



Health Care Talent Network Talent Development Center

Health Care Talent Network

The Talent Networks are a foundational component to developing a skilled New Jersey workforce. The Talent Networks gather and disseminate real-time intelligence on the workforce needs of employers and develop high-quality, business-driven partnerships in three regions of the state based on the concentration of employers in a defined area.



Talent Network Achievements

► Major Conferences:

- **National Accelerator Apprenticeship Conference**
July 2017
- **Community Health Worker Conference** September 2017
- **Exploring Pre-Apprenticeship** November 2017
- **Health Care Industry Summit** April 2018
- **Life Science Industry Summit** June 2018
- **10 Targeted Industry Partnership Meetings 2017**
- **8 Targeted Industry Partnership Meetings 2018**
- **38 Networking Events in 2017 & 2018**
- **122 In-person employer meetings in 2017 & 2018**

Talent Network Recognition

- ▶ Awarded CADC, Health Care Talent Network/Talent Development Center and Life Science Talent Network/Talent Development Center
- ▶ Featured in Apprenticeship Guide by Federal Reserve Bank of Philadelphia for CHW and CNA apprenticeships
- ▶ HCAP/COWS Conference: Dr. Arvind was an invited speaker
 - ▶ Dr. Arvind was also nominated to workforce task force, award by USDOL, and Drug Commission
- ▶ Governor Christie announced our earn-while-you-learn model for CADC training



Health Care TDC offers training for:

- ▶ **Dislocated workers**
- ▶ **Disadvantaged workers**
- ▶ **Incumbent workers**
- ▶ **18 to 24 years in youth programs**
- ▶ **Any Basic training like ESL, basic computer skills etc.**
- ▶ **We develop career pathways that include apprenticeship models from entry-level to mid-level health care occupations.**

