

Navigating the Road through Your Career

An Evidence-Based Curriculum for Career Advancement

Sylvia Stewart, MPP

Nordia Savage, MSW

Sara Chaganti, PhD

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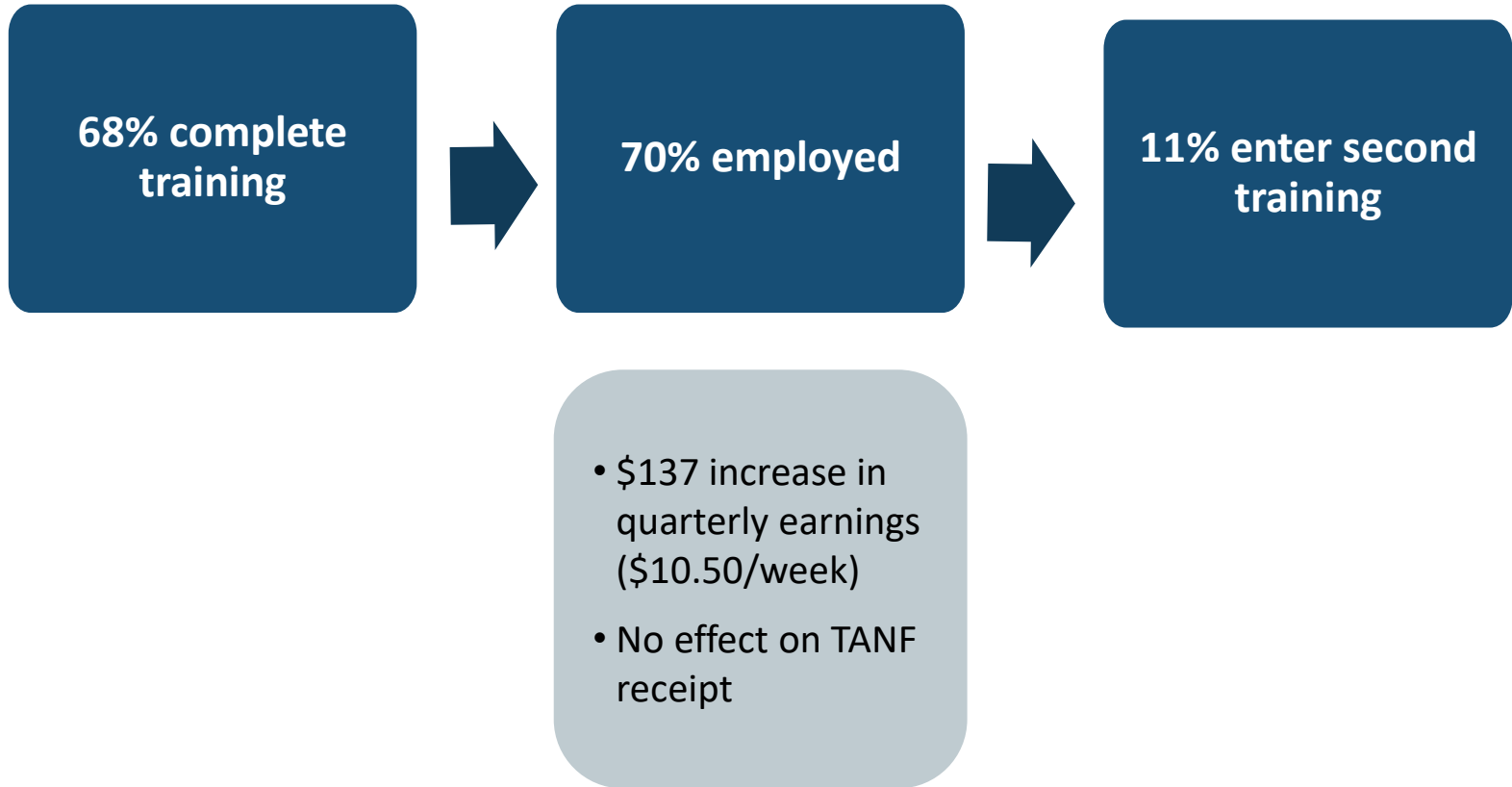
Study Of Career Advancement & Quality Jobs In Healthcare

- A Health Professions Opportunity Grant-University Partnership (HPOG-UP) project
- Goal: Create and pilot an evidence-based curriculum for advancement in the healthcare industry

