

Milwaukee Area
WORKFORCE
INVESTMENT BOARD, INC.



CAREERWORKS HEALTHCARE TRAINING INSTITUTE

Office of Family Assistance
Health Professions Opportunity Grant
Annual Grantee Meeting

Case Management Track Session

November 15, 2012

MAWIB Regional Healthcare Sector Intermediary

MAWIB serves as the primary healthcare sector intermediary for the workforce system in Southeastern Wisconsin.

In this leadership capacity, MAWIB seeks funding and partnerships to support its industry-focused approach to the healthcare industry in Southeastern Wisconsin.

AWARDEE
Milwaukee Area Workforce
Investment Board

HPOG Project
CareerWorks Healthcare Training Institute



Establish a one-stop healthcare training institute designed to develop and prepare a trained, skilled and certified workforce to meet current and future job demands of healthcare employers.

EMPLOYER ENGAGEMENT

- The success of any sector initiative is dependent upon engaged employer partners.
- We developed key relationships with:
 - Major hospitals
 - Federally Qualified Health Centers
 - Long-term care facilities.
- Our efforts have achieved positive results and we are fortunate to have acquired employer “champions” within these institutions that advocate internally with upper management teams to advance our project initiatives.

Employer Need *Drives* Program Direction



How we engage our employer partners

- **Foundation**

- Contributed to original HPOG grant application and previous health sector grants
- Active members on MAWIB Board
- Provided technical assistance to the development of our **Career Readiness Curriculum**

- **Current &Future**

- Provides input on occupational and training needs
- Actively chairs and participates on all of our subcommittees i.e. Education, Training, Long Term-Care

How we engage our employer partners (cont.)

- Utilization of our **Customized Skills Training Program**
- Provides funding for **Employer Coach**, who works with on behalf of incumbent workers enrolled in CareerWorks HTI.
- Supports **Incumbent Worker Training** with funds from HPOG Grant.

EMPLOYER ENGAGEMENT

- **Customized Skills Training (CST)**
 - Available to HTI incumbent workers seeking to advance in their healthcare career while employed.
 - Supports healthcare career pathways, such as articulated career ladder.
 - Employer must show occupation demand for CST and meet HPOG guidelines.

EMPLOYER ENGAGEMENT

- **Employer Coach**

- Employer coaches work with, and on the behalf of, incumbent workers who are enrolled participants in CareerWorks HTI.
- Conduct individual and group coaching sessions for incumbent worker program participants.
- Coordinate career transition training designed to help participants develop a career advancement strategy.

EMPLOYER ENGAGEMENT

- **Employer Coach-cont.**
 - Refer and assist participants in the support services application process.
 - Communicate with the HTI management team regarding any concerns that may impact a participant's progress toward stated career goals.



EMPLOYER ENGAGEMENT

- **Incumbent Worker Training**
 - Designed for incumbent workers are currently enrolled in training programs at technical schools and colleges.
 - Accelerates their training completion date by 1-2 semesters.

EMPLOYER ENGAGEMENT

- Employer Concerns

- Example:

- Initially incumbent workers were to be enrolled same as other program participants
 - Program flow was not conducive for employers and incumbent workers

- Solution

- Streamlined Enrollment process for incumbent worker
 - Lead to the development of Employer Coach

The Trade Off

- What we would like from employers:
 - “**Skin in the game**” Financial backing that would lead to program sustainability.
 - Workforce Development in each health system’s strategic plan.
 - Equipment and lab resources.
 - Job shadowing where allowable.





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