



Career Pathways Sector Strategy in Healthcare: A Strategy for Success

Cheryl Feldman
Director

District 1199C
**Training &
Upgrading
Fund**



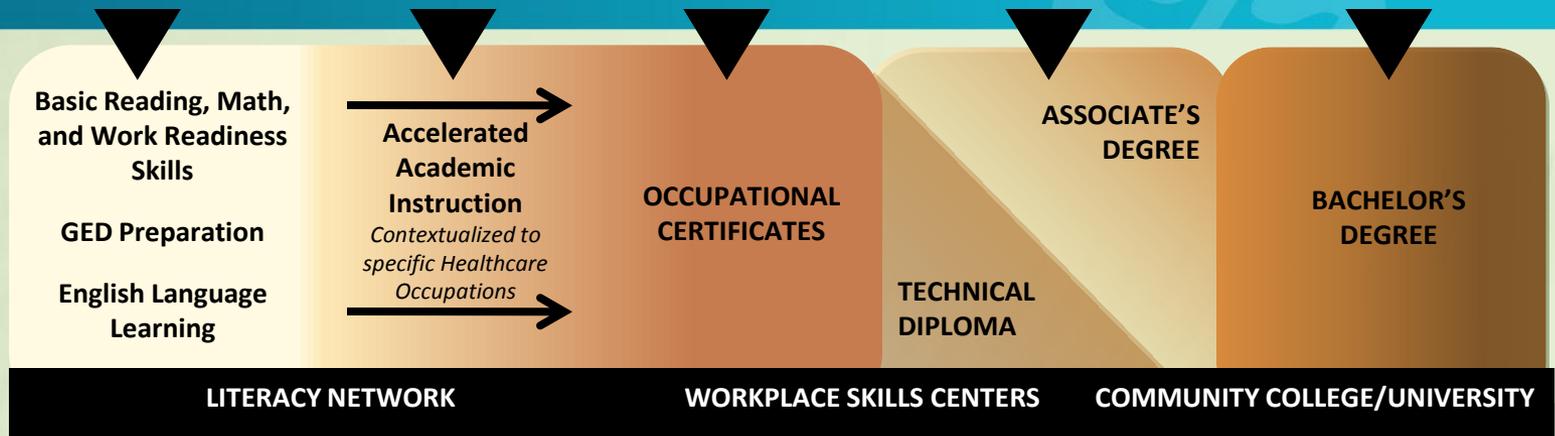
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- Sector-based initiative in healthcare
- Labor management partnership founded 1974
- 52 employer contributors and District 1199C, National Union of Hospital and Healthcare Employees, AFSCME
- Workforce intermediary and educational provider



Career Pathways Education Model

Workers and job seekers can enter the system at any point based on educational skill needs



Career Pathways	Semi-Skilled Position	First Level Certification	Mid-Level Certification	Professional Certification
Nursing <i>(Pathway Example)</i>	Home Health Aide	Nursing Assistant	Licensed Practical Nurse	RN/BSN
Allied Health <i>(Pathway Example)</i>	Restorative Aide	Physical Therapy Aide	Physical Therapy Assistant	Physical Therapist
Behavioral Health <i>(Pathway Example)</i>	Peer Support Specialist	Behavioral Health Tech	Counselor	Therapist
Health Information <i>(Pathway Example)</i>	Unit Clerk	Medical Billing Clerk	Medical Coder	Health Information Manager

Work Based Learning Model

- Competencies based on evidence based research
- Competencies linked to workplace skills and standardized across diverse work settings
- Curriculum is modularized and accelerated
- Integration of academic and occupational skills
- Competency based curriculum replaces seat time with on the job learning experiences
- Supervisors are engaged in course delivery and assessment
- Competency attainment is linked to college credits and career ladder advancement



Traditional Classroom Versus Work Based Learning

Original Behavioral Health Program	WBL Program (3 Modules)
Class Hours: 303	Seminar Hours: 72 -108
Clinical Hours: 72	Action Learning: 144-216
Total Hours: 375	Total Hours: 216-324
<i>21 College Credits</i>	<i>21 College Credits</i>



Contact Information

Cheryl Feldman

Executive Director

District 1199C Training & Upgrading Fund

www.1199ctraining.org

cfeldman@1199ctraining.org

(215) 568-2220

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