TRAINING



Talent Development Center Accomplishments

302
apprentices
trained

1,104
incumbent
workers
trained

65
dislocated
workers
trained

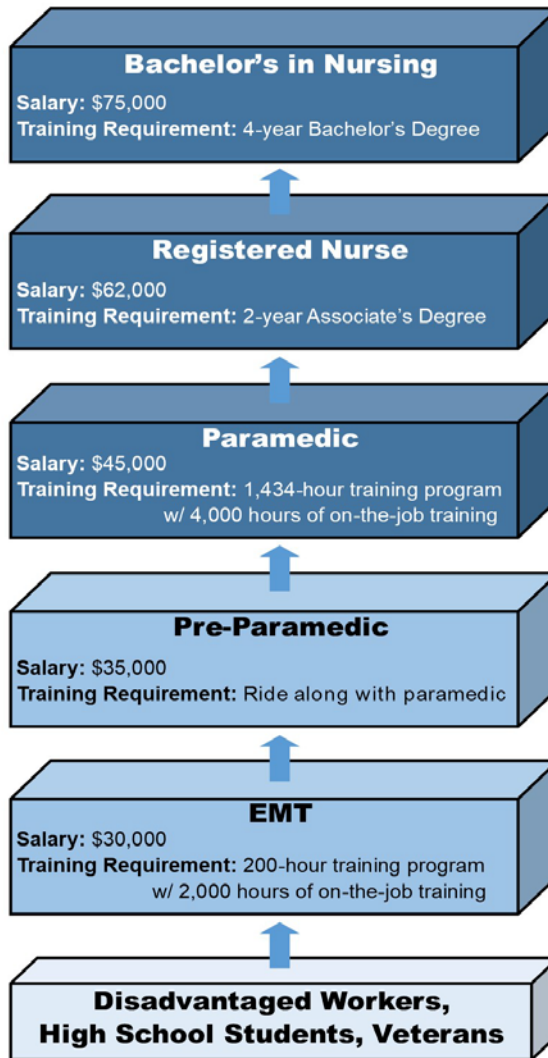
24
trained
health
managers

Our Pathways



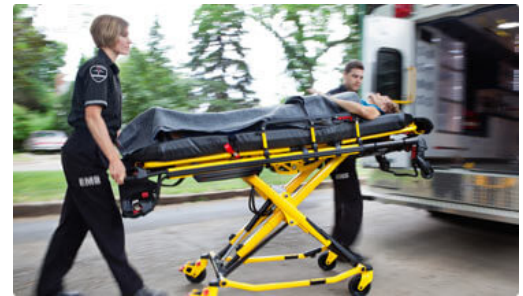
EMT

Career Pathway Outline



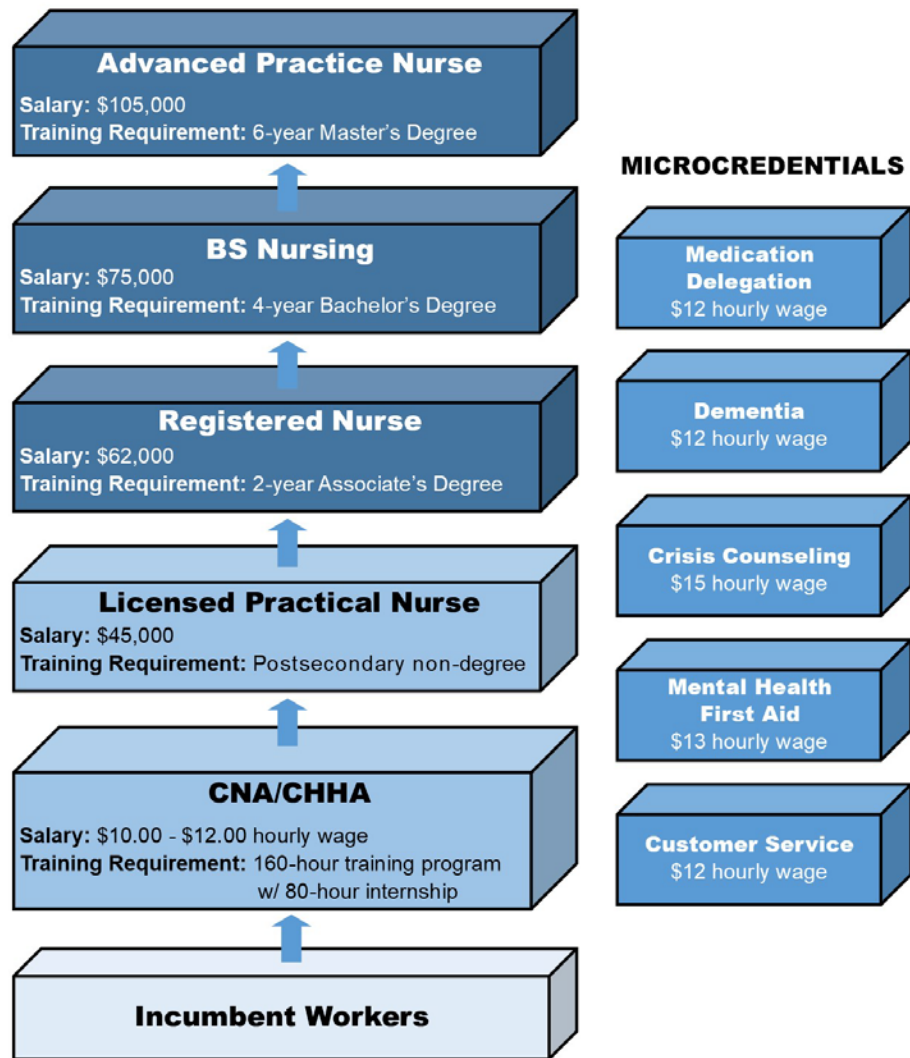
Background

- ▶ EMT/Paramedic professions are expected to see a 24% job growth from 2014 to 2024, resulting in a need for a trained workforce.
- ▶ Through our TIP meetings, focus groups, and individual employer interactions, we have found that an EMT apprenticeship is needed to increase retention of qualified EMT's.



