SEIU Healthcare 1199NW Multi-Employer Training Fund

CAREER CONNECT WASHINGTON

Healthcare Sector Intermediary

Healthcare Sector Intermediary Convening

Fri, 09/23/2022

Thank you for being a part of this important process to improve **healthcare career-connected learning opportunities** in Washington! Your input is vital to the progress and success of this effort!
This handout summarizes the results of preliminary research conducted by Career Connect Washington's Healthcare Sectoral Intermediary. Please review these findings & provide feedback no later than Friday, September 30, 2022.

Summary

As part of the broader effort to develop and improve career-connected healthcare learning opportunities in Washington, **Career Connect Washington's Healthcare Sectoral Intermediary** conducted discussions with diverse coalition partners, including Industry (Employers and Labor), Educators, Career Connected Learning Coordinators, Regional Network Leaders, Community Business Organizations, and Agency/Association Representatives. The overarching goal was to identify highest priority needs and obstacles for the healthcare sector.
We also engaged with strategic sector-specific coalitions, including HILT, Center for Excellence, Workforce Councils, BIPOC Ecosystem, Union, and other key stakeholders to research, analyze, and identify key recommendations.
Based on this comprehensive yet exploratory research, we have identified five areas of focus to increase career-connected healthcare learning opportunities across Washington state.

Initial Recommendations

1. **CCW should invest in building/scaling programs in entry-level, high demand occupations that provide opportunities in underserved communities to enter the healthcare workforce and progress along career pathways to in-demand, higher wage, middle skill occupations with a focus on regional/community needs. This includes developing common entry points for healthcare workforce needs, strengthening pathway projections, and scaling program occupations.**
   a. Program build/scale should be **based on local community needs** and driven by **employer/labor management feedback**. Design programs that can be shared and leveraged to target regional/local community needs.
   b. **Earn while you learn models**, such as apprenticeship programs are one avenue to increase entry points through career connected learning: Programs like the Introduction to Healthcare Employment & Apprenticeship Program (IHAP), and Medical Assistant and Behavioral Health apprenticeships can be valuable entry points (with living wages and benefits) for those interested in entering healthcare careers. These programs should be promoted – and possibly scaled –to increase capacity, especially in communities where there is a need for these healthcare roles.
   c. **Online programs** can promote reach and access, especially in rural areas that may lack a robust learning infrastructure (similar to Career Path Services pilot program).

We need your input!

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d. **Continued Program Building** for programs that currently do not exist, driven by employer and community needs, and that are grounded in long term sustainability
e. Credit for related and/or relevant **Prior Learning**
f. **Capacity and program staffing** issues
   i. Increase cohort size in communities that there is a need
   ii. Simulation assessment and increase of in-person competencies where possible
   iii. Faculty/Preceptor incentives
g. **Credentialing Policy review.** Work to increase testing capacity, delays in credentialing and occupation delays for out of state employee transfers.

2. Resources to support key areas within healthcare career connected learning opportunities.

a. **Program Building**
b. **Diversity and Equity Scaling**- align resources to support staffing to further ground mission and emphasize DEI
c. **Wrap-around services** to support youth farthest from need and help bridge inequity gaps
d. **Stipends**
e. **Employer Incentives** (in certain extenuating circumstances) to create and sustain healthcare career pathways for supporting those furthest from opportunity
f. **Capacity support**
g. Flexibility to support **specific regional needs** guided by community, employer, and worker voices

3. Rural Strategy needs to be a key initiative: A nuanced understanding of the particular challenges and circumstances facing rural communities. This includes acknowledging that what works in an urban environment may not always be applicable or scalable among smaller rural communities. Build in recommendations on urban/rural strategies to support scaling for future program building where applicable.

4. Diversity Equity & Inclusion and BIPOC-focused approach: Resources be identified to support systematic focus to further ground and center career connected learning initiatives that have an Equity Strategy for sector.

5. Collaborative involvement across diverse sector-wide stakeholders: strengthen framework to support scaling and involvement across the sector to increase visibility, minimize silo-ed efforts, and leverage resources and information sharing.

a. **Strengthen systems to implement strategies** that represent all coalition partners, including educators, workforce, community business organizations, BIPOC organizations, employers, labor and healthcare agencies.
b. **Building brand awareness** through tool kits, data sharing, and other resources for partners to leverage through Career Connect Washington website.
c. **Convening model** that is based on the High Road Training Partnerships (HRTP) to create an ecosystem that is grounded in equity and access.

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Implementation

1. **Create a Steering committee** to support framework and implementation that involves representation across the coalition to support the above recommendations. Goal: robust representation of all voices to support the identified initiatives that are worker-centered, industry-led, and aligned with the key policy goals of equity, job-quality & sustainability.
2. **Steering Committee will support Regional Network Leaders** to focus on implementing key recommendations.
3. **Steering Committee will meet regularly** to discuss implementation planning, assess implementation, adjust strategies where needed, identify pressing needs, and partner to identify solutions.

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Career Connect Washington
Healthcare Sector Intermediary

Bringing together Employers, Educators, Labor, Government & Community leaders to provide Career-Connected Healthcare Learning Experiences

Questions about this research or its findings?

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