

BLUEPRINT FOR TALENT DEVELOPMENT

Core Session 3

September 28, 2016



EMPLOYMENT AND TRAINING ADMINISTRATION
UNITED STATES DEPARTMENT OF LABOR

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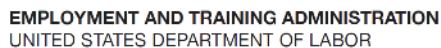
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MEET OUR FACILITATORS



■ VIRGINIA HAMILTON

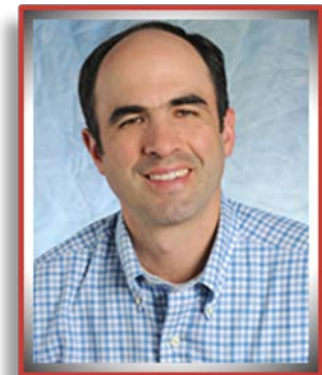
*Regional Administrator, Region 6,
San Francisco*

Employment & Training Administration
U.S. Department of Labor

■ TOM HOOPER

*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



OBJECTIVES



- ✓ 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



POLL QUESTION



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



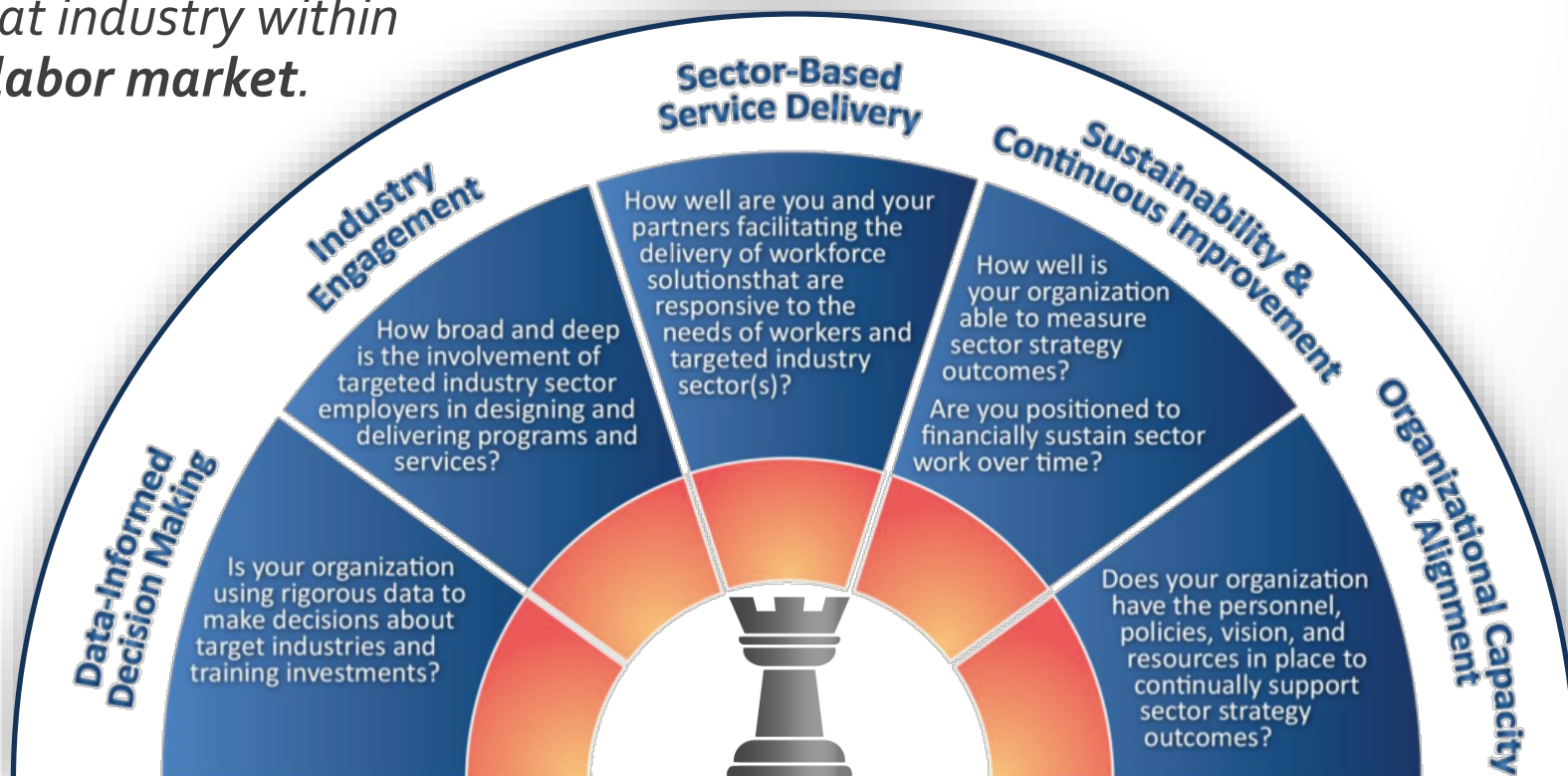
- Summary of the opening session of the VBEA and employer workforce challenges
- Presentations from two experienced healthcare intermediaries
- Audience questions on approaches for developing workforce solutions in sector partnerships



SUMMARY OF A SECTOR STRATEGY



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**.





