

Building Pathways to a Brighter Future



Health Profession Opportunity Grants

OFFICE OF FAMILY ASSISTANCE



Central Susquehanna Intermediate Unit

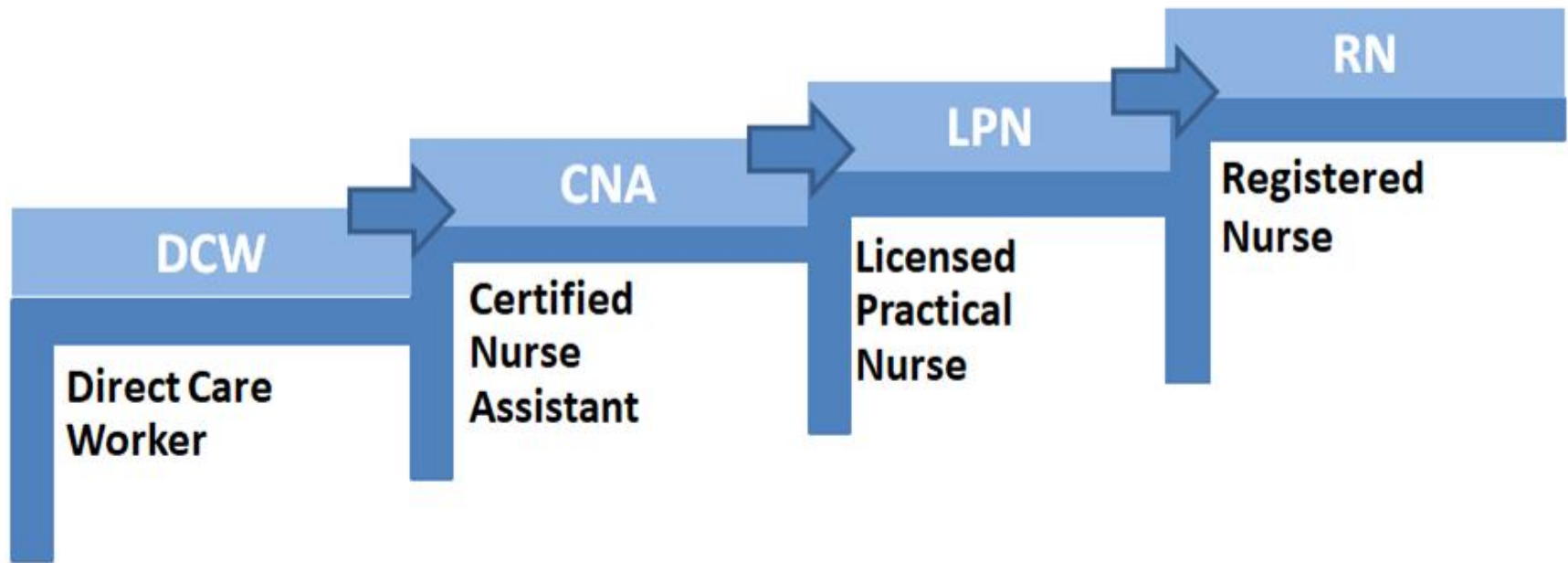
The WATCH Project: Work Attributes Toward Careers in Health

