

COOK INLET TRIBAL COUNCIL

Creating Healthcare Career Pathways – It Starts with a Handshake

The Mission of CITC

“To work in partnership with Our People to develop opportunities that fulfill Our endless potential.”



Respect

Resiliency

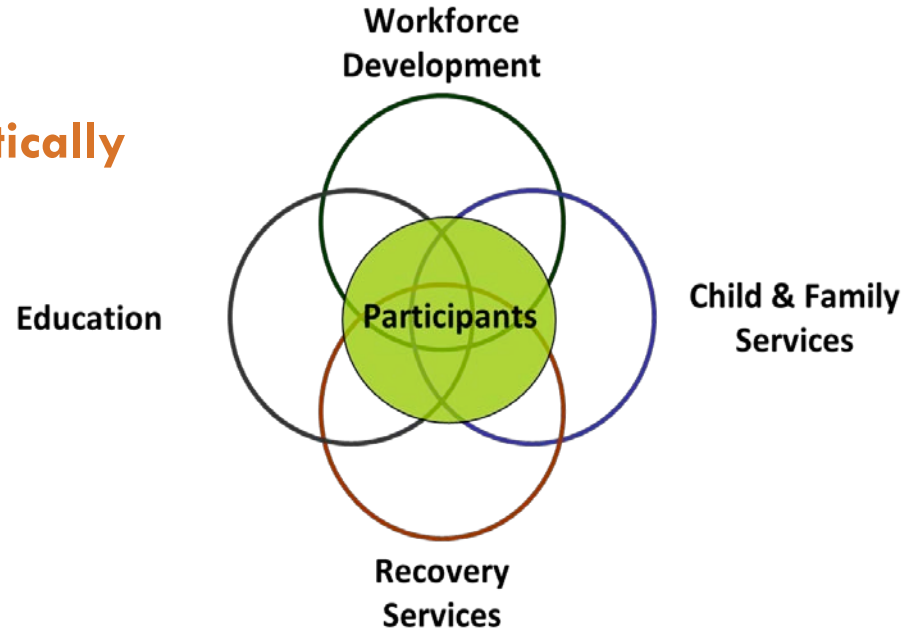
Accountability

Interdependency

Wraparound Services

Meeting Participant's Needs – Holistically

- Education
- Employment & Training
- Child & Family
- Recovery & Re-entry



HPOG Program in Brief

Health Profession Opportunity Grants (HPOG)

- Funded by Administration for Children & Families
- 32 HPOG grantees; five tribal
- Provides healthcare training & certifications to low-income individuals, leading to employment
- Supportive Services

Program Qualifications

- Alaska Native/American Indian preference (Tribal)
- 18-years-old
- Verified low-income
- Review of criminal background



Educational Pathways

Pathway Model

- Ideals behind the success of the pathway structure
- Example: **PCA** → **CNA** → **LPN** → **Nurse**

Pathway Challenges - Alaska

- Lack of available programs in our service area and broken pathways

CITC Healthcare Pathways

- PCA; CNA, Registered Nurse
- Dental Assistant
- Phlebotomy
- Substance Abuse Counselor
- Pharmacy Technician
- Medical Coding & Billing
- ETT/EMT 1-3
- Medical Assistant



CITC HPOG Challenges

Program Challenges

- Participant Employment Deficit
- Cumbersome Intake Process
- Lack of Program Retention
- Strained Third Party Relationships
- Lack of HPOG Knowledge - Internal & External
- New Staff and Staff Retention



Step in the Right Direction

Team Work Makes the Dream Work

- All Staff Participation – Virtual Learning Webinars
- Case Study Reviews
- Reached out to the Experts – OJT/Internships

Identified Key Employer Partner

- Employer Mapping Process
 - Alaska Native Tribal Health Consortium (ANTHC)
 - Alaska Native Medical Center (ANMC)



It Starts with a Handshake

Hit the Ground Running

- Introduction Call
- Meet with Key Hospital Staff
 - Accomplish more Face-to-Face
 - Re-establish & Cultivate Relationships

Laid Our Cards on the Table

- Multiple Program Managers & Staff
- Listened & Took Ownership of Concerns
- Established a Game Plan



The Game Plan

Go Right to the Source...

- Participant Completes Training
- Final Touches on Resume & Cover Letter
- Supportive Services & Interview Prep
- Participant Applies for Desired Position
- Bypass HR – Call Direct to Nurse Recruiter
- Nurse Recruiter Connects Participant w/Hiring Manager
- Application Pulled from HR
- Interview
- Hired Participant!
- Continued Follow-up



Credibility = Risks = Success

Credibility

- A Little Less Talk & A Lot More Action
 - Dedicated Staff Person to Focus on Employment
 - Credibility Achieved by Follow Through

Risks

- Credibility & Trust Enables Partners to Venture Outside of Their Comfort Zone
 - ANTHC/ANMC Created a New CNA Employment Structure

Success

- Increased HPOG Participants Who Obtained Employment – It is a Win-Win
 - Need Filled for Both HPOG & ANTHC/ANMC

Testing Employment Structure

New CNA Pathway Created

- ANTHC/ANMC Created Two New Paid Positions

Nursing Assistant, Student

- Paid Shadowing Opportunity
Entering or Currently in CNA Training

Nursing Assistant, Graduate

- Participant has Completed CNA Training
Waiting to take Certification Exam

CNA

- Earned CNA certification



Additional Strategies

Small Changes with Big Impact

- Career readiness focus
- Create advocates for our program
- Become affiliates with professional organizations
 - AKMGMA (Alaska Medical Group Management Assoc.)
 - Anchorage Chamber of Commerce
- Establish relationships, cultivate, outline, and repeat
- Find unique ways to partner (Alaska Military Youth Academy)

Breaking the Stigma

- Be an advocate for the population you serve
- Prep your employer partners and check-in



Thank You!

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