March 1, 2022 – Welcome & Thank You for Joining!

This meeting will be recorded. We’ll be starting momentarily
Agenda

1. Welcome & Introductions 5 min

2. Progress Report & Announcements 15 min

3. OWD EDA Good Jobs Challenge Grant Application Review 20 min

4. African Bridge Network: Fellowships 45 min
   - Overview of ABN & the Fellowship Program
   - Goals, Challenges, Experience, and Opportunities
   - Q & A / Discussion

5. Wrap up & Next Steps 5 min
Office of Workforce Development
EDA Good Jobs Challenge
Grant Application
Who is OWD?

The Mayor’s Office of Workforce Development (OWD):

• Support programs that provide Boston’s workers with tools for economic advancement through job training, education, and employment

• Connect with employers, higher education partners, unions, MassHire Workforce Boards/Career Centers, CBOs, etc.

• Led by Director, Trinh Nguyen
OWD EDA Grant

3 Focus Areas (Sectoral Partnerships)
  • Healthcare
  • Clean Energy
  • Childcare

Target Participants:
  • Incumbent workers / underemployed
  • Underemployed associate degree holders
  • Unemployed

Job pathways that lead to family-sustaining wages, employer sponsored benefits, and educational attainment
OWD EDA Grant - Roles

• **OWD = System Lead Entity/Lead applicant**
  - Leads and convenes a multi-sector regional workforce training system
  - Will create and disseminate quarterly surveys to employers, trainers, and participants to gather feedback on creation/improvement of training programs
  - Will share best practices

• **HCC = Healthcare Backbone Agency**
  - Leads and convenes a single-sector sectoral partnership
  - If awarded, the grant work will be part of our quarterly convenings.
  - Connecting employers to career centers/job seekers and training providers/institutions of higher education
OWD EDA Grant - Roles

• Trainers/Educators
  • Bunker Hill Community College
  • Roxbury Community College
  • MassBay Community College
  • UMass Global (UMass Online)

• Employers
  • Beth Israel Lahey Health*
  • Boston Children’s Hospital
  • Boston EMS
  • Mass General Brigham
<table>
<thead>
<tr>
<th>Type of Job</th>
<th># of Jobs</th>
<th>Projected Wage*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Patient Care Tech/Assist.</td>
<td>420</td>
<td>$38,480 – $39,500</td>
</tr>
<tr>
<td>Certified Clinical Medical Assistant (CCMA)</td>
<td>330</td>
<td>$36,400 – $38,300</td>
</tr>
<tr>
<td>Practice/ Administrative Assistant</td>
<td>200</td>
<td>$41,600</td>
</tr>
<tr>
<td>EMT/Paramedic</td>
<td>145</td>
<td>$34,200- $62,672/ $82,472</td>
</tr>
<tr>
<td>Phlebotomist/ Certified Phlebotomy Tech</td>
<td>120</td>
<td>$35,220</td>
</tr>
<tr>
<td>Certified Pharmacy Tech</td>
<td>88</td>
<td>$38,230 – $45,800</td>
</tr>
<tr>
<td>Central Sterile Processing Tech</td>
<td>40</td>
<td>$32,100 – $47,840</td>
</tr>
<tr>
<td>Patient Registration Specialist</td>
<td>35</td>
<td>$38,500</td>
</tr>
<tr>
<td>EEG Tech</td>
<td>13</td>
<td>$63,400</td>
</tr>
<tr>
<td>Certified EKG Tech (CET)</td>
<td>10</td>
<td>$37,000</td>
</tr>
<tr>
<td>Computed Tomography Tech</td>
<td>7</td>
<td>$82,800</td>
</tr>
</tbody>
</table>
Questions
Boston Immigrant Professionals Fellowship
African Bridge Network

Mission Statement
To create a supportive community that enables African and skilled immigrants to leverage their qualifications and experience to realize their potential.

Programs and Services
- Orientation Workshops for Skilled Immigrants
- Career Advising Services
- Professional Mentoring Program
- Immigrant Professionals Fellowship
- Untapped Talent Project
- Immigrant Professional Network
The Need & Solution

- 17.5% of 316,000 of college-educated immigrants in MA are affected by skill underutilization (MPI, 2019).

