

Want to become a Patient Care Technician?

Beth Israel Lahey Health
Beth Israel Deaconess
Medical Center

Beth Israel Deaconess Medical Center (BIDMC) is seeking Certified Nursing Assistants, Home Health Aides and direct patient care workers to become Patient Care Technicians (PCTs).

BIDMC is offering a program to hire experienced and new graduate direct care workers, train them in the acute care skills needed to be a successful Patient Care Technician (PCT) and place them in full-time jobs on inpatient floors.

Patient Care Technicians work closely with nursing teams to support patients in many ways, from taking their blood pressure to helping a doctor with a physical exam. They observe and report on patients' conditions, check vital signs and assist patients with many tasks that they cannot do for themselves. Nurses and doctors rely on PCTs to ensure a safe and quality experience for patients.



PCTs at BIDMC work a rotating schedule that alternate between day, night, and evening shifts every two weeks. For example, a PCT may work two weeks on day shift and two weeks on night shift or two weeks on evening shift and two weeks on night shift. PCTs also work every other weekend and must be available to work some holidays.

Benefits of becoming a PCT

- A competitive benefits package including subsidized public transportation, health care, dental and retirement benefits
- Shift differential and overtime opportunities
- Full-time schedule
- Access to our nationally recognized career development resources, including free on-site college classes, career and academic advising, pipeline programs into other hospital opportunities, scholarships and tuition reimbursement
- Becoming part of a high performing team that prides itself on excellent patient care

Who is Eligible?

Eligible applicants must:

- Have a high school diploma or GED
- Be a recent graduate of a certified nursing assistant, home health aide or medical assisting program or have direct patient care experience
- Be available to work rotating shifts that alternate between day, night, and evening shifts every two weeks, and be available to work every other weekend and some holidays
- Enjoy challenges and being a part of a team
- Have compassion and empathy for others
- Enjoy interacting with patients and families
- Be highly motivated and set high standards for self
- Possess excellent customer service, computer navigation and communication skills
- Have strong attention to detail

- Have computer access for remote interviewing (usually through Zoom)
- Have the physical ability to lift, transfer and turn patients

How are participants selected?

Applicants will be asked to fill out an application and take in-person assessments of reading, math and computer skills and attention to detail. Applicants will then be informed if they will be moved forward in the selection process, which consists of a written essay, submission of references and panel Zoom interview.

PCT Training Curriculum

BIDMC's Patient Care Services department has developed a curriculum to teach acute care skills to graduates of direct care programs and individuals with direct care experience. The curriculum is taught by BIDMC staff over three weeks. Participants must be available for the 3 week in-person training from January 10 - 28, 2022. Full-time PCT shifts will start immediately following the training.

Week 1 & 2 (20 hours each week):

- Classroom and skills training will occur in-person in a classroom setting at BIDMC from 3-7 p.m.

Week 3 (40 hours):

- Participants will work full time, 7 a.m. - 3:30 p.m.
- Participants will receive hands-on training on an inpatient floor
- After completing three weeks of training, participants will be assigned to a unit for further training

Hongfang Li

BIDMC Patient Care Technician

What do you like about being a Patient Care Technician?

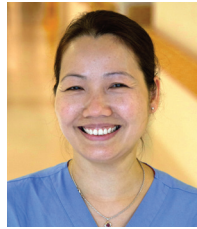
I love my job and I am proud of being part of BIDMC's team. Helping and caring for patients is valuable and meaningful work. It makes me very happy to see my patients receive great care and improve their health. Being a Patient Care Technician is a wonderful opportunity to provide direct care to all types of patients. I also like that I learn about different cultures from my patients and coworkers.

What qualities do you feel are important in being a successful Patient Care Technician?

I believe that caring, compassion, respect and kindness are essential qualities to be a successful Patient Care Technician. It is critical to observe, communicate and listen to patients. The patients help us understand what their needs are. It is very important to have empathy for all patients.

What do you like about working at BIDMC?

BIDMC is a great employer. The medical center offers a lot of opportunities for development, growth and continuing education. I am always learning new skills from my colleagues and I know with their support I can reach my professional goals.



Frewoine Dessu

BIDMC Patient Care Technician

What do you like about being a Patient Care Technician?

I have been a Patient Care Technician at BIDMC for 12 years. I love my job and really enjoy taking care of patients. I became a Patient Care Technician because I enjoy helping others. I also like talking with the patients and their families. It makes me feel good knowing that I can help a patient feel more comfortable during their stay in the hospital.

What qualities do you feel are important in being a successful Patient Care Technician?

To be a successful Patient Care Technician, you should like to work with patients who can be very sick and in need of your help. Patient Care Technicians must be team players because we work with doctors, nurses and other staff. It is important to have good listening and communication skills and be able to get along with all types of people.

What do you like about working at BIDMC?

I really enjoy working at BIDMC. Each day is a new experience for me. I have learned a lot from working on a very busy patient floor.

BIDMC has the best staff. I enjoy working closely with the nurses and other Patient Care Technicians. At the end of the day, I feel great because I know that I was a big help to my patients and coworkers.



How do I apply?

- Apply online at jobs.bidmc.org starting on **Oct. 8**
- In the "Search Our Jobs" keyword field, type in **41647BR**. Then click the **magnifying glass icon** to search
- Next, click on the **"Patient Care Technician Trainee"** link to apply
- The deadline to submit an application is **Nov. 8**

Important Dates

- Assessments will be held in **Nov. 2021**
- Offers will be made to selected participants in **Dec. 2021**
- Selected applicants will start **Mon, Jan. 10, 2021**

For more information:

For more information on this program, or to apply, please contact Emily Sloat at esloat@bidmc.harvard.edu.

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