



VSP OF SINAI HOSPITAL: MULTIPLE PATHS TO HEALTHCARE CAREERS

SINAI HOSPITAL/VSP

Located in Baltimore, Maryland, Sinai Hospital is a 500-bed teaching hospital. VSP, a department of Sinai Hospital, has been providing vocational rehabilitation and employment opportunities to individuals with disabilities and economic need in greater Baltimore for 48 years. Its mission is to “maximize the employability of persons with significant barriers to employment through an array of workforce development programs.” Sinai Hospital was chosen as a Young Adult Employer Champion for its long-standing commitment to providing health care employment opportunities for young people in their community.

THE PROGRAMS

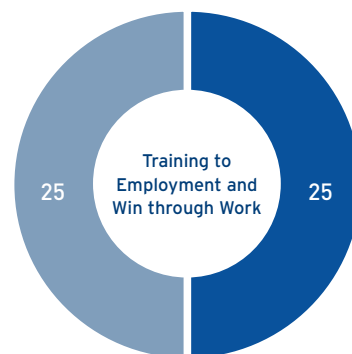
The client-centered services offered by VSP provide multiple career opportunities for young adults. VSP’s Healthcare Careers Alliance provides workforce development services to low-income, out-of-school youth living in Baltimore who possess a GED or high school

diploma, and an interest in entering the health care field. The program’s services include career assessment, job readiness and life skills training, paid internships, and assistance transitioning into permanent employment at LifeBridge Health or University of Maryland Medical Center, or entrance into postsecondary training.

Win through Work, VSP’s in-school transition program, helps 12th grade high school students with disabilities move successfully from school to work. Services include career exploration, paid job readiness training, and placement services, as students leave high school and enter the labor market or postsecondary education.

The Training to Employment in Baltimore Healthcare program, a 2012 to 2014 collaboration with Baltimore City Department of Social Services and the Family League of Baltimore, Inc., provided paid job readiness, skills training, and placement services to 65 youth in foster care ages 18-21. Services included career goal setting, job search, and life skills training, followed by a paid internship.

2015 PROGRAM PLACEMENTS



● Placed ● Not Placed

BENEFITS TO THE EMPLOYER AND COMMUNITY

VSP's long-standing organizational goal to provide quality employment for area residents—and their focus on serving Baltimore's youth—has positively impacted the students and trainees, Sinai Hospital, and the broader community. The primary benefit to the hospital is reduced recruitment costs, with some additional savings found by lower training costs and more rapid onboarding of former trainees. With Sinai Hospital located within a defined poverty area of Baltimore, it is critical to the overall well-being of the local community that young residents are able to access training that leads to employment and prospective future careers within the high-demand industry of healthcare. The on-the-job support provided to new employees by career coaches associated with the workforce development programs also appears to contribute to reduced turnover and better patient experiences.

WORKFORCE STATISTICS

- › Number of Employees: 4,750
- › Number of Young Adult Workers (18-28): 732

This brief was generously sponsored by:



THE ANNIE E. CASEY FOUNDATION

This research was funded by the Annie E. Casey Foundation. We thank them for their support but acknowledge that the findings and conclusions presented in this report are those of the author alone, and do not necessarily reflect the opinions of the Foundation.



TEL 617.728.4446 FAX 617.728.4857 info@jff.org
C/O Jobs for the Future
88 Broad Street, 8th Floor, Boston, MA 02110 (HQ)

WWW.NFWSOLUTIONS.ORG

FRONTLINE SUCCESS STORY

An 18-year-old single mother living in Baltimore, Diamond Wilson was homeless and facing limited options. A high school friend's family offered Diamond her home and referred her to VSP's Healthcare Careers Alliance program. In August 2011, Diamond was accepted into the program and began job readiness and occupational skills training with VSP in the Patient Transport department at Northwest Hospital. Following a successful eight weeks of training, Diamond was offered and accepted a permanent transporter position at Northwest Hospital.

In the spring of 2012, she met with VSP's career coach to discuss further career development opportunities, which led to her enrollment in the Stein Academy's Certified Nursing Assistant program. After Diamond received her certification, a Northwest Hospital psychiatry unit manager recognized her excellent work habits and offered her a nursing assistant position. Diamond now reports that she is extremely fulfilled and confident that she is "on the right career path." She is currently enrolled in Baltimore City Community College's registered nursing degree program, and is able to support herself and her son.



JOBS FOR THE FUTURE

TEL 617.728.4446 FAX 617.728.4857 info@jff.org
88 Broad Street, 8th Floor, Boston, MA 02110 (HQ)
122 C Street, NW, Suite 650, Washington, DC 20001
505 14th Street, Suite 900, Oakland, CA 94612

WWW.JFF.ORG