



CareerSTAT

JOBS FOR THE FUTURE AND THE
NATIONAL FUND FOR WORKFORCE SOLUTIONS



LIFEBRIDGE HEALTH
BALTIMORE, MD | 8,055 EMPLOYEES

Photographs courtesy of LifeBridge Health

A SUCCESSFUL MODEL FOR FRONTLINE WORKFORCE INVESTMENT

As one of the largest and most comprehensive providers of health services to the people of the Northwest Baltimore region, LifeBridge Health advocates preventive services, wellness, and fitness services and programs to educate and support the communities it serves. LifeBridge Health has won acclaim as a Baltimore Regional Employer for its Workforce Development program. Its Workforce Development program was also a factor in winning the 2006, 2007, and 2008 Baltimore Best Place to Work Awards and making *Fortune's* 100 "Best Companies to Work For" list in 2010.

LifeBridge Health launched its Workforce Development program in 2007 with:

- > The School at Work® program
- > A pre-allied health bridge course

- > Patient Care Associate (PCA) job training program
- > Life-skills coaching for PCAs

Today LifeBridge Health's Workforce Development program is comprised of two pillars:

1. Life-skills coaching
2. Career and educational coaching with a focus on retention and advancement

Knowing that some frontline employees prefer to complete a skilled-trade program rather than a degree program, LifeBridge Health offers tuition assistance for both credit and noncredit programs.

LifeBridge Health offers a series of math courses modeled after college remedial classes for employees, allowing employees to learn and practice at their own pace before enrolling in college courses.

LifeBridge Health's career development services include

- > Career interest assessments
- > Resume writing
- > Mock interviewing

Life-skills services for employees include counseling, financial literacy, time management, and referral to transportation, housing, child care, and utility assistance.

2014 BY THE NUMBERS

- > **370** employees participated in a Workforce Development program
- > **208** enrolled in LifeBridge Health's on-site academic-readiness programs, and of these **185** received certificates of completion
- > **162** participated in LifeBridge Health's career coaching program
- > **62** employees sought college resources and **41** enrolled in a college program

LifeBridge Health's commitment to sustainability is impressive. In 2007 the majority of its Workforce Development program was grant funded. Currently all training and on-site education programs are funded completely by LifeBridge Health.

"Each program is supported by impressive success stories that indicate we are making a difference and helping individuals to reach their dreams." –Neil M. Meltzer, President and CEO, LifeBridge Health

The 2014 CareerSTAT Frontline Healthcare Worker Champions recognition program is generously funded by The Joyce Foundation.

FRONTLINE SUCCESS



Pamela McCormick started working at LifeBridge Health in 2001 in Sinai Hospital's laundry department, later enrolling in Sinai's first School at Work® (SAW) program. Through SAW, she not only improved her computer skills but was class of 2007 valedictorian. Later, she pursued certification as a pharmacy technician and was immediately hired in that role. She credits her participation in the SAW program and her coach for giving her the motivation and encouragement to advance at LifeBridge Health.



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