CNA /CHHA MICRO CREDENTIALS

Career Pathway Outline



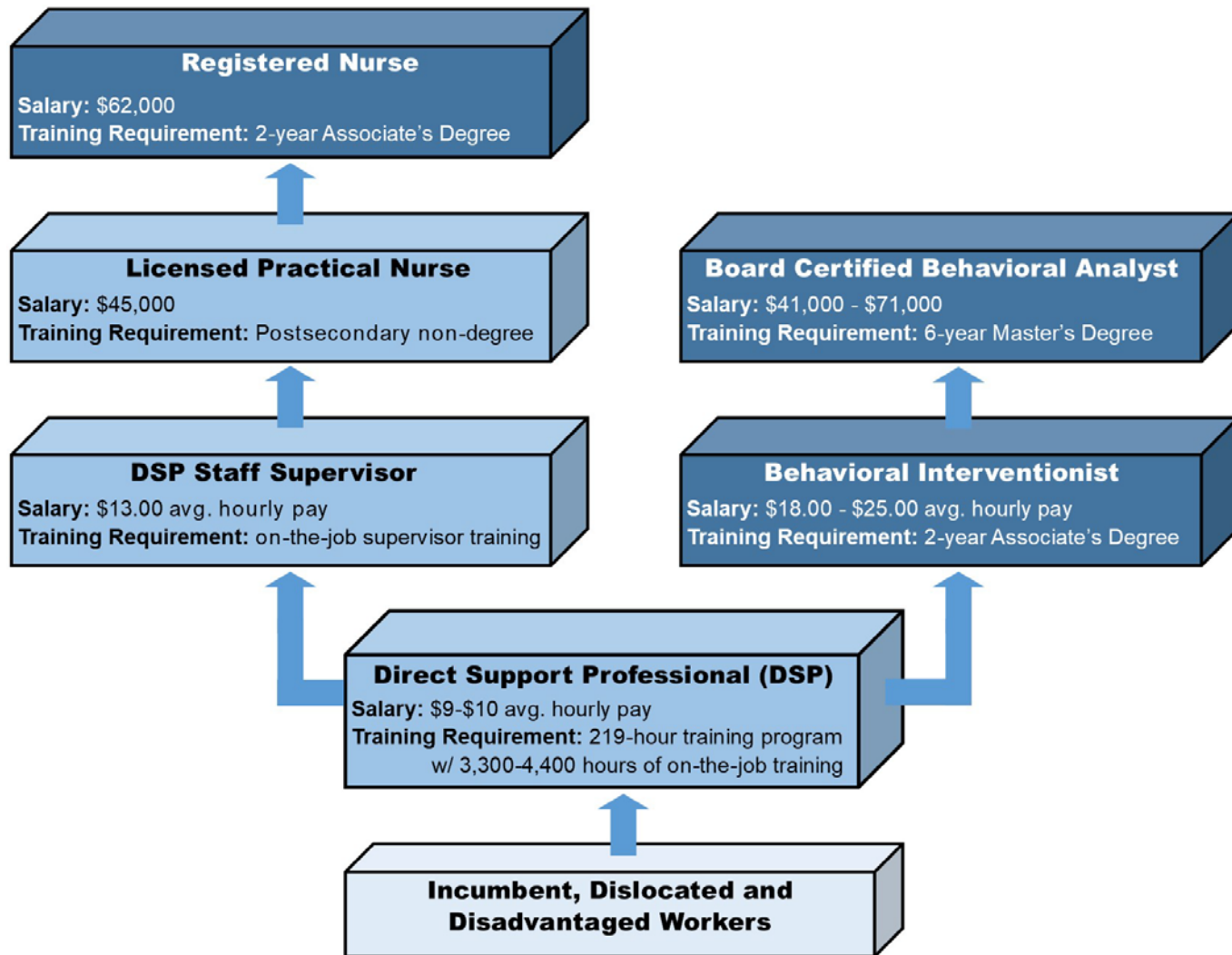
Background

- ▶ Nursing Assistants and Home Health Aides are expected to see an 11% and 41%, respective job growth from 2014 to 2024.
- ▶ Employer focus groups and multiple TIP members have expressed how hard it is to find and retain quality CNAs and CHHAs. They have asked us to train incumbent CHHAs and CNAs for micro-credentials while working under the supervision & mentoring of a trained nurse.



