December 15, 2021 – Welcome & Thank You for Joining!

This meeting will be recorded. We’ll be starting momentarily
Welcome: Housekeeping & Agenda
Spotlighting Speakers
1. Click the “View” button in the upper right-hand corner of your screen
2. Select “Speaker View”

Now you will see the main speakers that the host spotlights for today’s conversation
Agenda

1. Welcome & Introductions  5 Minutes

2. Announcements  15 Minutes
   - RCC Announcement re: Externships
   - Office of Workforce Development grant application for the EDA American Rescue Plan’s *Good Job’s Challenge*

   - Theresa Rowland – Senior Vice President Programming and WSC Liaison Commonwealth Corporation

4. Care for America’s Aging Presentation  30 Minutes
   - Dr. Anthony Weiner, Director of Outpatient Geriatric Psychiatry - Mass General Hospital
   - Amy Robins, President - Robins Consulting
   - Nancy Carpenter - Center for Community Health Education Research and Service (CCHERS, Inc.)
   - Alison Simmons – CCHERS, Inc.

5. Wrap up & Next Steps  5 Minutes
THE CENTER FOR WORKFORCE DEVELOPMENT
Our Courses

Healthcare Training Programs

Medical Billing and Coding

Phlebotomy

Pharmacy Technician

Clinical Medical Assistant
PARTNERS - EXTERNSHIP

We are looking to partner with facilities that are willing to host our students for the Externship Requirements and potentially hiring upon completion of their Externship Hours.

**Phlebotomy** – 120 hours of Externship to include 100 successful documented venipuncture draws, documented hours and a final evaluation

**Medical Assisting** – 160 hours of Externship with documented hours and a final evaluation
PARTNERS - EMPLOYEES

We are looking to partner with facilities that are willing to interview and potentially hire our skilled graduates.

Our programs enable students to sit for their respective certification exams.
We are looking to partner with facilities that are willing to help us establish and participate in an Advisory Board.

We count on and request feedback from our partners to assure that our students are being trained to current standards in order for the to be fully prepared for employment in an ever-changing environment.
CONTACT

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DAWN CRAIG
Allied Health Program Manager, Center for Workforce Development
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16 MassHire Workforce Boards

MassHire Workforce Development Areas and MassHire Career Centers
- 16 MassHire Workforce Boards (WB)
- 29 MassHire Career Centers (CC)
  - 25 comprehensive MassHire Career Centers
  - *4 Affiliated MassHire Career Centers
  - **3 Youth-specific Career Centers

Executive Office of Labor and Workforce Development
MassHire Department of Career Services
February 2020
7 Workforce Development Areas

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
### Greater Boston: 64 Cities/Towns

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Greater Boston MassHire Workforce Boards

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<th>Boston</th>
<th>Metro North</th>
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<tr>
<td>Neil Sullivan</td>
<td>Chris Albrizio-Lee</td>
<td>Greg Bunn</td>
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<tr>
<td>Executive Director</td>
<td>President &amp; CEO</td>
<td>Executive Director</td>
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<tr>
<td>Boston PIC</td>
<td>186 Alewife Brook Pkwy</td>
<td>420 Lakeside Avenue</td>
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<tr>
<td>2 Oliver Street</td>
<td>Cambridge, MA 02138</td>
<td>Marlborough, MA 01752</td>
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<tr>
<td>Boston, MA 02109</td>
<td>(617) 864-1500</td>
<td>(508) 281-6910</td>
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<tr>
<td>(617) 488-1300</td>
<td>masshireboston.org</td>
<td>MassHireMSW.com</td>
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186 Alewife Brook Pkwy
Cambridge, MA 02138
(617) 864-1500
masshiremetronorth.org
MassHireMSW.com
MassHire as a System

• MassHire is the brand that encompasses workforce boards and career centers, which are located across the state

• “MassHire creates and sustains powerful connections between businesses and jobseekers through a statewide network of employment professionals”
The Role of the Workforce Board

- Sharing Labor Market Information
  - Regional Plan
    - Ensure all residents, especially vulnerable and disadvantaged groups, have access to defined educational pathways aligned to high demand fields earning livable wages
    - Focused on Healthcare & Computer/Math Occupations
  - WIOA 4 year plan

- Convening Stakeholders

- Creative blending of funding
  - Grants, WIOA, etc.
Workforce Success Grant for Training & Placement Programs
Best Practices

• **Understand the Ecosystem / Talk to the Board**
  • Who else is doing similar/connected work?
  • Historical context

• **Use LMI to Guide Your Proposal**
  • Review the regional blueprint and/or prior data presentations

• **Employer Engagement**
  • Engage with employers early on and with substance
  • Anticipate potential obstacles (testing, clinical needs etc.)

• **Timing**
  • Letters of Support & MOAs
    • 10 days
    • They’re not guaranteed
Timeline

March 2020 through December 2021

Planning    →    Pre-Implementation
Overview

- **CfAA Trial:**
  - Randomized, two-group design
  - Older adult patient and care partner dyads
  - Compare enhanced with regular HHA training

- **Targets:**
  - Depression, anxiety, behavior changes
  - Caregiving stress, burden
  - Social, physical and emotional quality of life
Impact

**Short-term:**
- Address highest-impact areas in home-based care of older adults
- Measure related outcomes, costs
- Use pilot data to inform future study

**Long-term:**
- Create new home-based care model
- Address need for scalability
- Transform HHA work experience and value
Workforce Planning

- **Center for Community Health Education Research and Service (CCHERS)**
  - Leads HEART's workforce development initiative to gain entry level healthcare employment targeted to residents of public and publicly assisted housing through outreach, recruitment, training and employment, and referrals for services within its network of CBOs.

- **Mothers for Justice**
  - Provides HEART participants with trauma-informed job readiness training and is a key referral source within HEART's CBO network.

- **Home Health Aide Training Curricula – Standard and Enhanced**
  - Standard: state-approved curriculum currently provided by CCHERS.
  - Enhanced: in development, will focus on skill building around cognitive impairment.
  - PHI – crosswalk of existing curricula/recommendations for enhancements.
  - Sharon Levine, MD, Study Co-PI brings expertise in pedagogy.
HHA Employers: Medicaid/Medicare and Private Pay

Mass General Brigham Home Care

Ezra Home Care

"There's no care like home care"

MASS HOME CARE
Collaborative Partnerships

- **MGB Workforce Development and Economic Opportunity** (MJ Ryan)

- **Boston Private Industry Council (BPIC)/Healthcare Consortium** (Neil Sullivan)

- **Training and Advancement Opportunities**
  - Roxbury Community College
  - Bunker Hill Community College
  - Lesley University

- **Executive Office of Elder Affairs**
  - Interested in curriculum and mentorship/support for statewide home health aide recruitment and retention (Robin Lipson, Lynn Vidler and colleagues)
“We have been waiting 30 years for this plan!”

- Clear and growing need to find solutions so that care for our aging population can be provided successfully at home.

- Alternative is a buckling healthcare system: overburdened ER’s, hospitals and nursing homes.

- Cost-effective, preventative and early intervention solutions as increasing number of older adults who need care.

- Need for innovation: first of its kind study.

- National Infrastructure Plan: timing.
Timeline

January 2022 through December 2025

Launch → Implementation → Dissemination