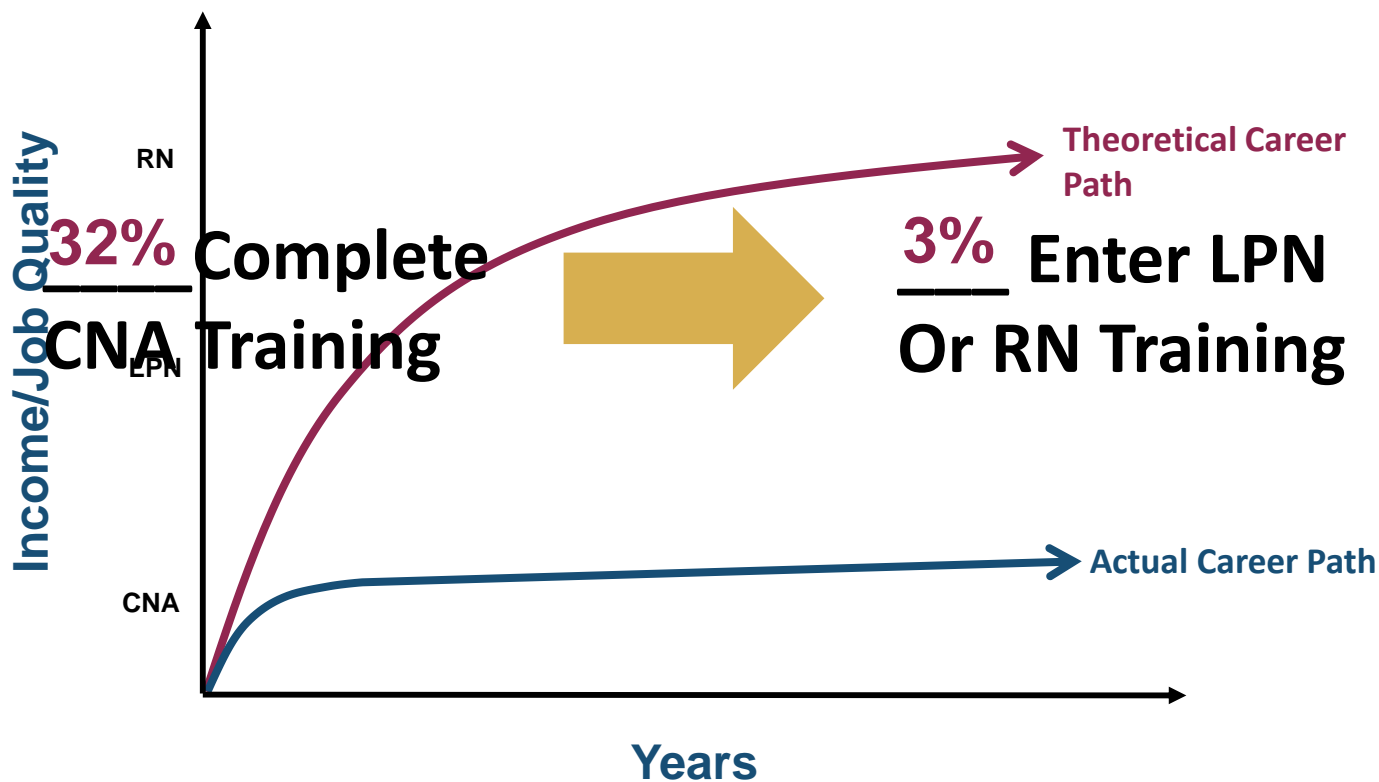
Agenda

- Background
- The Curriculum
- Implementation
- Assessment & Plans for Evaluation

Entry But No Advancement ^{1,2}



Career Pathways³



Explaining Career Paths

- The larger workforce system is centered on entry, not advancement: the “foot in the door” model
- However, employer-based career ladders are no longer the norm

Whose Responsibility Is It?



Generating An Evidence Base

- How do HPOG participants define advancement?
- What barriers to advancement do they face? (e.g., gaps in knowledge)
- What opportunities for advancement exist with local employers?

(Re)defining Career Advancement

Career advancement includes changes in:



What is career advancement?