DIRECT SUPPORT PROFESSIONAL

Career Pathway Outline



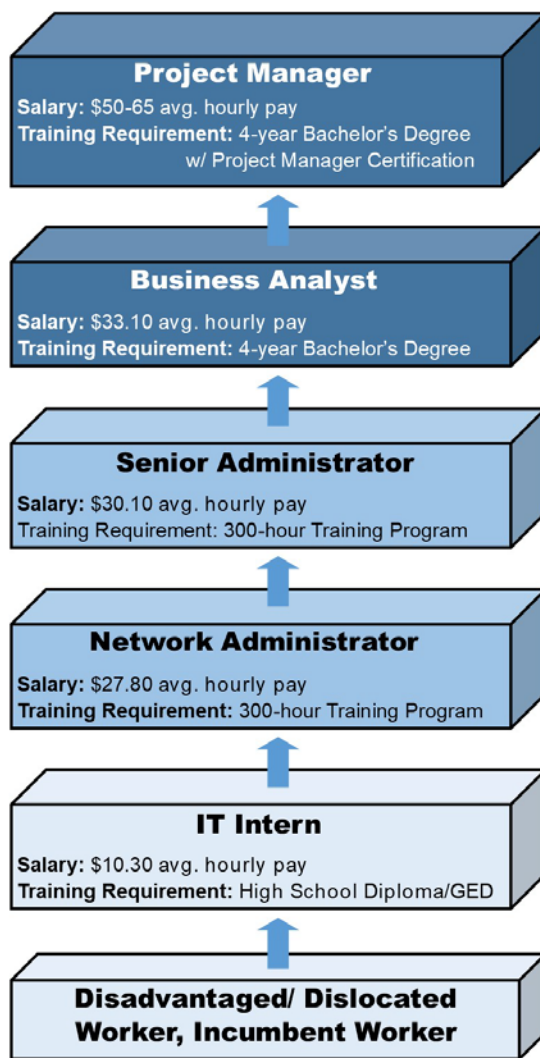
Background

- ▶ Direct service professionals are expected to see a job growth of 40% from 2014 to 2024.
- ▶ We will work to create a standard curriculum for entry level workers to work in group homes, assisted living facilities and hospitals.
- ▶ This pathway training allows for the transfer to nursing or behavioral medicine, helping employers to ensure the hiring of qualified professionals.



ENTRY-LEVEL NON-CLINICAL PATHWAYS

Career Pathway Outline



ENTRY-LEVEL NON-CLINICAL PATHWAYS

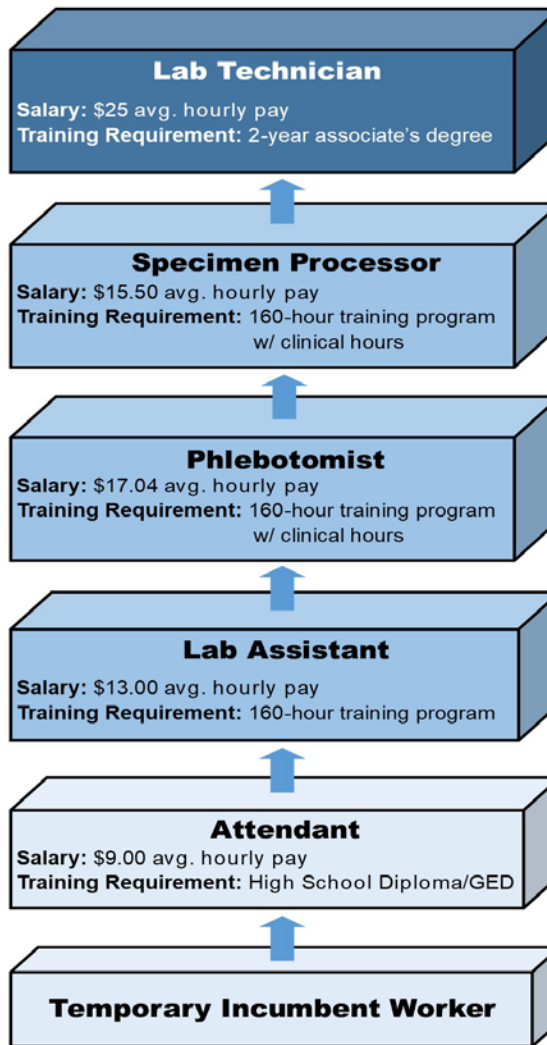
Background

- ▶ Administrative services and IT career fields are expected to see a 10% and 14%, respective job growth from 2014 to 2024.
- ▶ We received feedback from hospital CEOs and Human Resource VPs on the need for capable under-skilled/skilled entry-level workers for a non-clinical health care pathway.



