-being of San Diego's Temporary Aid for Needy Families (TANF) recipients and other low-income individuals by developing a regional strategy that addresses the workforce development needs of the healthcare industry. Support services include transportation, career counseling and coaching, tutoring, childcare assistance, uniforms and personal equipment, credential/testing support, and emergency food and shelter.

Training takes place at community colleges, adult education providers, public universities, and private post-secondary schools located throughout San Diego County. This ensures that training is available in each region of the county, thus eliminating barriers to training (such as transportation).

Originally, the project also sought to facilitate participant placement through the creation of an employer-led Health Work Experience course. This course, currently operating as a demonstration project with California State University San Marcos and Palomar Pomerado Health, will transition participants from the education program into unsubsidized employment. Currently, work experience is provided through UCSD Student Run Free Medical Clinic Project. Each participant enrolled in work experience receives a work experience plan tailored to bridge the gap between skills learned in the classroom and those necessary to be proficient in the occupation for which they are being trained.