

## Project Synopsis Career Pathway

<b>Name of Organization</b>	Preferred Medical Partners, Randolph, MA	
<b>Name of Project</b>	The Preferred Career Ladder Program	
<b>Total Grant Amount Requested</b>	\$250,000.00	
<b>Total Match Amount</b>	\$255,897.00	
<b>Total Number of <u>Unduplicated</u> Participants the Project will serve</b>	Approximately 132	
<b>Total Number of Participants Receiving a Wage Increase</b>	Approximately 65	
<b>Average Hourly Wage Increase</b>	\$.50	
<b>Please list the name of each Career Pathway and the number of participants</b>	<b>Name of Career Pathway</b>	<b># of Successful Participants</b>
	ESOL/GED	72
	Homemaker	10
	Home Health Aide II	20
	Team Leader	10
	Career Coach	20
	Bridge to Nursing	20
<b>Please list expected # of successful outcomes for each Career Pathway</b>	<b>Name of Career Pathway</b>	<b># of Successful Participants</b>
	ESOL/GED	65
	Homemaker	8
	Home Health Aide II	18
	Team Leader	10
	Career Coach	15
<b>Please List Project Milestones</b>	<p>Direct care workers provide an estimated 70-80% of hands-on long term care received by Americans who are elderly or living with disabilities. This percentage as well as a 56% projected growth rate for direct care jobs into 2014, explains the need for a well trained, efficient and effective workforce. Providing ways to help the entry-level worker expand skill levels will help to satisfy that need, improve employee job satisfaction, and reduce turnover rates. Client/patient care will improve as a result of a well trained and more satisfied</p>	

	<p>worker. The industry-at-large needs these improvements in order to move toward closing the gap between those who need support services and those who are skilled enough to provide them.</p> <p>The goals of the Preferred Program are based on the needs of the company as well as those of the employees. By helping individuals to take advantage of opportunities afforded by the ECCLI grant, not only will we improve our employee retention rate, we will also become an, “Employer of choice.” Additionally, by improving the clinical and communication skills of PMPI’s employees, we will become a, “Provider of choice.”</p>
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**Employee Release Time: 50%**

**Partners:**

- Blue Hills Regional Technical School
- South Coast Training
- The Dianne DeVanna Center
- PHI
- Massasoit Community College
- South Coastal WIB

**Subcontractors: N/A**