



# Strengthening Working Families Initiative

## Health CareRx Academy

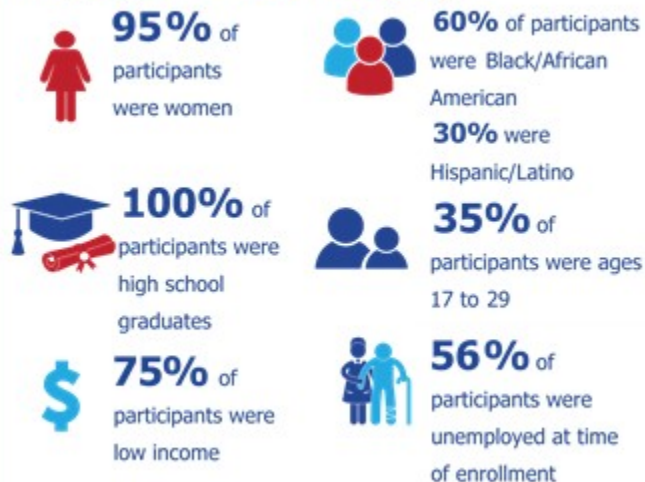
### The WorkPlace

The Health CareRx Academy's SWFI Program addresses education and training barriers for parents who are low to middle skilled by providing the training and supportive services they need to secure middle- or high-skilled jobs in the healthcare industry. The SWFI Childcare Concierge works closely with participants to determine their childcare needs in relation to their training requirements and commitments.



Health CareRx Academy staff ready to provide no-cost transportation to SWFI participants in their 12-passenger van.

### Our program served 755 people



### Integrated services to meet parent needs

#### Childcare

- Individualized childcare plan developed with the Childcare Concierge
- A directory of Connecticut childcare providers and information on the state subsidy program (Care 4 Kids) via the Health CareRx Academy website, [www.healthcareacademy.org/childcare/](http://www.healthcareacademy.org/childcare/)

#### Transportation to and from training

- Prepaid gas cards, bus or train passes
- No-cost transportation in the Health CareRx Academy's 12-passenger van

#### Job search and onboarding

- Cover letter and resume development
- Interview preparation
- Monthly job clubs featuring hiring managers from local healthcare employers
- Cost and fees associated with credentialing exams and licensure, required pre-employment medical and physical exams, and uniforms

### Building evidence



**489** participants received training



**431** participants completed training



**100%** of participants met with the childcare concierge



**25%** of participants received transportation assistance



**\$952,121** leveraged from other grants, including childcare benefits



**88%** of participants completing training found employment



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## Health CareRx Academy

### The WorkPlace

#### Looking ahead

The Health CareRx Academy will continue to alleviate the barriers that prevent or delay success as we help parents access training, pass certification exams, and secure employment in the healthcare field. From our SWFI participants, we have learned that inadequate childcare is one of the most significant barriers parents face in completing training and finding employment. In response, the Health CareRx Academy will add one full-time Resource Concierge position to help participants research and vet childcare options; access referrals for resources, including subsidized childcare programs; and offer strategies to help participants move from survival mode to self-sufficiency.

The opioid epidemic has led to increased demand for community health workers, support counselors, and drug and alcohol counselors. In response, the Health CareRx Academy will add occupational training around opioid addiction and mental health. Although not all of these positions require a degree, we will offer micro-credentialing options for participants who have already gone through training to supplement their skills to increase employer marketability.

#### Novi's SWFI story



Novi moved to Connecticut from Indonesia in May 2019. She worked as a business partner for an insurance agency in Indonesia but struggled to find a career in Connecticut. Novi attended an information session at the Health Career Academy with her 19-year-old daughter in August 2019. Novi was inspired by the opportunities presented to her and enrolled in the Health CareRx Academy in November 2019. Novi worked with her career counselor to create a training plan and immediately started her training to become a patient care technician (PCT). She received credentials as a phlebotomist and a PCT in March 2020 and became certified in CPR and AED through the American Red Cross. She completed the Contextualized Learning for the Human Anatomy class offered through Housatonic Community College in partnership with the Health CareRx Academy. Novi's hard work paid off, and in March 2020 found employment at Edgehill as a certified nursing assistant. Novi's ultimate career goal is to become a missionary nurse, and she plans to go back to school part time to become a registered nurse.

#### Key partners

- **Norma Stennett, owner of Scholastic Renaissance Childcare Center**, offered flexible hours and provided low-cost childcare services to several of our participants.
- **Brightview Senior Living** in Shelton, Connecticut, has hired SWFI participants for certified nursing assistant positions and recently, due to COVID-19 and the increased need for care, created a new job opportunity called a hospitality assistant.
- **Maria Hernandez of Housatonic Community College, Joanne Renwick of Norwalk Community College, and Anne De Palma of the Connecticut League for Nursing** provided occupational skills training and academic advising to SWFI participants and assisted in their career development.
- **Career Resources, Inc. (CRI)**, the operator of the American Job Center for the southwestern Connecticut region, was a SWFI partner and will continue to provide these services to the Health CareRx Academy. CRI hosts orientations and information sessions to provide information on careers in healthcare and training opportunities to visitors of its Career Centers. Additionally, CRI provides contracted services such as CASAS assessments and tutoring with Nancy Wilber for participants enrolling in training, and STRIVE services with Markus Cherry for participants requiring work readiness services.

