



Seattle Jobs
Initiative

GrowHire

Building a bridge between underserved communities and high quality jobs in the healthcare system that supports lifelong learning and path to career advancement.

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Seattle Jobs Initiative

- **Seattle Jobs Initiative (SJI) creates opportunities for people to support themselves and their families through living-wage careers.**
 - **Direct Participant Services**
 - **System Supports and Technical Assistance**



Why Business Driven Workforce Development Programs?

- The Perception Gap between Educators and Employers
 - A 2014 study found:
 - 96%** of academic officers feel “extremely confident” preparing students for success in the workforce
 - 11%** of employers feel students have the skills and competencies required for their businesses
- Economic climate: Rapid growth in technology, high-skill requirements, and mismatches between employer needs and worker skills
- ROI for business: less turnover, higher morale, skilled workers, productivity, and a healthy relationship with their community



Opportunities for Partnership

Some areas where CBO's can support businesses to succeed	Some solutions on which to form a partnership with businesses
Lack of qualified candidates for entry-level openings from local community	<ul style="list-style-type: none">• Stronger business connection to community and workforce partners to support outreach and job readiness.
Limited awareness of career pathways	<ul style="list-style-type: none">• Exposure to high-demand roles and pathways
Lack of qualified candidates for middle-skill positions—advancement requires skills and competencies	<ul style="list-style-type: none">• Connection to professional development opportunities and business commitment to strategies supporting internal advancement from entry-level
Inconsistent quality of candidates from community partners	<ul style="list-style-type: none">• Coordinated communication between workforce partners and business-specific curriculum to strengthen a culture of advancement and joy of practice.
Gaps in college readiness and job seeking skills	<ul style="list-style-type: none">• Basic Education that is contextualized within foundational skills training
Life barriers associated with low-income new hires	<ul style="list-style-type: none">• Navigation, mentorship, and wrap-around services

