
President's High Growth Job Training Initiative A System for Upgrading Incumbent Health Care Workers into High-Skill Jobs



Grant amount: \$3,000,000

Leveraged amount: \$3,900,000 in-kind from Johns Hopkins Health System

Grantee: Johns Hopkins Health System

Key partners: Baltimore City Community College; Community College of Baltimore County

Grant activities will take place in Baltimore, Maryland

Challenge

There is an immediate, severe shortage of skilled health care workers, and a wide range of evidence exists that the demand for these workers will increase while the number of individuals enrolled in accredited programs to receive training for the most critical skills is decreasing. If unaddressed, this problem will continue to threaten the availability and quality of health care in the United States.

Addressing the Challenge

Under its \$3,000,000 grant from ETA, Johns Hopkins Health System will develop and execute an Incumbent Worker Career Acceleration Program, which will be comprised of five components: 1) An initiative for addressing retention and growth of at-risk workers; 2) A GED and diploma preparation program; 3) An initiative for retraining of employees in declining jobs for emerging jobs; 4) A high-potential worker assessment and skills training program; and 5) An initiative to upgrade training of incumbent workers into critical skills shortage positions.

Projected Outcomes

Johns Hopkins projects an 80% success rate in employment retention for 100-150 employees participating in the Retention and Growth of At-Risk Workers initiative. It also expects to achieve a 70% retention rate among 50 incumbent workers receiving a GED or diploma through this initiative. In addition, of those 70% at least 50% are expected to go on to further skills training and higher-skilled positions. 75 of Johns Hopkins' workers will be assessed, counseled, and provided skills-based training for emerging new jobs. High-Potential Worker Assessment will result in an estimated 200-plus workers entering either remedial education or various skills-based training programs leading to the staffing of more critical skilled positions.

Sustainable Impact

Johns Hopkins is strongly committed to share all initiatives of its Incumbent Worker Career Acceleration Program with the health care industry and the public workforce system.



EMPLOYMENT AND TRAINING ADMINISTRATION
UNITED STATES DEPARTMENT OF LABOR

Health Care Industry Demonstration Grants