

Healthcare Ladder:

Steps to Career Growth

Empowering Charlotte residents to climb the healthcare career ladder—from entry-level certification to advanced credentials.



Step 1: Choose Your Starting Point

We offer nine in-demand healthcare certifications, each designed to prepare participants for immediate employment and future growth:

- CNA I & CNA II – Foundation for patient care and nursing pathways
- Phlebotomy Technician – Essential skills for clinical and laboratory settings
- EKG Technician – Monitoring and diagnostic preparation
- Medication Aide – Expands CNA skillset to medication administration
- Certified Medical Assistant – Combines administrative and clinical expertise
- CPR Certification – A critical credential for all healthcare roles
- Dental Assistant – Supports oral healthcare professionals in clinical practice
- Medical Billing & Coding – Behind-the-scenes healthcare administration



Step 4: Thrive With Support

We remove barriers that prevent success by providing essential wraparound supports:

- Transportation Assistance
- Food Support
- Childcare Resources
- Work Uniforms & Start-Up Supplies
- Community Referrals for Stability

Because no one should have to choose between training and survival.



Step 2: Build Your Experience

Our Success Coaches help each participant map out a personalized career plan — connecting training, experience, and advancement opportunities. Many participants begin with CNA or Phlebotomy, then progress into more specialized or higher-paying fields such as Medication Aide or Medical Assistant.



Step 3: Advance Through Partnerships

We partner with trusted training providers to open doors to advanced credentials and college pathways: Chosen Healthcare | American Academy of Health | Umanah Healthcare Institute | Serenity Nurse Aide Academy and Nursing Services | CPCC | Dental Assistant Academy of NC | NC Dental U - Charlotte. These partnerships provide access to next-level education, degree programs, and continuing professional development.



Step 5: Connect & Celebrate

We host quarterly community healthcare events to:

- ✓ Showcase career pathways and success stories
- ✓ Connect participants with employers and training partners
- ✓ Inspire new students to take their first step into healthcare