



Leadership Perspective

"We have a philosophy that Johns Hopkins is 'of the community' of East Baltimore. We need to do something about creating opportunities. It is in our best interest to take constructive steps to introduce the people of East Baltimore into the work force."

— Ronald R. Peterson, President
Johns Hopkins Health System

Our community feeder system is a systematic approach that supports the Institution's mission to recruit and retain a well-trained, qualified workforce, at all levels.

**The Human Resources
Office of Community
and Education Projects**
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Internal Programs
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External Programs
410-502-5963

Johns Hopkins Health System
Human Resources
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Phipps Building, Room 454
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An Avenue of Opportunity

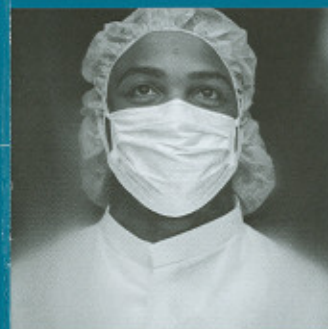
A Workforce
Development
Feeder System



The Office of Community
and Education Projects

Human Resources

Johns Hopkins Health System



JOHNS HOPKINS HEALTH SYSTEM

INTRODUCING...

The Human Resources Office of Community and Education Projects

The Johns Hopkins Hospital/Johns Hopkins Health System Office of Community and Education Projects (OCEP) offers dynamic educational and skills training programs to help hospital departments address the ever-growing concern of workforce shortages. Internal and external programs provide Hopkins with the human resources needed to do the job while empowering three populations: youth, incumbent workers and residents of the greater Baltimore communities, specifically East Baltimore.



Internal programs address the needs of incumbent workers who may be preparing for career advancement opportunities such as registered nurses training. Other programs offer a broad range of courses from medical terminology, computer basics, GED and college preparation to occupational skills training for positions in pharmacy, surgical and laboratory technology, along with nurse extenders, phlebotomists, medical coders and dietary managers.

External programs serve the needs of two audiences: adults residing in both the East Baltimore and greater Baltimore communities, and youth attending school in or around the city of Baltimore. Adults and youth learn and develop skills necessary to give them the edge for an increasingly competitive society.

Community Adults

Adults benefit from external programs that provide customized occupational skills training which prepares them for entry level positions at Johns Hopkins. Valuable life skills, such as attendance, punctuality, office etiquette, appearance standards and customer service are examples of skills offered as part of the preparation.



Youth

Johns Hopkins Health System is committed to developing our future workforce by exposing youth to careers in health care. Activities include mentoring, paid and non-paid internships, job shadowing, lectures, college and career fairs and tours of the Johns Hopkins facilities.

OCEP creates a win-win situation for the Institution and the community it serves by:

- partnering with community schools to encourage youth to choose health care as a career and provide them with development opportunities,
- establishing relationships with local city agencies and community-based organizations to create a channel for community residents to enter the health care arena,
- developing affiliations with community colleges to provide training for our occupational skills programs,

As a result, there is a heightened Institutional awareness that a component of critical human resource needs can and should be met by using new talent from the community.