

## FHEO PROGRAM – FREQUENTLY ASKED QUESTIONS

### **Where can I learn more information about the Flint Healthcare Opportunities (FHEO) Program?**

Information sessions are held the first and third Monday of every month at 9:30 a.m. or 2:00 p.m. at GST MiWorks 711 Saginaw St # 300, Flint, MI 48503. Or call 810-232-2228 to speak with a Career Advisor.

### **How do I know if the Flint Healthcare Employment Opportunities (FHEO) Program can help me?**

The FHEO Program offers the following training pathways:

1. FHEO Entry-Level Training: For adults with minimal or no previous healthcare training, including the unemployed, underemployed, and out-of-school youth (ages 18-24).\*
2. FHEO Dislocated Worker Training: For adults classified as “dislocated workers.” These are individuals who have been terminated, laid off, or displaced from their previous employment or industry as a result of general economic factors in the community. Displaced homemakers who are no longer supported by a spouse are also classified as a “dislocated worker” and are eligible for training. (Note: Designation as a dislocated worker is provided by your local Michigan Works! Agency.)
3. Employer Sponsored Referral Pathway: For underemployed residents working in part-time or casual positions in community healthcare settings that have been identified by their employer as having the potential for placement into a credentialed position of higher wage (and employer need) if healthcare training is completed.\*

### Work-Based Training Pathways

Subsidized Employment Experience for Out of School Youth\*: For residents' ages 18-24 who enter via the FHEO Program's Entry-Level Training Pathway and are classified as WIOA Out-of-School Youth eligible, a subsidized employment experience is an added opportunity to support local youth with achieving a positive healthcare career pathway.

On-the-Job Training\*: Training by an employer in a health care setting that occurs while the participant is hired and engaged in productive work which provides knowledge and skills essential to the full and adequate performance of the job. On-the-job training is not subsidized employment for low-skill occupations; it is meant to be conducted in the highest skill occupation appropriate for the eligible participant that has been hired by an employer with an on-the-job training plan developed and approved. The FHEO Program works with employers to develop on-the-job training plans that align with a participant's Individual Service Strategy (ISS); reimbursement is provided to employers to pay for a portion of the extraordinary costs associated with training the participant on the job.

FHEO Career Ladder Training Program\*: For individuals currently employed in the healthcare field who have been provided an opportunity by their current employer to “move up the career ladder” following their successful completion of the training in the career path of opportunity.

**What employment opportunities might be available to me if I complete the FHEO Program?**

The FHEO Program supports training for a number of high demand, high growth healthcare careers. These include entry-level and mid-skill level careers such as: Certified Nursing Assistant, Health Unit Coordinator, Medical Assistant, Medical Biller, Pharmacy Technician, Dental Assistant, and other in-demand healthcare careers.\*

**When can I start training?**

Upon completion of the acceptance process an individual can start training as soon as the training is available through the educational partners of the FHEO Program.

**Can I receive more than one training?**

Through the FHEO Program Entry-level pathway an individual is only eligible for one paid training. At some point if a past graduate of the FHEO Program would like to continue their education they may be eligible for the Career Ladder Pathway. Subject to funding availability.

**Can I still apply if I have a criminal background?**

Criminal backgrounds are handled on a case by case bases. Each situation is different please give our office a call and explain your situation to a Career Advisor to determine eligibility.

\*Training opportunities based on funding availability