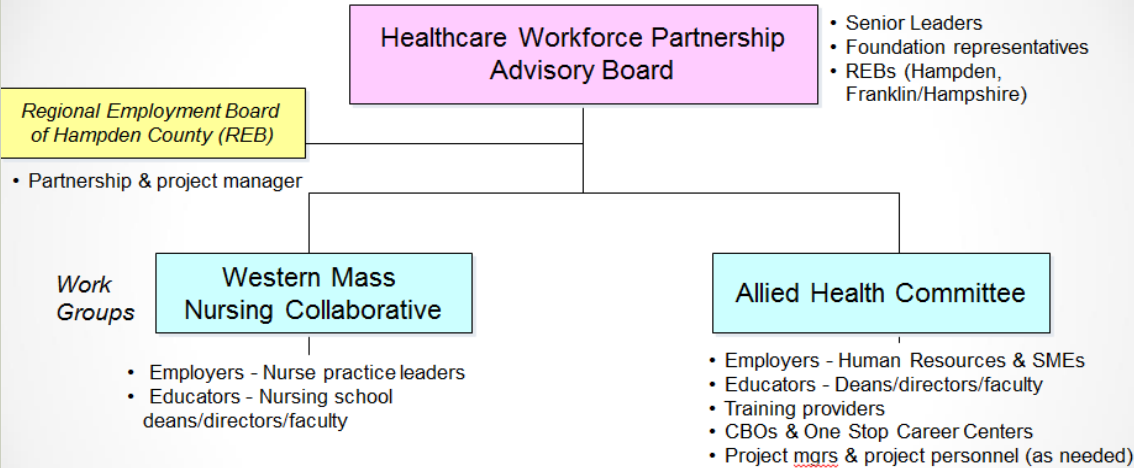
Building a Better Workforce



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



Healthcare Workforce Partnership Meetings Schedule September – December 2016

SEPTEMBER			
DATE	GROUP	LOCATION	TIME
Thursday, September 15 th	Western MA Nursing Collaborative	Springfield, Regional Employment Board- EDC Conference Room	09:00 AM - 11:00 AM
OCTOBER			
DATE	GROUP	LOCATION	TIME
Thursday, October 20 th	Western MA Nursing Collaborative	Springfield, Regional Employment Board- EDC Conference Room	09:00 AM - 11:00 AM
Wednesday, October 26	Advisory Board	Springfield, Regional Employment Board- TD Bank Room	08:00 AM - 9:30 AM
Friday, October 28 th	Allied Health	Holyoke, Holyoke Community College Center for Health Education, RM 102	08:30 AM - 10:00 AM

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

- CareerPoint, Franklin Hampshire Reg. Emp. Board, Franklin Hampshire County Career Center, FutureWorks, Reg. Emp. Board of Hampden County, Inc.

