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# President's High Growth Job Training Initiative

## *A System for Upgrading Incumbent Health Care Workers into High-Skill Jobs*



**Grant Amount:** \$3,000,000

**Grantee:** Johns Hopkins Health System

**Key Partners:** Baltimore City Community College; Community College of Baltimore County

**Leveraged Amount:** \$3,900,000 in cash from Johns Hopkins Health System

**Location of Grant Activities:** Baltimore, Maryland

**Challenge:** There is an immediate, severe shortage of skilled health care workers, and a wide range of evidence exists that the demand for these workers will increase while the number of individuals enrolled in accredited programs to receive training for the most critical skills is decreasing. If unaddressed, this problem will continue to threaten the availability and quality of health care in the United States.

**Addressing the Challenge:** Under its \$3,000,000 grant from ETA, Johns Hopkins Health System will develop and execute an Incumbent Worker Career Acceleration Program with five components: 1) an initiative for addressing retention and growth of at-risk workers; 2) a GED and diploma preparation program; 3) an initiative for retraining of employees in declining jobs for emerging jobs; 4) a high-potential worker assessment and skills training program; and 5) an initiative to upgrade training of incumbent workers into critical skills shortage positions.

**Projected Outcomes:**

- 75 participants to receive skills assessment, career counseling, and skills-based training;
- 200 incumbent workers to receive assessment and training leading to the staffing of more critical skilled positions.
- 80% retention rate for 100-150 employees participating in the Retention and Growth of At-Risk Workers initiative and 70% retention rate among 50 incumbent workers receiving a GED or diploma through the initiative; and
- 25 GED recipients expected to go on to further skills training and higher-skilled positions.

