Thursday, November 15, 2018
Boston Children’s Hospital
Welcome

Co Chairs
Kristin Driscoll
Workforce Development Program Lead, Human Resources
Boston Children’s Hospital

MJ Ryan
Director, Workforce Development, Human Resources
Partners HealthCare System
Agenda

Panelist Discussion: *Fact versus Fiction: Background checks and healthcare employment*

*Table Discussion*

Pipeline Updates & Sharing
- Secondary education
- Post-secondary education
- Entry Level
- Career Advancement

Partner Updates

2019 Schedule
Fact versus Fiction: Background checks and healthcare employment

Bonnie Michelman
Executive Director of Police, Security and Outside Services
Massachusetts General Hospital

Deb Routhier
Criminal Background Systems Manager
Massachusetts General Hospital

Varda Halidy
Associate Director of Diversity and Talent Acquisition, Human Resources
Boston Medical Center
Table Discussion

1) What has been your experience with candidates who might be returning citizens?

2) How can you use this information? How might you change your strategy?

3) What would need to change within your institution?

4) What is next for our collective work on this topic?
## Pipeline Updates & Sharing: Secondary Education

### PIC Summer Jobs Initiative Summary:

<table>
<thead>
<tr>
<th>Sector</th>
<th># of PIC Jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Healthcare</td>
<td>512</td>
</tr>
<tr>
<td>Finance, Investments, &amp; Insurance</td>
<td>216</td>
</tr>
<tr>
<td>Professional and Technical (Legal, life sciences, computer systems &amp; design, architecture/engineering)</td>
<td>136</td>
</tr>
<tr>
<td>Education</td>
<td>80</td>
</tr>
<tr>
<td><strong>Total, Above 4 Sectors</strong></td>
<td><strong>944</strong></td>
</tr>
<tr>
<td>Total, All Industry Sectors</td>
<td><strong>1,152</strong></td>
</tr>
<tr>
<td><strong>Top 4 Sectors Share</strong></td>
<td><strong>82%</strong></td>
</tr>
</tbody>
</table>
Pipeline Updates & Sharing: Secondary Education

One third of PIC's largest employers this summer were hospitals.

<table>
<thead>
<tr>
<th>Employer</th>
<th>Total Placements</th>
</tr>
</thead>
<tbody>
<tr>
<td>Massachusetts General Hospital</td>
<td>215</td>
</tr>
<tr>
<td>Brigham &amp; Women's Hospital</td>
<td>162</td>
</tr>
<tr>
<td>Bank of America</td>
<td>105*</td>
</tr>
<tr>
<td>State Street Corporation</td>
<td>94</td>
</tr>
<tr>
<td>Liberty Mutual Group</td>
<td>59*</td>
</tr>
<tr>
<td>Dana-Farber Cancer Institute</td>
<td>55</td>
</tr>
<tr>
<td>Tufts Medical Center</td>
<td>47</td>
</tr>
<tr>
<td>Starbucks Coffee</td>
<td>45</td>
</tr>
<tr>
<td>Aramark (Fenway Park)</td>
<td>43</td>
</tr>
<tr>
<td>Boston Children's Hospital</td>
<td>39</td>
</tr>
<tr>
<td>Boston Bar Association</td>
<td>37</td>
</tr>
<tr>
<td>Vertex Pharmaceuticals Incorporated</td>
<td>35</td>
</tr>
<tr>
<td>Boston College</td>
<td>34</td>
</tr>
<tr>
<td>Beth Israel - Deaconess Medical Center</td>
<td>30</td>
</tr>
<tr>
<td>Harvard University</td>
<td>27</td>
</tr>
<tr>
<td>Sanofi Genzyme Corporation</td>
<td>25</td>
</tr>
<tr>
<td>Federal Reserve Bank of Boston</td>
<td>19</td>
</tr>
<tr>
<td>Blue Cross &amp; Blue Shield of Massachusetts</td>
<td>16</td>
</tr>
</tbody>
</table>
Pipeline Updates & Sharing: Secondary Education

Looking Forward:

This winter PIC will launch a universal PIC summer job application.

PIC also invites all current and potential summer employers in the room to its next Employer Network Meeting on December 5th, 9-11am.
Pipeline Updates & Sharing: Post Secondary Education

Health Career Connection (HCC)

Paid ten-week summer internship program for college students and recent college graduates interested in healthcare.

Looking for employers to commit around December.

- 95% of HCC interns are students of color
- 67% come from educationally or economically disadvantaged backgrounds
- 61% are the first in their families to attend college
Pipeline Updates & Sharing: *Post Secondary Education*

Regional Planning

In April 2017, the Baker-Polito Administration launched a new regional planning initiative to bring together regional teams of representatives from:

- K-12 education
- Postsecondary education
- Workforce development, and
- Economic development

...to create a regional blueprint to fuel job growth and address employer demand for talent.
Pipeline Updates & Sharing: Post Secondary Education

Workforce Planning Regions

1. Berkshire Region: Includes Berkshire Workforce Area
2. Pioneer Valley Region: Includes Franklin/Hampshire and Hampden Workforce Areas
3. Central Mass Region: Includes North Central and Central Massachusetts Workforce Areas
4. Northeast Region: Includes Greater Lowell, Lower Merrimack, and North Shore Workforce Areas
5. Greater Boston Region: Includes Boston, Metro North, and Metro South/West Workforce Areas
6. Southeast Region: Includes South Shore, Brockton, Bristol, and New Bedford Workforce Areas
7. Cape Cod and Islands Region: Includes Cape Cod and Islands Workforce Area
Pipeline Updates & Sharing: *Post Secondary Education*

**Criteria for Selecting Priority Occupational Groups**

**Criteria**
- **State**
  - High demand
  - High wage
  - Talent Gaps
  - Career Pathways

- **Region**
  - Intensity of projected under supply
  - Occupations require some postsecondary credentialing but less than a master’s
  - Opportunities for people with barriers

**Priority Occupations**
- Computer Occupations
- Healthcare Technologists and Technicians & Healthcare Support Occupations
Pipeline Updates & Sharing: *Post Secondary Education*

**Current work**

Public postsecondary institutions are:

- Assessing capacity in programs that lead to employment in target computer / IT and healthcare support occupations
- Identifying challenges and opportunities to increasing the number of people who complete degrees
- Setting a 2022 growth goal for increasing degree completers in these programs

Regional planning stakeholders will continue to meet to advance these goals and the others set in the regional planning blueprint.
The Massachusetts Department of Public Health (DPH) launched a voluntary certification program for Community Health Workers (CHWs) to create standards for this emerging workforce and to promote the role of CHWs in providing services that address health inequities.
Pipeline Updates & Sharing: Career Advancement

Registered Apprenticeship Programs

Apprenti: Launches in MA today (registered apprenticeship)

Catalyte: (software development training and team sourcing)

Per Scholas: (free IT support training and workforce development program)

Interested IT leads/TA are welcome to join us at the November 28th TechHire meeting
Partner Updates