ENTRY-LEVEL CLINICAL PATHWAY

Career Pathway Outline



ENTRY-LEVEL CLINICAL PATHWAY

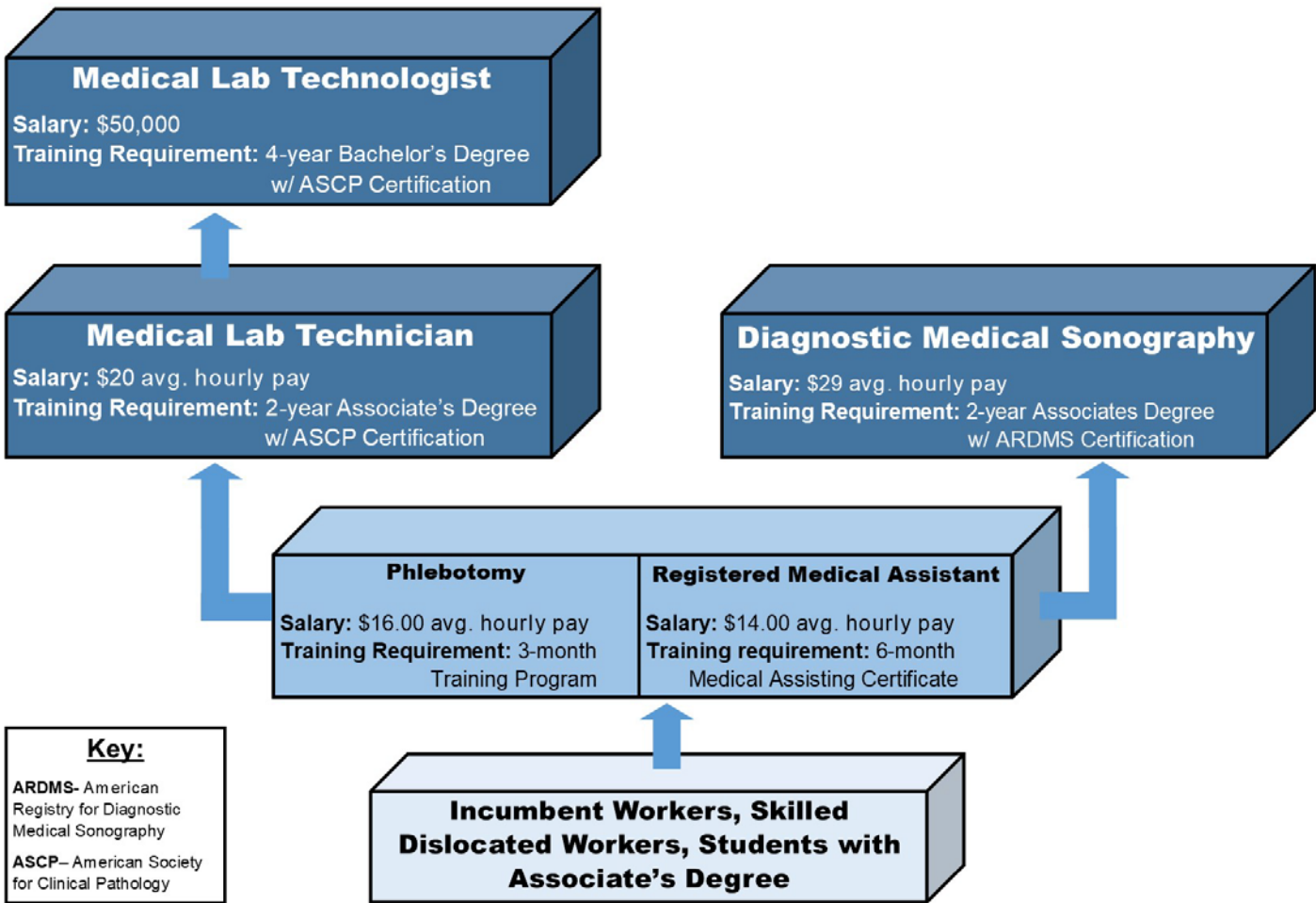
Background

- ▶ Lab Technicians are expected to see a 13% job growth from 2014 to 2024.
- ▶ We received feedback from hospital CEOs and Human Resource VPs in our TIP meetings on the need for a career pathway for capable, under-skilled, entry-level workers.



MEDICAL LAB TECHNICIAN

Career Pathway Outline



MEDICAL LAB TECHNICIAN

Background

- ▶ Medical Lab Technicians are expected to see a 13% job growth from 2014 to 2024.
- ▶ Both the Northern and Southern TIP employers requested a way to train their incumbent phlebotomists or skilled local/dislocated workers to become MTs or diagnostics technicians.
- ▶ Major hospitals are seeing experienced MLTs/MTs retiring and they need to fill those empty positions.



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