 <p>Hours</p> <p>Moving from part-time to full-time, from per diem to permanent, from inconsistent to consistent schedules, and to a schedule that works best with people's lives.</p>	 <p>Pay</p> <p>Increases in hourly wage or in hours worked; both contribute to pay increases.</p>	 <p>Benefits</p> <p>Moving to a job or workplace with benefits, such as paid time off and affordable employer-based health insurance.</p>	 <p>Commute Time</p> <p>Finding a job closer to home, which reduces transportation costs and allows for more time with family.</p>	 <p>Responsibility and Self-Fulfillment</p> <p>Moves that create a more satisfying work experience, such as jobs that offer more responsibilities or the ability to specialize.</p>
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These can all be achieved without a change in job title.

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Passport To Career Advancement



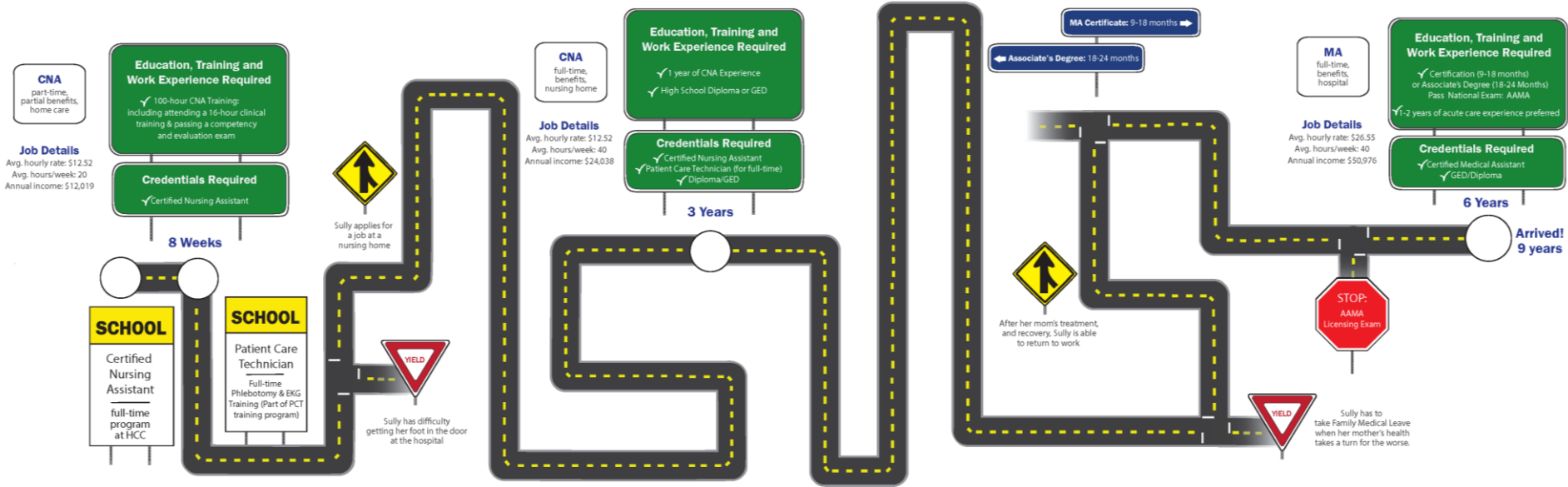
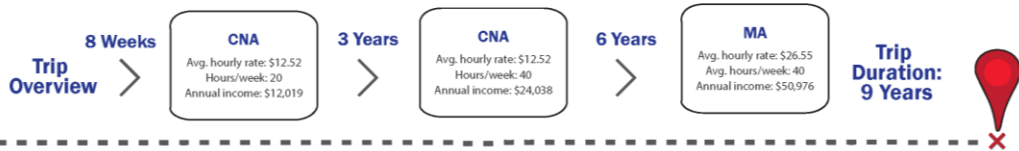
I. Navigating The Road Through Your New Career

- Learn what makes a job a better job
- Find out the benefits of working in different environments,
- Learn how to overcome barriers, and
- Make a plan for career advancement

Career Maps

Sully's Career Map: Certified Nursing Assistant to Medical Assistant

Ever since my mom was cared for by CNAs, I've been interested in becoming one. How can I navigate this road to make a job work for my life, interests and goals?



