

AGENDA

- I. Welcome & Introductions** 5 min
- II. Announcements** 5 min
- Upcoming Events
 - Second Annual ACT Skills Summit: From Data to Action **June 11th**
 - Substance Use and Addiction Workforce Forum: **June 13th**
 - EdTech Times-Work+Edu Conference: **June 20th**
 - *JVS Empowering Boston's Refugees to Fulfill the American Dream*: **June 20th**
 - Health Care Connect *Developing the Frontline Workforce Together*: **October 24-25th**
- III. Updates** 5 min
- Equity Workgroup-Strategic Outreach
MJ Ryan, Partners Healthcare
- IV. Skilled Immigrants Panel: Barriers and Access to Careers in U.S. Healthcare** 70 min
- **Jeff Gross**, **Liz Hogan** and **Shelly Hedstrom**, On Word Partners
 - **Evans Erilus**, Welcome Back Center, Bunker Hill Community College
 - **Dr. Imina Nosamiefan**, Culture and Language Access Solutions
 - **Nancy Vescuso** *on behalf of Bineyim Assefa*, Career Collaborative Client
- V. Career and Technical Education** 35 min
- Career Pathways and Partnerships in BPS
Michelle Sylvaria, Boston Public Schools
- VI. September Meeting Agenda Preview**
- Focus on Behavioral Health

Thank you and please be sure to sign-in on your way out if you have not already done so

Next Healthcare Meeting: Friday, September 28, 2018 @ Boston Children's Hospital

PIC ANNUAL MEETING: Wednesday, September 26, 2018, 3:00 – 5:00 PM



Shelly Hedstrom, an ESL professor and linguist who specializes in writing and grammar, established OnWord Partner in 2016. Shelly has spent her career working with international students and immigrants - both locally and globally - primarily in colleges and universities, but most recently in the non-profit sector in Boston. In 2015, Shelly left the college where she was teaching in Florida to move to Boston to begin serving skilled immigrant and refugee populations in Massachusetts, partnering with them to return to their professional careers in the U.S. Realizing the great need for foreign-trained professionals and the limited resources available, Shelly decided to start her own organization to support this underserved population. Shelly holds Master's degrees in Teaching English as a Second Language (TESOL) and Theoretical Linguistics and has completed PhD coursework in Higher Education Leadership. Shelly has lived and taught

and travelled to dozens of countries and speaks six languages.



Jeff joined OnWord Partner in 2017 after a long and varied career as a nonprofit program director, educator, private sector project manager, and public policy researcher. From 2012 to 2017 Jeff was Director of the New Americans Integration Institute at the Massachusetts Immigrant and Refugee Advocacy (MIRA) Coalition. Under Jeff's leadership, MIRA convened the first statewide, cross-sector task force in the country to explore strengthening career pathways for foreign-trained medical professionals, and he is a nationally recognized expert on policy and program development impacting skilled immigrants and refugees. His career includes a decade as a project manager in the high tech sector, where he managed multi-national development projects and worked with engineers and scientists from dozens of countries, and many years as a college humanities teacher and ESOL instructor. He holds a PhD in Medieval Studies from Harvard University and a Master in Public Policy from the Heller School for Social Policy and Management at Brandeis University.



Elizabeth Hogan joined OnWord Partner in 2018. Elizabeth has spent more than a decade assisting immigrants with citizenship & immigration and training foreign-educated doctors and nurses returning to healthcare as certified nursing associates. As manager of the Citizenship & Immigration Program at Jewish Vocational Service (JVS), one of the largest workforce development non-profits in Boston, Elizabeth has supported hundreds of immigrants and refugees in obtaining their US citizenship. Elizabeth holds Board of Immigration Appeals - Department of Justice Accreditation and serves as the JVS citizenship & immigration onsite services provider. She has extensive experience with processing green cards, family-based immigration, EAD work cards, derivative applications for citizenship, US citizenship applications, fee waivers and disability waivers. Elizabeth holds a BFA from Boston University and has worked in the medical field for over 30 years. Elizabeth was a professor of Health Information Management before focusing her career on serving immigrants and refugees in Massachusetts.



Imina Nosamiefan is a physician with experience in public health and non-profit management. He holds a MSc. degree in Applied Nutrition from Northeastern University, Boston, MA. Previously a medical missionary to Haiti, he is the Founder and President of Culture and Language Access Solutions (CLAS). He provides training and services to facilitate access to quality health care and social services for limited English proficient individuals and communities, including within the Beth Israel Deaconess health system. He speaks Haitian Creole, French, Yoruba, Edo and Sierra Leone Krio.



Dr. Michelle Sylvaria is the Executive Director of Career and Technical Education for Boston Public Schools. In that capacity, she currently supports 41 career and technical education pathways in 13 Boston high schools. She was a National Board of Professional Teaching Standards Certified teacher and served as a science and technology teacher for about 15 years. For the last ten years, she has lead program improvement efforts in urban and regional vocational schools. Currently, her work currently centers on improving student access to high demand/high skills careers and post-secondary programs.



