

# Community-Based Job Training Grants

## *The Community College of Baltimore County*

**Grantee:** The Community College of Baltimore County

**Industry Focus:** Healthcare

**Key Partners:** Baltimore County Office of Employment and Training (BCOET), Quest Diagnostics, Johns Hopkins, Franklin Square Hospital Center, Good Samaritan Hospital, HCR Manor Care, Johns Hopkins, Maryland General Hospital, Mercy Medical Center, Mount Washington Pediatric Hospital, Sinai Hospital, St. Agnes Healthcare, Union Memorial Hospital, University of Maryland – Baltimore, Baltimore County Public Schools (BCPS), Baltimore City Public School System (BCPSS), Towson University (TU), and Baltimore County Government

**Grant Amount:** \$2,585,471

**Leveraged Amount:** \$1,059,000

**Location of Grant Activities:** Maryland

**Challenge:** Research on local demand has been conducted by the Baltimore Alliance for Careers in Health (BACH), a collaboration of employers, foundations, non-profits, educational institutions and government agencies dedicated exclusively to health workforce issues. BACH analyzed personnel needs of eight Baltimore hospitals and identified high turnover or vacancy rates in eight skill areas, three of which are targeted by this proposal. In FY 2004, relevant rates of turnover or vacancy for the eight employers were: lab technician, 37 percent; nursing assistant, 112 percent; and nurse extender, 170 percent.

**Addressing the Challenge:** The Community College of Baltimore County (CCBC) and its partners will develop career ladders in three high demand health practice areas: medical laboratory, dental, and nursing/patient care. The proposed project will accomplish three broad goals: 1) provide resources to complete each career lattice in a manner that will support long-term career growth by workers; 2) create processes and criteria for intra-institutional articulation linking non-credit training to credit education; and 3) encourage incumbent workers to advance their careers through formal recognition of their knowledge, skills and experience. By the conclusion of the project, students, including entry-level and incumbent workers will have access to career paths extending from high school through graduate studies, with multiple options to enter and exit at their own pace, through training offered free-of-charge courtesy of the requested grant funds. The partners will conduct outreach to the unemployed, incumbent workers, youth, and special populations.

### **Projected Outcomes:**

- Enroll 690 participants in non-credit programs and 160 participants in credit programs
- More than 400 trainees will earn credentials and 68 trainees will earn degrees
- Develop dental hygiene, nurse extender, clinical assistant, and Accelerated Associate to Master's Degree (AND-to-MS) program curricula
- Dental assistant curriculum will be updated
- Construct simulation, dental practice, and Medical Laboratory Technician labs

