

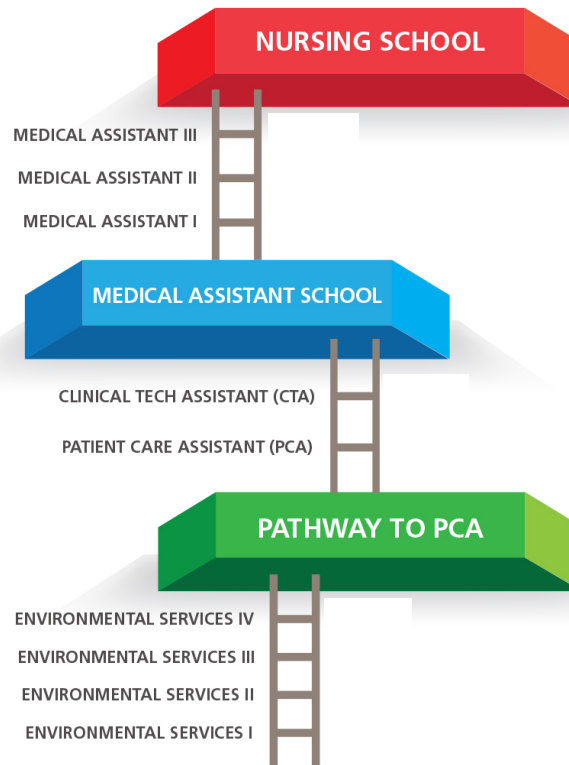


Step Up and Pathway

Investing in Frontline Workers

Get In and Move Up

Possible Career Ladder: Patient Care



STEP Up to PCA

UH and TE meet to determine number of people needed at each round of recruitment

Towards Employment provides job coach for first 6 months of employment

UH recruiter does final screen, hiring managers interview candidates and make hiring decisions

Towards Employment conducts pre-employment training, presents candidates to UH

Towards Employment screens /interviews applicants

Neighborhood Organization Info Meetings

Residents of Greater Univ. Circle

Outcomes

Step Up ES/NS

110 hires in 2 ½ years

Reduced screen (interview) to hire ratio for recruiters

1 year retention 80% compared with 66% general population in dept.

Pathway/Step Up to PCA

55 total hires

80% retention

UH Workforce Development Achievements

National:

- Training Magazine Top 125 Outstanding Training Initiative Award (2015)
- CareerSTAT Frontline Healthcare Worker Champion (2014)
- Chief Learning Officer Magazine Silver Award Collaboration 2013
- Recognized as Top Health System for Diversity by DiversityInc Magazine (2014 and 2013)



Regional/Local:

- Team NEO Plus Award: Workforce Development (2013 award recipient and finalist in 2014)
- Northcoast 99 Best Places to Work Special Award – Workplace and Community Impact (2013)

