

**DISTRICT 1199C TRAINING & UPGRADING FUND  
GREATER PHILADELPHIA HEALTHCARE PARTNERSHIP**



# OJT Success Recognized by VP Biden, White House Report



**JUNE 20, 2014 PHILADELPHIA :** The District 1199C Training & Upgrading Fund and Greater Philadelphia Healthcare Partnership have successfully concluded the second year of their Health Careers Mobility Project (HCaMP), a \$3 million federally-funded, four-year program to help long-term unemployed residents of the Delaware Valley secure jobs and begin climbing healthcare career ladders via subsidized On-the-Job Training (OJT).

“We have continued building on the success of our OJT model,” says Partnership director Susan B. Thomas, summing up the program’s successes. “In fact, it’s been so popular with employers that we’ve created 15 additional OJT slots – 15 opportunities to help workers recover from the Great Recession and build promising healthcare careers.”

Since May 2012, more than 80 Delaware Valley residents have participated in OJT placements at healthcare employers in Southeastern Pennsylvania, Southern New Jersey and Delaware: 36 in Year 1, and another 46 in Year 2. Approximately 95% of HCaMP participants have completed their OJT placements, and 85% have successfully transitioned into full-time employment.



*Philadelphia FIGHT’s Laquita Washington has been promoted to lead MA at a new FIGHT office, less than one year after completing the Training Fund’s OJT program and returning to work after a period of long-term unemployment.*

For some participants, success hasn’t stopped at placement: Laquita Washington successfully completed her OJT at Philadelphia FIGHT—an HIV/AIDS service organization—during Year 1. In Year 2, she continued her career growth, securing two promotions from FIGHT. Laquita is now the Lead Medical Assistant at FIGHT’s new Prevention Point office, which provides targeted HIV testing and treatment for Philadelphia’s growing Hispanic population.

Other participants have started building their healthcare career success even before they have completed their education: Georgia Dunbar was finishing her coursework at the Training Fund’s Practical Nursing School on an HCaMP scholarship when her class participation so impressed visiting employer Yvonne Jones of Urban Solutions, Inc. that she offered Georgia a job on the spot—before she’d even finished her education! Georgia is currently helping Urban—a community-based primary care provider—implement a new Electronic Health Record system.



*The Training Fund's OJT program was recognized in a White House report on effective responses to long-term unemployment, and Fund Executive Director Cheryl Feldman (left) was invited to a workforce development roundtable discussion in Washington, DC by Vice President Joe Biden.*

“OJT allowed me to take risks with employees I knew others wouldn't hire,” says Urban CEO Jones. “That's resulted in loyal employees, with hardly any turnover.”

OJT participants receive coaching and support—including job placement support—from Training Fund staff; participating employers receive wage subsidies of up to 50% for three to six months, and recruitment assistance should they request it. In January, the Fund's HCaMP model of OJT was recognized as an effective strategy for putting the long-term unemployed back to work, in a White House report issued by the Executive Office of the President.

The HCaMP program is funded by an H-1B Technical Skills Training Grant, provided by the US Department of Labor's Employment & Training Administration (ETA). As the program and its achievements have grown over the past two years, Industry Partnership director Susan B. Thomas and representatives of the Partnership's employer partners have been invited to multiple speaking engagements in Pennsylvania, to highlight Best Practices developed right here in the Delaware Valley.

In May, Thomas was joined by Temple University Hospital Director of Nursing Education & Performance Karen Rafferty for their second presentation in as many years at the Chester County Health Care Partnership's “Best Practices in Health Care” conference. Temple played a major role in HCaMP for a second year, creating OJT placements for 27 newly-hired Registered Nurses (RNs). Practical Nurses (PNs), Medical Coders and Medical Office and Health Information professionals are also eligible for wage subsidies through HCaMP.

“The program has been very popular with employers not only because of the range of occupations for which we can provide wage subsidies, but also because they've been able to see clear, positive results,” Thomas noted.

If your organization is interested in learning more about the Training Fund's HCaMP OJT program, please contact her at [sthomas@1199ctraining.org](mailto:sthomas@1199ctraining.org), or call 215-568-2220, extension 5102. HCaMP funding will be available through March 2016, and OJT training plans can be customized to meet the specific needs of any healthcare employer and any healthcare setting. For more information, get in touch today!

This workforce solution was funded by a grant awarded by the US Department of Labor's (DoL) Employment & Training Administration (ETA). The solution was created by the grantee and does not necessarily reflect the official position of the DoL. The DoL makes no guarantees, warranties, or assurance of any kind, express or implied, with respect to such information, including any information on lined sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability or ownership. This solution is copyrighted by the institution that created it; internal use by an organization and/or personal use by an individual for noncommercial purposes is permissible; all other uses require the prior authorization of the copyright owner.

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