

Program/Initiative Title: CareerONE Health Care Program  
WDA Name: Career Solutions

**Overview describing the innovative practice**

This summer 2018, we expanded our summer youth CareerONE employability skills program to include college credits in healthcare. This opportunity was offered to fourteen youth ages 16-17 years of age who were interested in a future career in health care. CareerONE Health Care offered three classes with college credit including Medical Terminology (1 college credit) and First Aid & CPR (1 college credit) through the St. Cloud Technical & Community College. The students learned about health care careers, performed community work projects, worked to earn a stipend and worked towards developing a job search portfolio. These youth meet a variety of at-risk criteria.

The CareerONE camp in general provides youth in Stearns and Benton counties work readiness skills training in a safe, nurturing and learning rich environment. The purpose of the summer program is to give at-risk youth a realistic and positive work readiness training experience and to keep youth from regressing academically during the summer months. Components include: teamwork, contextual academic enrichment, career exploration, work readiness skills, workplace safety, financial literacy, reflections and journaling, and work projects for community based organizations and agencies. Participating youth earn money while developing the job skills employers are looking for!

CareerONE participants need to meet at least one of the following at risk factors to be eligible for the program: Free Lunch, Foster Children, Involved in Juvenile Justice System, Foster Children, Potential Dropouts, Public Assistance Household, Parenting, Disability, Experienced homelessness or run away, English Language Learner, Chemically Dependent, Parent Chemically Dependent or Parent Dislocated Worker.

**Jobseeker impact (ie: benefits, outcomes for jobseekers)**

Benefits to CareerONE Health Care Program students at no cost:

- Earn free transferable college credits in a field of interest at St. Cloud Technical & Community College
  - Medical Terminology (1 college credit)
  - First Aid & CPR (1 college credit)
- Gain experience and exposure in the high demand and growing industry of healthcare
- Gain increased knowledge in a career pathway of their choice
- Work towards a career goal
- Make connections and network with the largest healthcare employer in our region
- Gain exposure to and mentoring from positive role model
- Learn the skills employers need
- Develop enhanced resume
- Gain professional interview experience and practice
- Perform community work projects to help the community
- Earn a stipend
- Work in a team setting
- Develop a job search portfolio to include the following certificates:
  - Employability skills
  - Money Smart
  - Safety
  - Master job application, resume and career plan
- Breakfast, lunch and snack, and work shirt provided

**Employer/Community impact (ie: benefits, outcomes for non-jobseekers)**

There is a shortage of health care workers in Central Minnesota. CareerONE Health Care generates interest in the younger generation and Central Minnesota's largest health care employer in our region has an opportunity to recruit future employment candidates. CentraCare and the St. Cloud Technical & Community College are seen as a community partners.

**Identification of those involved, including collaborators**

CentraCare: Dr. Ken Holmen, CEO, Dave Larson, Facilities Director, Lorraine Griffin-Johnson, Chief Human Resources Officer/Chief Diversity Officer, David Borgert, Director, Community & Government Relations, and the CentraCare Facilities Team

St. Cloud Technical & Community College (SCTCC): Tricia Simon and staff at SCTCC Customized Training and the SCTCC Facilities Team.

Career Solutions: Tammy Biery, Executive Director, Ileana Merten, Development Director, Lisa Brown, CareerONE Supervisor, Team Leaders and Jeni Pederson, Eligibility & Outreach Specialist

**Leveraging/alignment of outside resources**

Primary funding comes from the Minnesota Youth Program (MYP). Career Solutions also received funding from CentraCare and United Way of Central Minnesota.

**Ideas for replication/lessons learned**

One idea to explore would be to offer college credits in other local high demand industries.

The current partnerships with CareerONE anticipate seeing an expansion of the effort of having employers be involved with this program as employers are asked to expand their role and receive encouragement to collaborate to provide increased experiential learning opportunities and to commit financial support. Dr. Ken Holmen has built momentum by challenging other employers to support the program, expanding the number of youth served in our community. Career Solutions will be looking for ways that employers of any size can join in the program based on their needs, ability to provide learning experiences for students, and/or to financially support the program.