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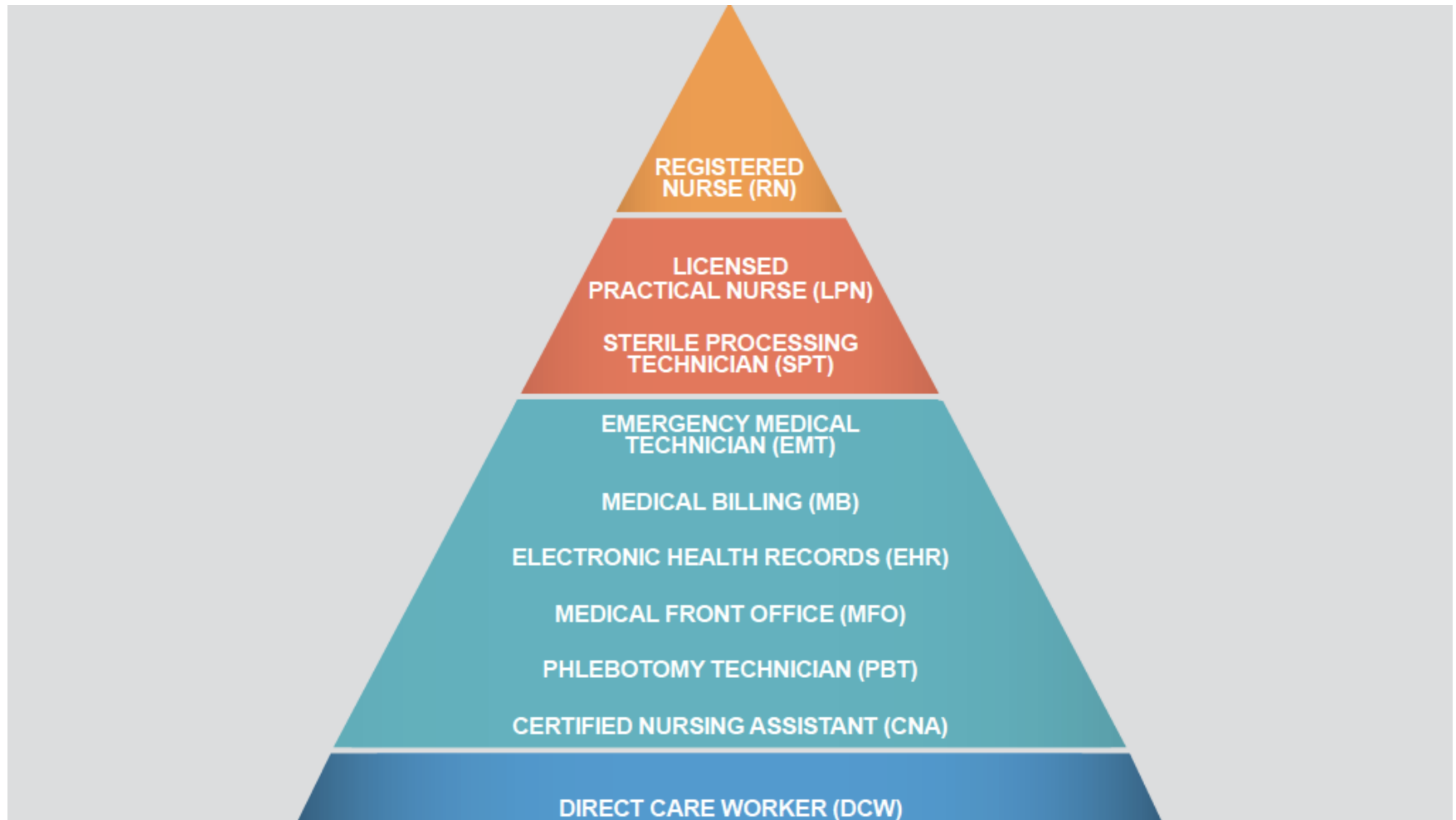
“In-no-vate’, v.”

“...make **changes** in something established, especially by introducing new methods, ideas, etc.”

Healthcare Career Ladder - 2010



Healthcare Career Ladder - 2019



Evolutionary Excellence

Added occupations on the regional healthcare career pathway

Enabling Conditions & Empowering Assets

- Employers' Voice and Need
- Participants' need to Skill-up quickly, while working - online options
- Academic Specialist - coordinate training opportunities, bridge courses, articulation agreements

Impact

- Trained applicants for employers
- Moving participants toward self-sufficiency
- Opened the applicant pool & different mode of training

“They overcome obstacles as a team. This stems from longevity, their long-term relationships with partners.”

“They continue to be innovative, flexible, and to think outside the box.”

“WATCH’s strength is their communication with partners, quick response...& follow up.”

Systematic career pathway

Enabling Conditions & Empowering Assets

- Shift to intensive case management throughout the entire career pathway - training and employment
- Added Workforce Specialist position to focus on employers, development of job shadowing curriculum

Impact

- Participants were persisting in training while also gaining and retaining employment
- Managed the workload of case managers
- Employers were engaged at a more purposeful level

“We instill in them, bring out in them, the hope that they CAN reach their goals. It all goes back to the human-relationship building, that now they don’t feel alone in figuring it all out.”

“The dedicated, flexible, WATCH team collaborates together to support their participants with guidance and accountability.”

2Gen Approach

Enabling Conditions & Empowering Assets

- HPOG TA - learned the benefits and components of 2Gen Approach - year-long Community of Learning
- Partnerships - early childhood, workforce development, post-secondary, community based
- 2Gen Action and Sustainability plan influenced the organization's strategic plan and our partners'

Impact

- Holistic family approach - enabled participants to persist in training and retain employment
- 2Gen is now an organizational and regional approach with partners

“The work of the WATCH Career Coordinator is a relational one, with a holistic approach. They develop strong, personal relationships with their participants, getting to know them and their families.”

“The WATCH team members have persistent, optimistic personalities. They are determined to never give in to pessimism.”

“Once passing their training and gaining their credential, it makes an immediate difference to their family!”

“Entire families come to see the person graduate, sometimes a dozen from one family!”

“We stay in touch with our participants, even after they’ve finished.”

“Their kids are so proud of them!”

Evolutionary Excellence

Innovation

Responsive

Cost-effective

Family-centered services

“Our communities need programs like WATCH, which allow individuals to obtain careers, not just employment.”

Thank you!