Building Careers and
COMMUNITY

Tiara LeMon (left) and Ciara LeMon (right), high school students participating in UM BWMC's externship program.

UNIVERSITY OF MARYLAND BALTIMORE WASHINGTON MEDICAL CENTER (UM BWMC) IS CONTINUALLY CREATING NEW CAREER PATHWAYS THAT BRING THE MEDICAL CENTER AND NEIGHBORHOODS CLOSER TOGETHER.

UM BWMC IS dedicated to providing the best medical care. To do that, great team members are needed, and the best place to find them is in our local communities.

"Serving the community means providing the best health care available," said Grant Dopheide, volunteer services and patient-family advisory manager at UM BWMC. "It also means supporting the community by providing great jobs and career paths."

REACHING OUT TO SCHOOLS

UM BWMC works with Anne Arundel County Public Schools (AACPS) to create health care internships and career pathways for students, starting in high school. In addition to participating in mock interviews and job fairs at AACPS high schools, UM BWMC works with the Academy of Health Professions at the Center of Applied Technology North (CAT North) and the BioMedical and Allied Health (BMAH) Magnet Program at Glen Burnie High School.

"We started an externship last August working in hospital registration," said Ciara LeMon, 18, a senior at CAT North who works at UM BWMC with her twin sister, Tiara. "I realize there are so many health care jobs that I could do after graduation."

"This experience confirmed that I want to be a doctor," Tiara said. "Before, I had doubts about being in the hospital, but now I can see myself working in the emergency room. Without this opportunity, I wouldn't have seen that." Tiara also attends CAT North.

UM BWMC also hires students from the BMAH program. When the students finish their programs and graduate, UM BWMC looks to place them in their desired career pathway and support their journey towards earning college degrees.

CREATING THE NEXT GENERATION OF NURSES

UM BWMC has partnered with Anne Arundel Community College and Anne Arundel Workforce Development Corporation to build a pathway for patient care assistants and technicians at UM BWMC who are seeking to advance their careers by becoming licensed practical nurses (LPNs). This program provides an opportunity for team members to earn their LPN certification at little to no cost.

"UM BWMC is dedicated to supporting the career growth of these team members," said Grant Dopheide, volunteer services and patient-family advisory manager at UM BWMC. "Nursing students can have an immersive experience to develop clinical skills and ensure competency and growth."

Applications are undergoing final evaluation for inclusion in the first cohort and coursework will start early this year. A second cohort is also being created for team members who still have LPN prerequisites to complete. .

Learn more about career development initiatives at UM BWMC at **umbwmc.org/career-development**.

Want to join the UM BWMC team? Find job openings at **umbwmc.org/jobs**.