WHERE ARE YOU?

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MEET OUR FACILITATORS

Virginia Hamilton
Regional Administrator, Region 6, San Francisco
Employment & Training Administration
U.S. Department of Labor

Tom Hooper
Senior Director, Regional and Sector Strategies
Jobs for the Future
MEET OUR PRESENTERS

Peta-Gaye Porter
Manager of Healthcare Workforce Initiatives
Regional Employment Board of Hampden County, Inc.

Shawna Trager
Executive Director
New York Alliance for Careers in Healthcare
Help attendees identify some key steps for developing workforce solutions to address the needs of employers in sector partnerships

Learn from approaches for developing solutions used by two experienced healthcare workforce intermediaries

Get practical, field-level ideas for developing solutions in sector partnerships
Let’s say that implementing a regional sector partnership is like being a Hollywood actor – are you Clint, Sandra, or Dakota?

- Clint Eastwood/Meryl Streep: A lot of experience
- Matt Damon/Sandra Bullock: Some experience
- Taylor Kitsch/Dakota Fanning: Just getting started
AGENDA

- Summary of the opening session of the VBEA and employer workforce challenges
- Presentations from two experienced healthcare intermediaries
- Audience questions on approaches for developing workforce solutions in sector partnerships
A sector strategy is a partnership of **multiple employers** within a **critical industry** that brings together education, economic development, workforce systems, and community organizations to identify and collaboratively meet the **workforce needs** of that industry within a **regional labor market**.
Building a Better Workforce

STRATEGIC PRIORITY 1
Be the leading source of regional labor market information and innovative ideas for advancing workforce development

STRATEGIC PRIORITY 2
Improve education and employability skills of adults for quality careers

STRATEGIC PRIORITY 3
Develop 21st century youth education and employability skills for quality careers

STRATEGIC PRIORITY 4
Be the leading advocate, planner and convener to promote and fund regional workforce development

www.rebhc.org
Building a Skilled Healthcare Workforce to Deliver Quality Care

The Partnership responds to the workforce needs of employers and ensures that workers have access to the education and training needed to prepare them for lifelong careers in the rapidly changing healthcare industry.
**Sector Partnership Partners and Meetings Schedule**

**Employers**
- Baystate Health, Berkshire Health Systems, Caring Health Center, Commonwealth Care Alliance, Cooley Dickinson Hospital, Genesis/Heritage Hall, Holyoke Health Center, Holyoke Medical Center, Loomis Communities, Shriners Hospitals for Children, Sisters of Providence Health System, Wingate of Hadley

**Education**
- American International College, Bay Path University, Chicopee Comprehensive High School, College of Our Lady of the Elms, Holyoke Community College, Greenfield Community College, Pioneer Valley Area Health Ed. Center, Springfield College, Springfield Technical Comm. College, Westfield State University, Western New England University, University of Massachusetts Amherst

**Workforce Development**

**Philanthropy**
- Irene E. & George A. Davis Foundation, Massachusetts Senior Care Foundation, Bank of America Foundation, United Way of Pioneer Valley

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### Healthcare Workforce Partnership Meetings Schedule

**September – December 2016**

<table>
<thead>
<tr>
<th>DATE</th>
<th>GROUP</th>
<th>LOCATION</th>
<th>TIME</th>
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</thead>
<tbody>
<tr>
<td>Thursday, September 15&lt;sup&gt;th&lt;/sup&gt;</td>
<td>Western MA Nursing Collaborative</td>
<td>Springfield, Regional Employment Board-EDC Conference Room</td>
<td>09:00 AM - 11:00 AM</td>
</tr>
<tr>
<td><strong>October</strong></td>
<td></td>
<td></td>
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<tr>
<td>Thursday, October 20&lt;sup&gt;th&lt;/sup&gt;</td>
<td>Western MA Nursing Collaborative</td>
<td>Springfield, Regional Employment Board-EDC Conference Room</td>
<td>09:00 AM - 11:00 AM</td>
</tr>
<tr>
<td>Wednesday, October 26</td>
<td>Advisory Board</td>
<td>Springfield, Regional Employment Board-TD Bank Room</td>
<td>08:00 AM - 9:30 AM</td>
</tr>
<tr>
<td>Friday, October 28&lt;sup&gt;th&lt;/sup&gt;</td>
<td>Allied Health</td>
<td>Holyoke, Holyoke Community College Center for Health Education, RM 102</td>
<td>08:30 AM - 10:00 AM</td>
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</table>
ALLIED HEALTH COLLABORATIVE
PRIORITY OCCUPATIONS

