

A woman with long braids, wearing a purple cap and a purple t-shirt, is smiling and looking down at a clipboard she is holding. In the background, a man in a purple t-shirt is working with a cardboard box. The setting appears to be a warehouse or a storage area with shelves and clothing racks.

UPMC Health Plan's Pathways to Work Program

UPMC Insurance Services Division

The program creates and scales new partnerships and programs and connects individuals who are out of work, underemployed or have barriers to work to employment opportunities at UPMC. Our aim is to increase access to employment through training, education, and dedicated support from UPMC staff.

Tenants of Employment & Workforce



Opportunity

Most non-disabled adult with Medicaid (62%+) already work. Those not working are often enrolled in school or caregiving for family members.

Vision

5 Person Pathways to Work Recruitment team built to help community find training opportunities and jobs at UPMC – pathwaystowork@upmc.edu

Focus on un(der)employed individuals, families and people with barriers to work

Why?

Our mission and hiring needs and overall support of our western PA communities and those across the Commonwealth,.

We have jobs at UPMC with career pathways, education supports and sustainable wages.

Meeting people where they are, using two pillars



Job Navigation

~200 Hires of ACTIVE UPMCFY Medicaid/TANF per month statewide (60% in Pittsburgh)

200+ individuals currently active in pipeline

20+ applications submitted per week

20+ new inquiries per day



Training Programs/Partners

5 Freedom House Cohorts 1/2021 – 7/2022

10 Workforce Investment Board referral and training partnerships

30+ community partnerships for job fairs and referral pipelines

\$1million+ in federal/state dollars into our communities



Freedom House 2.0 is a community-based training program – based on 1960s model – to recruit, train and employ first responders from economically disadvantaged communities, many of which have been impacted by COVID-19.

Future – Maintenance and Radiology apprenticeships given ARPA focus, Pathways for Students and Pathways for Veterans