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Mapping Exercise

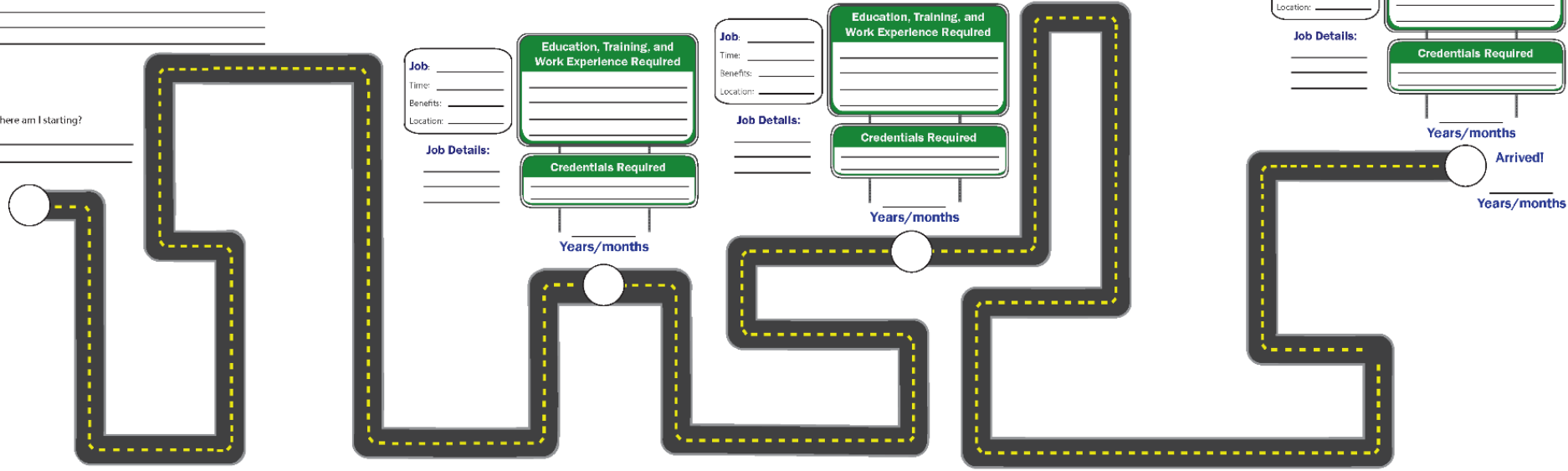
's Career Map: _____ to _____

What motivates me to work in healthcare?



What skills and experience do I already have that will help me?

Where am I starting?



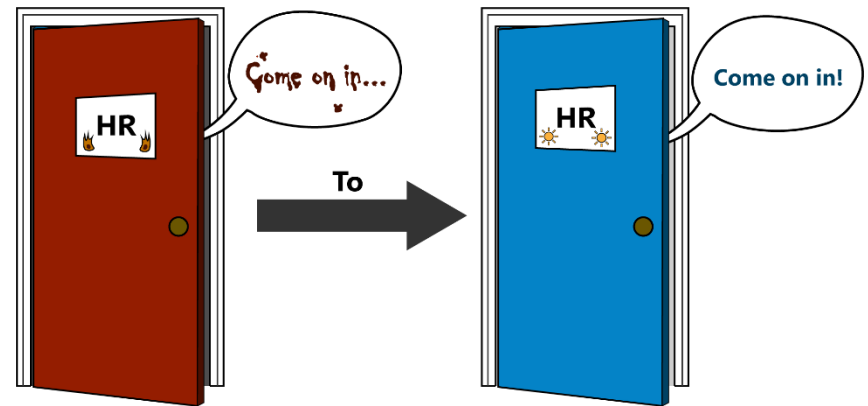
II. Starting a New Job

- Understand all the basics of starting your new job in healthcare:
 - Decode your offer letter
 - Negotiate your salary, scheduling options, payroll
 - Learn how to make a decision if you get more than one offer



III. Making Your Employer Work for You

- Learn how your workplace's HR can support your career growth, including:
- How your job's policies and benefits can provide opportunities
- How you can take advantage of these opportunities
- How HR can help you mediate conflict and unfair situations



IV. Better Job Workshops

Searching for a Better Job

- Explore what exactly a good job means how a job can be a better job
- Learn how to get a better job, including how to search for a job while working
- Overcome the fears can get in the way of career advancement

Getting Your Next Job

- Learn how to translate the skills and experience you have gained in your first healthcare job into to getting your next job
- Write an effective resume for advancing your career
- Learn interview techniques that will help you stand out

