

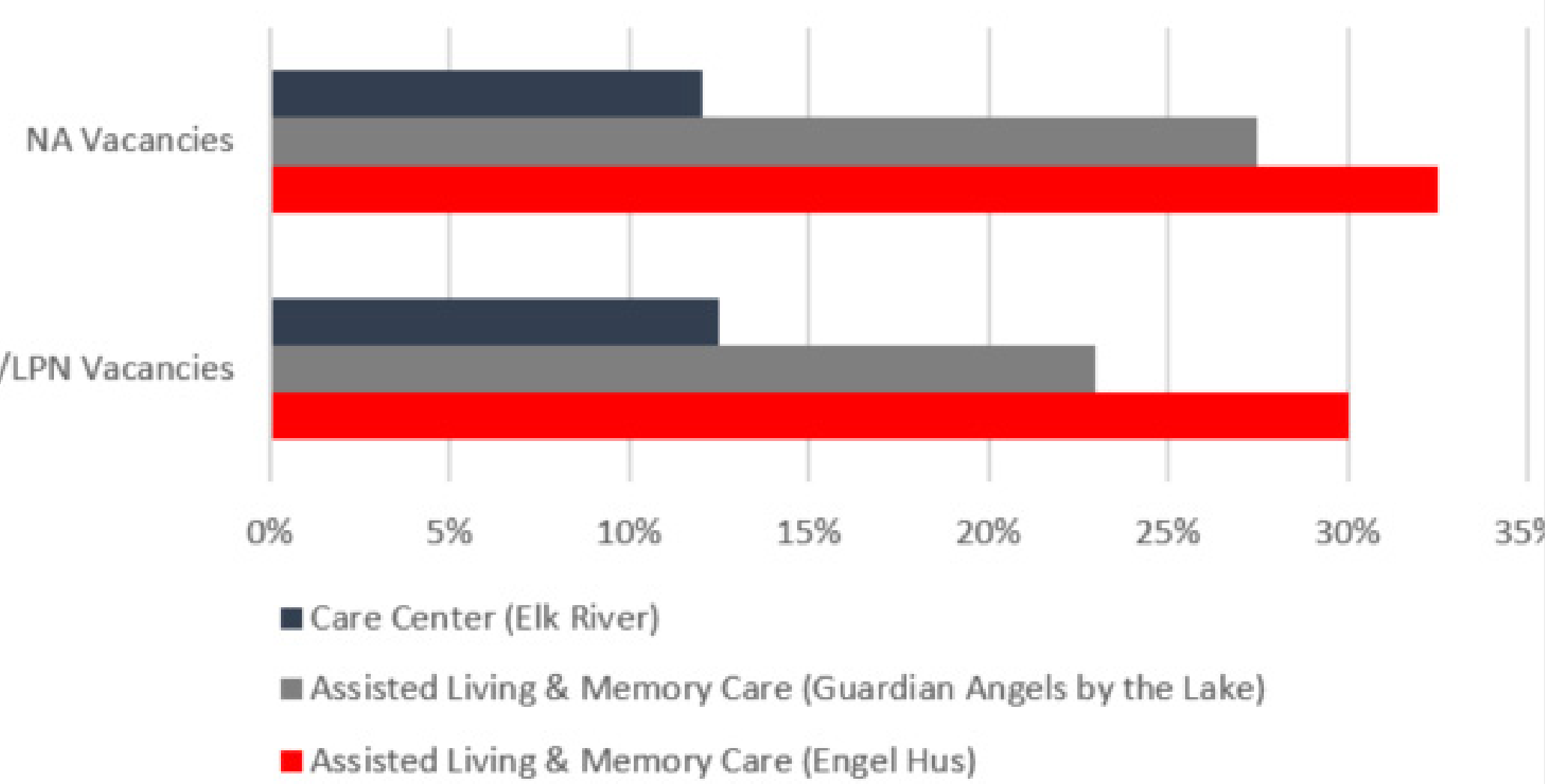


Expanding Outreach to High School Students

Project Goals

1. Class success: 90% pass rate on certification testing.
2. Onboarding success: 60% of students in course will be hired as Guardian Angels employees.
3. Career laddering success: 25% of students hired as nursing assistants use reduced tuition to pursue additional healthcare education.
4. Retention of students: 75% retained through high school graduation; 75% throughout post-secondary education

Position Vacancies



Project Description

Guardian Angels will expand and enhance the available workforce by offering on-site nursing assistant training to high school students of ISD 728 considering healthcare careers.

As these students are onboarded, Guardian Angels will provide facility-sponsored learning opportunities and career laddering to provide further career growth and development.

In pilot classes, about 50% of students completing the high school course were hired by Guardian Angels.

Progress Report

From July through November, 2017, we completed the following work:

- ISD 728 high school students (Elk River, Rogers and Zimmerman) enrolled in Nursing Assistant course.
- Past students featured as speakers at informational sessions.
- In process of meeting with other school districts to see if there is interest in pursuing a similar program.

Next Steps

- Hold information sessions for Spring course at high schools.
- Hire and onboard ISD 728 students from Fall course who are interested in employment.
- Develop student outreach program about career opportunities and tuition reimbursement for continuing education.
- Create Career Day onsite at Guardian Angels with educational institutions.

Project Team Members

Nicole Novotny, Director of Human Resources;
 Lynn Gerard, Director of QI, Education, and Risk Management