



Innovations in Creating Access To Careers in Healthcare

Five year \$15M Health Professions Opportunity Grant (HPOG), October 2015- Sept 2020

Office of Family Assistance, Administration for Children & Families,
US Department of Health and Human Services



Edmonds Community College

Everett Community College

Whatcom Community College

Skagit Valley College



What is I-CATCH?

Three fold purpose:



- **Provide Opportunity** for well paying career jobs in healthcare for TANF participants or other low income (< 200% federal poverty level) adults in Snohomish, Whatcom, Skagit and Island Counties, Washington
- **Fill positions** local healthcare industry job shortages
- **Study** what support and interventions work best to train individuals for an opportunity out of poverty

What is I-CATCH?

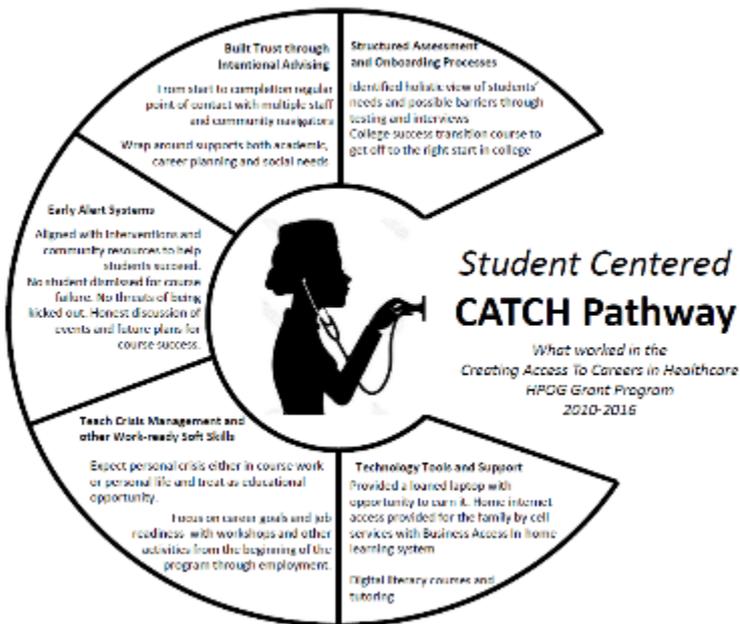
Regional Healthcare Training Partnership

- Community Colleges: Edmonds CC, Whatcom CC, Everett CC and Skagit Valley College
- Workforce Board: Workforce Snohomish (WorkSource)
- Campus WorkFirst Offices
- Service Agencies
- Healthcare Employers
- Community Service Organizations
- Regional WA Department of Social and Human Services



ICATCH STUDENT CENTERED APPROACH

- Structured Assessment and onboarding processes
- Build trust through intentional advising
- Wraparound Support Services
- Teach crisis management and other work-ready soft skills
- Technology Tools and Support
- Employment in Healthcare



Reducing Turnover– What Employees Really Want



Career

Community

Cause

Be the boss you wish you had!

Career

- Hire right
- First Day Orientation
- Build Trust
- Keep it Positive
- Be Flexible
- Foster Disagreement
- Value their impact

Community

Cause



Supervise by walking around—ask questions

Preventing Burnout

- Build Community
- Common Cause
- Celebrate Success
- Specific Praise
- Help their success
- Monitor caseloads



Staffing Gaps

- Keep Job Descriptions Current
- Succession Planning
- Cross Train
- Exit Interviews
- Create Transition Plan





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