Implementation

Challenges

- Training facilitators in new material
- Integrating both materials and over-arching advancement message into existing programming
- Getting people to come to the elective workshops

Solutions

- Dedicated staff training, detailed facilitators' guides
- Provide materials with advancement images to staff and participants (stickers, magnets, workbooks)
- Regular follow-up meetings with full staff
- Marketing/publicity plan and attendance incentives
- Provide childcare and transportation

Participants' Assessment

Participants' Assessments of Navigating the Road through Your New Career Workshop

Average Scores, 1=Strongly Disagree, 5=Strongly Agree (N=29)



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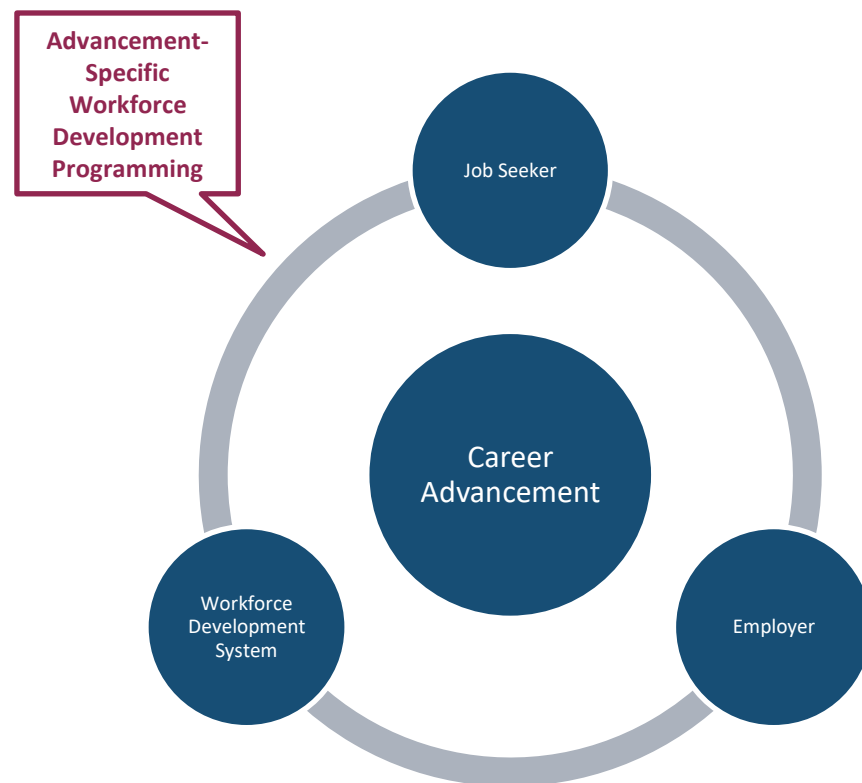
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Evaluation

- Survey of HPOG participants curriculum to detect differences in knowledge of and attitudes about advancement
 - Comparison group: pre-advancement curriculum rollout
 - Treatment group: those in advancement curriculum
- Results expected in December 2019

Conclusion

- Advancement past the entry level is critical to moving toward financial stability
- Workforce development can include knowledge and skills necessary to navigate the workplace and to advance along a career path



Thank You!

FOR MORE INFORMATION, CONTACT

- Sara Chaganti, PhD, schagant@brandeis.edu
- Nordia Savage, MSW, nsavage@workplace.org
- Sylvia Stewart, MPP, smadstewart@brandeis.edu

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2. Werner, A., Koralek, R., Roy, R., Schwartz, D., Collins, A., Loprest, P., & Stolte, A. (2016). *Descriptive implementation and outcome study report: National implementation evaluation of the Health Profession Opportunity Grants (HPOG) to serve TANF recipients and other low-income individuals*. (OPRE Report No. 2016-30). Washington, DC: Office of Planning, Research and Evaluation, Administration for Children and Families, US Department of Health and Human Services.
3. Loprest, P. & Sick, N. (2018). *Career prospects for certified nursing assistants: Insights for Training Programs and Policymakers from the Health Profession Opportunity Grants (HPOG) Program* (OPRE Report 2018-92). Retrieved from Office of Planning, Research, and Evaluation, Administration for Children and Families, US Department of Health and Human Services website: <https://www.acf.hhs.gov/opre/resource/career-prospects-certified-nursing-assistants-insights-training-programs-policymakers-hpog-program>