- Medical Coders and Billers
- Entry-level Direct Care Workers
- Community Health Workers/Patient Navigators
- Medical Assistants
- Physical Therapists/PT Assistants
- Medical Lab Technicians and Technologist
- Surgical Technologists and Sterile Processing Technicians

http://westernmasshealthcareers.org/local-careers
Strategic Plan Goals

1. Increase the diversity of the nursing workforce
2. Increase the number of nurses in the region with a BSN/BS in nursing or higher
3. Increase the supply and diversity of nursing faculty in Western MA
4. Increase retention of new nurses in all healthcare settings
5. Sustain the growth and development of the Healthcare Workforce Partnership to implement its goals
PARTNERSHIP STRATEGIC FRAMEWORK

Ensure Delivery of Quality Healthcare

- Identify and Document Industry Needs and Requirements
- Identify Partners to Respond to Documented Needs
- Identify Existing Assets and Resources
- Develop Action Plan, Deliverables and Milestones
An Industry Partnership that collaborates with industry leaders, employers, and education institutions to develop workforce development strategies that meet the needs of healthcare institutions and New Yorkers

At the NYC Department of Small Business Services (SBS)

A key strategy of the City of New York to ensure the workforce development system builds the skills sought after by employers

First IP for the City, growing out of a public-private partnership between the NYC Workforce Funders SBS and serving as a model for five other IPs
1. The healthcare industry is undergoing transformation as a result of State and Federal reform, resulting in new, growing, and changing workforce demands;

2. The workforce development system does not systematically and consistently meet the industry's demands, particularly as it relates to new skills sought by employers;

3. There is a lack of attainable and efficient pathways for many New Yorkers to enter quality healthcare careers and advance;

4. The healthcare and workforce development system in NYC is fragmented and disjointed.
Build an effective workforce development system by identifying healthcare employers’ needs; helping education and training organizations adapt their approach to better meet those needs; and ensuring low income and unemployed New Yorkers have access to viable career opportunities in healthcare.
PARTNERSHIP STRUCTURE

- Partners Council made up of trade associations and industry groups representing healthcare employers, educators, and workers in the major subsectors
  - Greater New York Hospital Association
  - Community Healthcare Association of New York State
  - Southern New York Association
  - Paraprofessional Healthcare Institute
  - 1199SEIU Training and Employment Funds
  - City University of New York

- Meets quarterly to identify industry trends, the needs of members in the various subsectors, and validate proposed approaches

- Work directly with employers on the identified workforce needs and potential solutions, such as new program curricula and models
PARTNERS COUNCIL COMMON AGENDA

- Ensure that training and education meets the healthcare industry’s needs
  - Example: Core Competencies for Today’s Healthcare Workforce

- Support access to career opportunities and advancement for in-demand occupations for low-income and unemployed individuals
  - Example: Development of contextualized bridge programs

- Develop multi-stakeholder partnerships and coordination across the healthcare workforce system
  - Example: Home Health Aide Training Initiative

- Serve as a platform to inform educational programming, policy, and advocacy
  - Example: Labor market data projects
RESOURCES

- Changing Roles for Workforce Systems in Carrying Out Sector Strategies (Brief)
- Workforce Development Boards As Intermediaries (Brief)
- ETA Sectors Self Assessment

All 3 resources can be found here: https://businessengagement.workforcegps.org/resources/2016/07/21/15/53/New_Sectors_Materials

- Colorado Regional Sector Partnership Convener Training Workbook: www.SectorsSummit.com
Question & Answer Session

Enter your questions in the Chat window
(lower left of screen)
Facilitator Contact Information

- **Virginia Hamilton**
  Regional Administrator, San Francisco
  Region 6
  Employment & Training Administration, U.S. Department of Labor
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- **Tom Hooper**
  Senior Director, Regional and Sector Strategies
  Jobs for the Future
  thooper@jff.org
SPEAKER CONTACT INFORMATION

- **Shawna Trager**
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  Email: strager@sbs.nyc.gov

- **Peta-Gaye Porter**
  *Manager of Healthcare Workforce Initiatives*
  Regional Employment Board of Hampden County Inc.
  Phone: (413)233-9856
  Email: pporter@rebhc.org
CLOSING SESSION: THE FUTURE OF BUSINESS ENGAGEMENT IN SECTORS

Wednesday, September 28th, 3:00 – 4:00 pm EST

Seats still available, register here -
https://www.workforcegps.org/events/2016/08/04/14/12/Closing_Session_The_Future_of_Business_Engagement_and_Sectors

- Eric Spiegel, Chief Executive Officer, Siemens USA, featured speaker
- Byron Zuidema, Deputy Assistant Secretary of Employment and Training Administration, USDOL, facilitator
- Martin Simon, National Governor’s Association, and Ron Painter, National Association of Workforce Boards, commentators
Thank You