Rx for Strengthening Massachusetts' Economy and Healthcare System

A Report of the Governor's Advisory Council for Refugees and Immigrants Task Force on Immigrant Healthcare Professionals [Summary]

This report looks at barriers faced by foreign-trained professionals in re-entering their professions in the US or transitioning to other skilled healthcare careers. More than 12,000 foreign-born residents of Massachusetts are trained healthcare professionals—over one-fifth of such professionals in the state, including nurses, doctors, dentists, physical therapists, and pharmacists. *Two-thirds of these individuals received their education outside of the U.S.* Yet more than 1 in 5 healthcare professionals with foreign credentials are unemployed or working in low wage, low-skilled jobs. With healthcare reform driving a 12 to 30 increase in statewide demand for clinicians in all fields by 2020, an aging native-born workforce, and an increasingly diverse state population, the Commonwealth cannot afford to ignore the talent and resources that foreign-trained healthcare professionals offer. The report presents four strategies that can help state government and stakeholder partners tap into this opportunity:

1. Improve Informational Resources and Stakeholder Awareness Concerning Career Pathways for Foreign-Trained Healthcare Professionals

Leveraging current efforts within the Department of Public Health's Division of Health Professions Licensure (DHPL), the Administration should support creation of a user friendly, centralized online portal with relicensing information and career development resources for foreign-trained immigrants in licensed professions in Massachusetts. The official web pages and customer service systems of individual state boards of healthcare professional licensure should also provide more targeted guidance and support for foreign-trained professionals in those fields.

2. Strengthen and Expand Workforce Development and Educational Programs Directly Serving Immigrant Professionals

Building on public sector and nonprofit models in Massachusetts and other states, the Executive Office of Labor and Workforce Development and Department of Higher Education should promote pilot programs at One-Stop Career Centers and community colleges offering expert career supports for foreign-trained professionals, and explore increasing financial and institutional support for the proven service model at the Boston Welcome Back Center (WBC) for internationally trained nurses, as well as expanding WBC services to other professions and to other regions of the state.

3. Work to Address Financial and Structural Barriers to Professional Relicensing Faced by Foreign-Trained Healthcare Professionals

The Executive Office of Health and Human Services should coordinate with the Division of Professional Licensure, the Division of Health Professions Licensure at the Department of Public Health, and the Boards of Registration in each healthcare profession to convene a working group of public and private sector stakeholders to identify and recommend changes to state and national licensing requirements that may pose unnecessary barriers to practice for foreign-trained professionals.

4. Establish a Staff Position to Oversee Immigrant Integration Policy Including Career Pathways for Foreign-Trained Professions in the Office for Refugees and Immigrants (ORI)

Building on ORI's mission to promote the integration of immigrants and refugees in Massachusetts, a management-level position should be created within ORI to coordinate immigrant integration policy across executive branch agencies, and to work with the GAC, a new Inter-agency Council on Immigrant Economic Integration, and existing inter-agency bodies to advance the recommendations of this Task Force and the 2009 New Americans Agenda as a whole.

LABOR FORCE OUTCOMES FOR IMMIGRANT HEALTHCARE PROFESSIONALS IN MASSACHUSETTS

Tables from *Rx for Strengthening Massachusetts' Economy and Healthcare System* (Governor's Advisory Council for Refugees and Immigrants, 2014), pp. 12-14. Figures based on data from 2013 National Survey of College Graduates (NSCG) and American Community Survey 2010-2012. https://miracoalition.org/images/stories/pdf/gac_task_force_report-final-12.18.14.pdf.

TABLE 2: Foreign Born Healthcare Professionals with US Degree – Labor Market Outcomes (Total of 273,989 foreign-born)

	FB w/ US degree	Percent underemployed*	Percent in other occupation**	Mean salary
MD	27.8%	4.6%	6.7%	\$92,142
Nurse	37.3%	18.1%	25.3%	\$62,682
Allied	31.6%	6.4%	23.3%	\$52,714
Pharmacy	51.5%	5.8%	17.2%	\$59,143
ALL	33.4%	9.9%	16.6%	

Source: American Institute of Economic Research and MIRA analysis of NSCG 2013 microdata

* Involuntary part time employment, unemployed, out of labor force

** Reports occupation only "somewhat related" or "not related" to training

TABLE 3: Foreign Born Healthcare Professionals with Foreign Degree – Labor Market Outcomes (Total of 546,185 foreign-born)

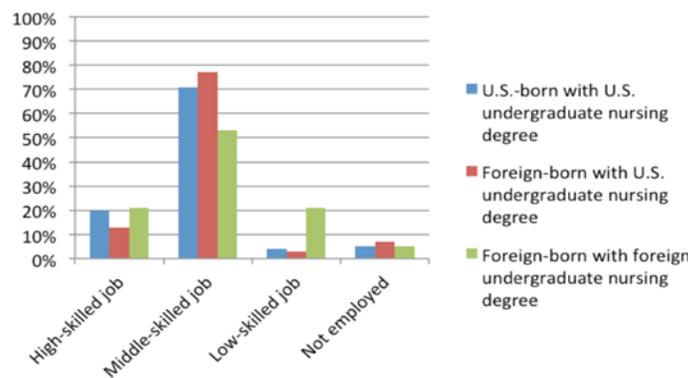
	FB w/ Foreign Degree	Percent Underemployed*	Percent in other occupation**	Mean salary
MD	72.2%	22.0%	14.7%	\$52,197
Nurse	62.7%	17.6%	14.6%	\$48,875
Allied	68.4%	15.1%	10.7%	\$19,571
Pharmacy	48.5%	54.6%	47.3%	\$49,708
ALL	66.6%	22.3%	16.6%	

Source: American Institute of Economic Research and MIRA analysis of NSCG 2013 microdata

* Involuntary part time employment, unemployed, out of labor force

** Reports occupation only "somewhat related" or "not related" to training

CHART 1: Massachusetts Residents with Nursing Degrees – Relative Labor Market Outcomes by Birth and Place of Degree



Source: Migration Policy Analysis of American Community Survey 2010-12 3-year estimates