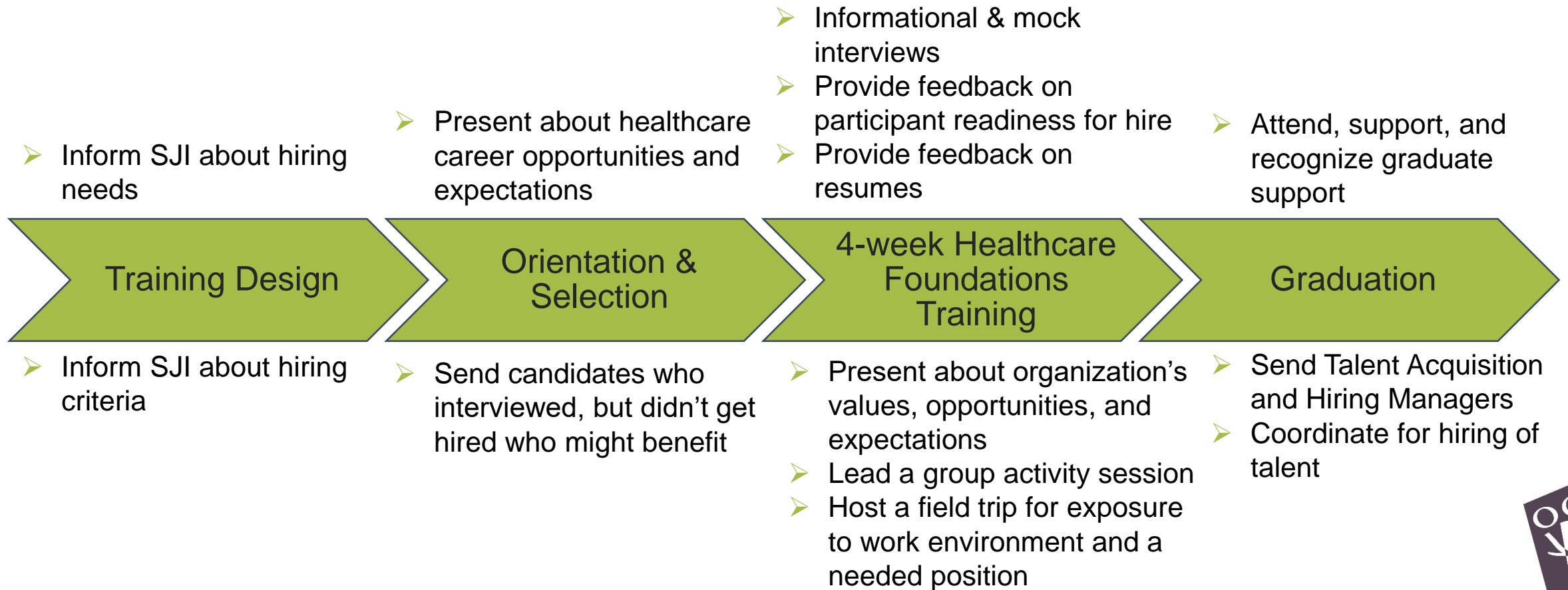


Healthcare Business Role

Entry-Level Training	Advancement (Upskill)
Get Executive Buy-in	Assist with application and selection of qualified internal candidates for projects
Identify a Business Project Lead and anticipate 25% of an FTE for role.	Input to support design of trainings/courses/projects
Assist with screening	Mentorship and career exposure
Identify and involve relevant partners.	Coordination with colleges, other trainers and other community partners for support
Engage Managers and Supervisors to support design, hiring and future mentoring.	Coordinate Internal Advancement Resources
Provide clarity on organizational culture and competencies for positions for design.	Market and Recruit Internally
Assist with facilities for training	
Market and recruit	
Coordinate with CBO lead on hiring and retention	



Ways for Healthcare Business Partners to engage in GrowHire



Community Partner and Colleges Roles

Entry-Level Training	Advancement (Upskill)
Liaise with other Community Partners and identify other services to support.	Advise business on education solutions to meet workforce needs.
Dedicate up to 1 FTE for role of Project Lead	Assist new workers to develop career plans
Coordinate resources for support with colleges and other community partners	Coordinate resources and support for further education
Coordinate recruitment, including outreach materials	Provide coaching and wrap around services
Coordinate assessment and enrollment	Mentor and provide career exposure
Engage with Managers and Supervisors to design training	Market and Recruit Internal candidates
Plan, design, develop project and provide project staffing	
Coordinate and hold graduation event	
Provide exit assessments and coordinate with Business Lead on hiring and retention	
Evaluate project and deliver CQI	
Help participants understand pathways, resources and education needed	



The path isn't getting shorter.

Business can play a part in long-term participant support.

Entry-Level Training

Competency-based curriculum,
Job skills, Career exposure,
Wrap-around support and
Engagement with Employer

Entry-level New Worker

Wrap-around support,
Supervisor and SJI
collaboration

First Step Upskill Program

Career Path Exposure,
Self-Reflection, Mentoring,
Professional Development,
Wrap-Around Support

Next Step Upskill

Education & training,
Apprenticeship, Career
next steps

Community members interested in starting a healthcare career are prepared and connected to Swedish entry-level positions (EVS, Nutrition & MSC)

Entry-level employees are supported to learn about Swedish career growth, exploring pathways and taking opportunities for professional development

Employees advance in career, Swedish meets need for higher skilled positions



Lessons Learned

PRIORITIZATION

- Executive sponsorship and recognition that the project is a priority enables the work to happen
- Get your Champions excited
- Research and understand your needs and which jobseekers are best for your organization and the positions you are supporting

PEOPLE

- Early input and participation from managers and stakeholders at multiple levels is key
- Each organization will need a point person to drive the work forward
- Consideration of who else needs to be looped in and communication strategies should happen continually
- Support Learning and Growth

PROCESS

- Cannot control the amount of openings, so collaboration with multiple providers is helpful
- Innovation requires time, patience, and the ability to navigate ambiguity—recognize this is part of the process
- Robust and coordinated outreach is essential if you want to be able to assess for participants who are most appropriate for project



Thank you!



Sources

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