



# PPSAT Tier Program

We welcome you to expand your skills and stay with us awhile. Transitioning through our Tier Program is easy and rewarding!

## Our Tier Program is divided into two tracks:

### Single Program

Applies to HCAs that work at the following sites:

- Durham
- Greensboro
- Raleigh
- Vienna

### Dual Program

Applies to Float HCAs and the following sites:

- Asheville
- Chapel Hill
- Charleston
- Charlotte
- Columbia
- Charlottesville
- Fayetteville
- Roanoke
- Wilmington
- Winston Salem

### NEW HIRE

All HCAs enter the Tier Program at \$18/hour

### TIER ONE

Minimum 6 weeks tenure  
Signed off in one skill  
\$0.50 increase to hourly rate

### TIER TWO

Minimum 6 months tenure  
Signed off in two skills  
\$0.50 increase to hourly rate

### TIER THREE

Minimum 12 months tenure  
Signed off in four skills  
\$0.50 increase to hourly rate  
\*Dual Program Track only

## Positions with additional advancement opportunities include:

- Health Center Coordinator
- Front Desk Specialist
- Flow Facilitator
- Ultrasound Technician



Apply at [ppsatcareers.org](https://ppsatcareers.org)

Or by scanning the QR code:



# Ideal Candidate Profile

**Position:** Health Care Assistant (HCA)

**Job Purpose:** HCAs perform routine admin and patient care support duties, assists medical staff in the examination and treatment of patients, and ensures the clinic runs smoothly

**Objectives:**

- Provide non-judgmental health care services while protecting the patient's right to privacy.
- Advocate for the rights of all patients and their access to comprehensive health care.
- Foster an inclusive culture of healthy sexuality through educational programs.
- Work to meet the needs of diverse communities and the underserved.

**Skills:**

- Patient Centered Care - Practice caring for patients in ways that are meaningful and valuable to the patient. Listening to, informing, and involving patients in their care.
- Customer Service - Supporting and advocating for PPSAT patients. Strives to meet patient's expectations and to foster lasting relationships.
- Strong communicator - Good verbal and written communication skills. Practices active listening and asks questions to gather information and build trust. Speaks clearly and with clarity so that the patient understands what is being communicated. Active communication with team.
- Basic computer literacy - Comfortable with use of basic technology and computer programs for accurate data-entry.

**About You:**

You are mission-driven and demonstrate passion and commitment to PPSAT's mission in all aspects of your work. You are a non-judgmental, team player who is passionate about work, takes initiative, and puts the team above your own interests. You value learning and recognize that when mistakes happen, receiving and providing feedback is the pathway to success. You are resilient and channel your passion for our mission in productive ways that tend to our patients and our team, even in the face of adversity.

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