- 53% of future job openings in the Greater Boston region will require an associate’s degree or higher (MIT Study, 2019).

- Lack of U.S. work experience is a major barrier (WES, 2015)

- Focus on career fields that require modest, relatively inexpensive, and short-term training to allow college-educated immigrants to become fully integrated into the labor force (MPI, 2021)
The Fellowship Structure

Program Goal:
Recruit, train and place 10 college-educated black immigrants into 3-month paid fellowships with local hospitals.

Program Structure:
• Four-week pre-placement training
• 3 month paid fellowship - 30 hours/week at $20/hour rate
• Placement in non-clinical position
• Placement support to supervisors by ABN
• 3-month post-placement career development support if needed
Employer Expectations

Benefits

- Help change the narrative around racial and economic disparities in the healthcare field.
- Benefit from having qualified, work-ready individuals for three months at a subsidized rate.

Expectations

- Host institutions host placement with 30h/week positions at $20/hour for 3-months
- Provide weekly supervision
- Be available for ongoing consultation and end of placement evaluation
- No commitment to hire fellow at the end of placement
Candidate Profile

- Ability to legally work in the U.S. (No visa sponsorship)
- Have a foreign college degree
- Possess relevant international experience. Some may have limited U.S. work experience
- English proficiency
- Experienced in using the Microsoft Office applications
- City of Boston Residency (Greater Boston in 2022)
# Updates on Fellows

<table>
<thead>
<tr>
<th>Employer</th>
<th>Candidate/Position</th>
<th>Outcome</th>
</tr>
</thead>
<tbody>
<tr>
<td>BCH</td>
<td>Yakubu Ben-Alhasan – Clinical Research Specialist</td>
<td>Retained as Full-time temp.</td>
</tr>
<tr>
<td></td>
<td>Catherine Averdieu – Clinical Assistant</td>
<td>Retained as Clinical Assistant 1</td>
</tr>
<tr>
<td></td>
<td>Cecile Auguste – Physical Therapist</td>
<td>Starting March 14</td>
</tr>
<tr>
<td>BIDMC</td>
<td>Juliet Taylor – Respiratory Trainee</td>
<td>Post-placement job interviews</td>
</tr>
<tr>
<td>BMC</td>
<td>Christelle Etienne, Community Health Worker</td>
<td>Post-placement job interviews</td>
</tr>
</tbody>
</table>
## Updates on Fellows

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<tr>
<td>BMC</td>
<td>Marie-Jacques Toussaint, Community Health Worker</td>
<td>Employed by MA DPH</td>
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<tr>
<td>MGB</td>
<td>Peter Eyong</td>
<td>Post-placement job interviews</td>
</tr>
<tr>
<td></td>
<td>Blessing Ojini</td>
<td>Post-placement job interviews</td>
</tr>
<tr>
<td></td>
<td>Mamadou Barry</td>
<td>Starting March 7</td>
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</table>
Lessons Learned

Follows

1. 7 of 8 fellows reported that their previous skilled and experienced were apply to their placement
2. The fellowship was impactful in acquiring relevant experience, connection to professionals, exposure to the U.S. workplace and improvement in IT skills
3. Supervision is key for good placement outcome
4. Improvements -
   a. Increase the duration of the fellowship
   b. Provide flexibility in placement matching process
Lessons Learned

Employer Partnerships

1. Flexibility and much involvement in the screening process
2. Recruit candidates with higher chances of staying with the employer host
3. Streamline the program process

Program Host

1. The need out-tripped the program capacity - 70 applications were received for 10 fellowship slots.
2. For the skilled immigrants, the workplace is the best place for professional development.
2022 Cohort

• Expanding from Boston to Greater Boston
• 25 Fellows
  o General program coordinator track
  o Research Administration track (7-week training by Emmanuel College)
• Placement in August/September 2022
• More info at the March 10th Workshop
The Ask

• Recommendations on flexible matching process

• Looking for additional healthcare or research employers
  ○ Employment for current graduates of the fellowship
  ○ Hosts for the 2022 cohort fellows

Financial Commitment

• Half of the fellow’s stipend ($10/hour for 30 hours/per week for 3 months)

ABN Contributions

• Support for fellows and employers throughout the fellowship and partial payment of the fellows’ stipends
Contact Info

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Thank you!