Career Pathways
Sector Strategy in Healthcare:
A Strategy for Success

Cheryl Feldman
Director
District 1199C
Training &
Upgrading
Fund
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• Sector-based initiative in healthcare
• Labor management partnership founded 1974
• 52 employer contributors and District 1199C, National Union of Hospital and Healthcare Employees, AFSCME
• Workforce intermediary and educational provider
**Career Pathways Education Model**

Workers and job seekers can enter the system at any point based on educational skill needs.

<table>
<thead>
<tr>
<th>Career Pathways</th>
<th>Semi-Skilled Position</th>
<th>First Level Certification</th>
<th>Mid-Level Certification</th>
<th>Professional Certification</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Nursing</strong> (Pathway Example)</td>
<td>Home Health Aide</td>
<td>Nursing Assistant</td>
<td>Licensed Practical Nurse</td>
<td>RN/BSN</td>
</tr>
<tr>
<td><strong>Allied Health</strong> (Pathway Example)</td>
<td>Restorative Aide</td>
<td>Physical Therapy Aide</td>
<td>Physical Therapy Assistant</td>
<td>Physical Therapist</td>
</tr>
<tr>
<td><strong>Behavioral Health</strong> (Pathway Example)</td>
<td>Peer Support Specialist</td>
<td>Behavioral Health Tech</td>
<td>Counselor</td>
<td>Therapist</td>
</tr>
<tr>
<td><strong>Health Information</strong> (Pathway Example)</td>
<td>Unit Clerk</td>
<td>Medical Billing Clerk</td>
<td>Medical Coder</td>
<td>Health Information Manager</td>
</tr>
</tbody>
</table>

Source: Adapted by District 1199C Training & Upgrading Fund using a model provided by the US Department of Education’s Office of Vocational and Adult Education (OVAE) and US Department of Labor (DOL)
Work Based Learning Model

- Competencies based on evidence based research
- Competencies linked to workplace skills and standardized across diverse work settings
- Curriculum is modularized and accelerated
- Integration of academic and occupational skills
- Competency based curriculum replaces seat time with on the job learning experiences
- Supervisors are engaged in course delivery and assessment
- Competency attainment is linked to college credits and career ladder advancement
Traditional Classroom Versus Work Based Learning

<table>
<thead>
<tr>
<th>Original Behavioral Health Program</th>
<th>WBL Program (3 Modules)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class Hours: 303</td>
<td>Seminar Hours: 72 -108</td>
</tr>
<tr>
<td>Clinical Hours: 72</td>
<td>Action Learning: 144-216</td>
</tr>
<tr>
<td>Total Hours: 375</td>
<td>Total Hours: 216-324</td>
</tr>
<tr>
<td>21 College Credits</td>
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</tr>
</tbody>
</table>
Cheryl Feldman  
Executive Director  
District 1199C Training & Upgrading Fund  
www.1199ctraining.org  

cfeldman@1199ctraining.org  
(215) 568-2220