

# Boston Healthcare Careers Consortium

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:

Sector	# of PIC Jobs
Healthcare	512
Finance, Investments, & Insurance	216
Professional and Technical (Legal, life sciences, computer systems & design, architecture/engineering)	136
Education	80
Total, Above 4 Sectors	944
Total, All Industry Sectors	1,152
Top 4 Sectors Share	82%

# Pipeline Updates & Sharing: *Secondary Education*

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

Employer	Total Placements
Massachusetts General Hospital	215
Brigham & Women's Hospital	162
Bank of America	105*
State Street Corporation	94
Liberty Mutual Group	59*
Dana-Farber Cancer Institute	55
Tufts Medical Center	47
Starbuck's Coffee	45
Aramark (Fenway Park)	43
Boston Children's Hospital	39
Boston Bar Association	37
Vertex Pharmaceuticals Incorporated	35
Boston College	34
Beth Israel - Deaconess Medical Center	30
Harvard University	27
Sanofi Genzyme Corporation	25
Federal Reserve Bank of Boston	19
Blue Cross & Blue Shield of Massachusetts	16



# 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 5<sup>th</sup>, 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

### Health Career Connection

#### 2019 Paid Summer Internship

Interested in gaining exposure to health careers?  
Looking for hands-on health experience?  
Passionate about serving your community?

**APPLY NOW** Early Bird Deadline: Nov 26th, 2018\*  
Final Deadline: Dec 27th, 2018 \*\*

HCC provides public health and health care internships to undergraduates and recent graduates.

 Paid, 10-week, full-time internship

 10 regions nationwide, including: California, New England, New York, North Carolina, and Washington D.C.

 Internships in hospitals, health centers, advocacy groups, non-profits, and many more

 Professional and leadership development workshops and opportunities to strengthen your network

 A preceptor who serves as your mentor

 Join our network of over 3,300 alumni

 HCC is committed to developing the next generation of diverse health leaders by increasing representation of underrepresented groups in the health professions. Students of color, first-generation students and those from economically challenged backgrounds are strongly encouraged to apply.

**TO APPLY, CLICK HERE!**  
[www.healthcareers.org](http://www.healthcareers.org)

\*Receive interview notification status by Jan 7th, 2019 | \*\*Receive interview notification status by Jan 21st, 2019





# Pipeline Updates & Sharing: *Post Secondary Education*

## Regional Planning

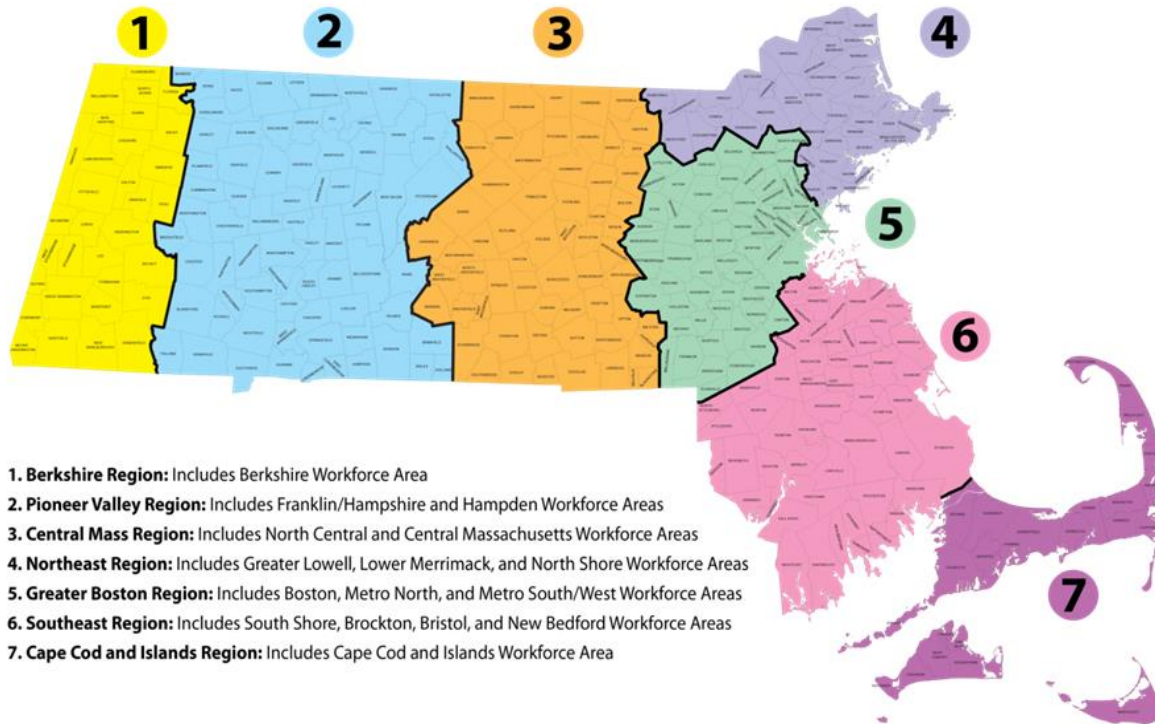
In April 2017, the Baker-Polito Administration launched a new regional planning initiative to bring together regional teams of representatives from:

- **K-12 education**
- **Postsecondary education**
- **Workforce development, and**
- **economic development**

to create a regional blueprints 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

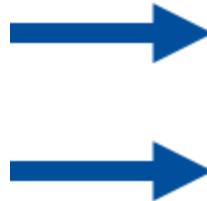
### Criteria

#### 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.



# Pipeline Updates & Sharing: *Entry Level*



Massachusetts  
Department of  
Public Health

**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 28<sup>th</sup> TechHire meeting**



# Partner Updates