Philanthropy

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



ALLIED HEALTH COLLABORATIVE PRIORITY OCCUPATIONS



<http://westernmasshealthcareers.org/local-careers>

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



EMPLOYMENT AND TRAINING ADMINISTRATION
UNITED STATES DEPARTMENT OF LABOR

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ACADEMY

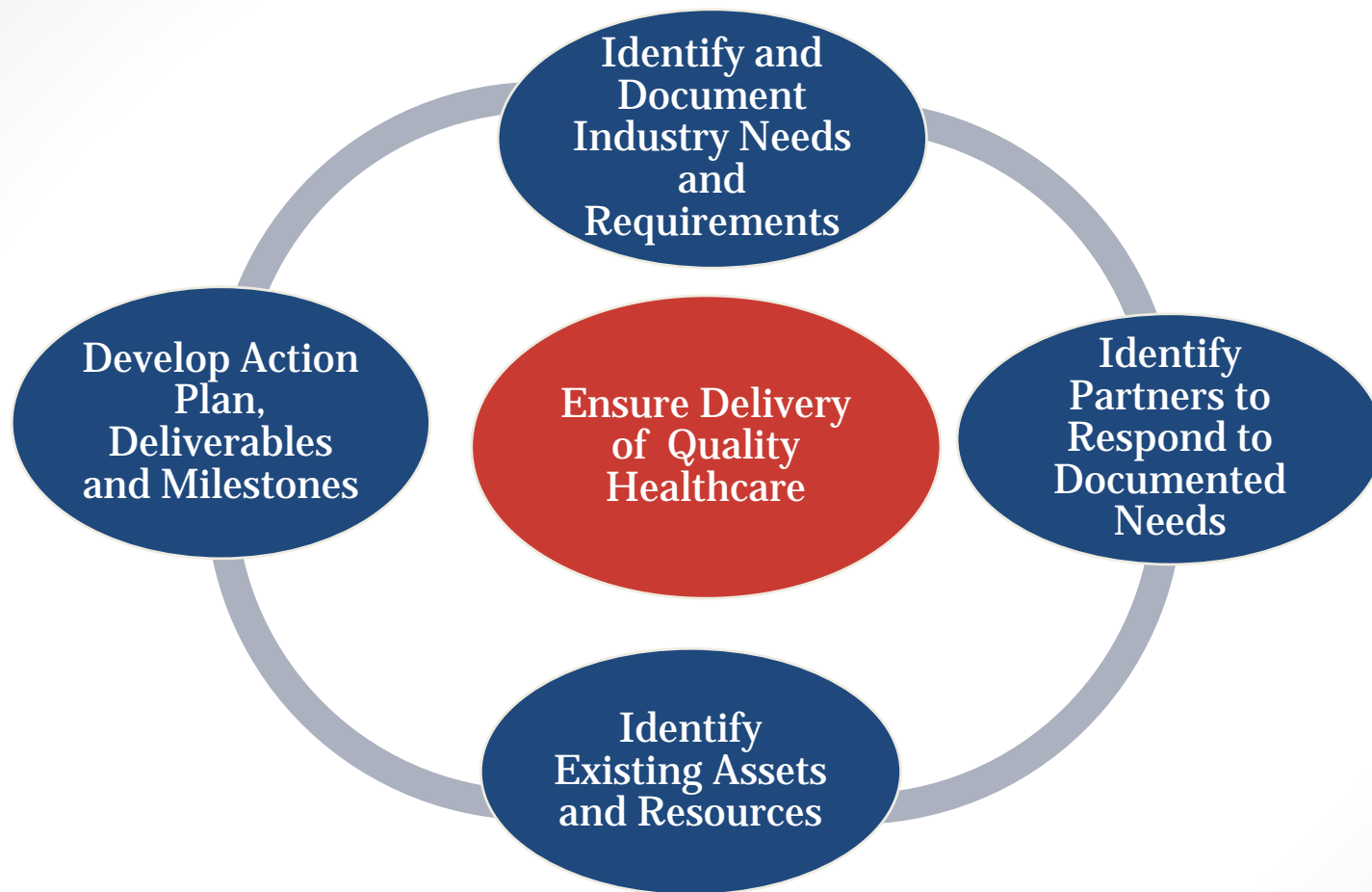


Strategic Plan Goals

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





- 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





PROBLEM STATEMENT



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.

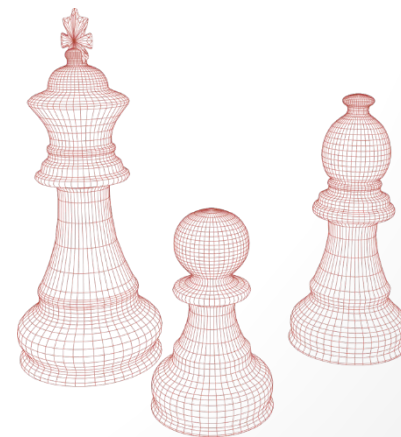




MISSION



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

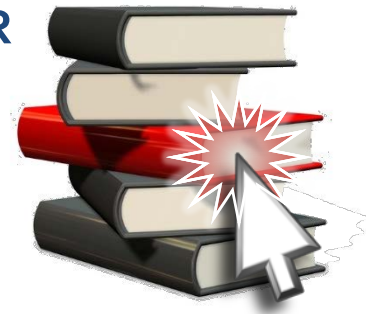


- CHANGING ROLES FOR WORKFORCE SYSTEMS IN CARRYING OUT SECTOR STRATEGIES (BRIEF)
- WORKFORCE DEVELOPMENT BOARDS AS INTERMEDIARIES (BRIEF)
- ETA SECTORS SELF ASSESSMENT

ALL 3 RESOURCES CAN BE FOUND HERE:

[HTTPS://BUSINESSENGAGEMENT.WORKFORCEGPS.ORG/RESOURCE
S/2016/07/21/15/53/NEW_SECTORS_MATERIALS](https://businessengagement.workforcegps.org/resource/s/2016/07/21/15/53/new_sectors_materials)

- COLORADO REGIONAL SECTOR PARTNERSHIP CONVENER TRAINING WORKBOOK: [WWW.SECTORSUMMIT.COM](http://www.sectorsummit.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

✉ hamilton.virginia@dol.gov



■ TOM HOOPER

*Senior Director, Regional and Sector
Strategies*

Jobs for the Future

✉ thooper@jff.org



SPEAKER CONTACT INFORMATION



■ **SHAWNA TRAGER**

Executive Director

New York Alliance for Careers in
Healthcare

✉ strager@sbs.nyc.gov

■ **PETA-GAYE PORTER**

*Manager of Healthcare Workforce
Initiatives*

Regional Employment Board of
Hampden County Inc.

(413)233-9856

✉ 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

