

[Click](#) to read this email in a browser. | Please [add us](#) to your address book to ensure delivery.



Spring 2015

A national collaboration of hospital and health care leaders promoting investment in the skill and career development of frontline workers

Gather Key Insights into Health Care Workforce Development at the National Fund's Annual Meeting

As the health care sector undergoes massive transformation, the [National Fund's Annual Meeting](#) will be an opportunity to get key insights into how health care employers are meeting these challenges by investing in their frontline workers. The meeting will feature multiple plenaries and workshops about how the Affordable Care Act (ACA) is changing the future of health care, including the business impact of frontline worker investment and how specific providers are responding to America's rapidly changing health care needs. During the Annual Meeting, CareerSTAT will announce the [2015 Frontline Health Care Worker Champions](#), and three exemplary health care providers will present how their organizations are strengthening their businesses and improving their quality of care through strategic investment in their frontline workers. Each provider takes a unique approach to training and advancing their frontline workers, and the session will provide examples of how providers fund, design, implement, and measure the business impact of their frontline worker development programs.



Aside from its deep health care focus, the Annual Meeting will be an opportunity to “Learn. Share. Partner.” on a range of workforce issues. Bringing together more than 400 employers, policymakers, local and national funders, and workforce practitioners, the National Fund conference will feature nationally recognized speakers including [Alan Robinson](#), best-selling author of *The Idea-Driven Organization: Unlocking the Power in Bottom-Up Ideas*, and will feature more than three-dozen workshops on workforce development innovations and employer-led skills investments.

The Annual Meeting will be hosted at the Hyatt Regency Baltimore in Baltimore, Maryland, from noon on Wednesday, June 17, 2015 through 1:00 PM on Friday, June 19, 2015. While all individuals are welcome to attend the full conference, we encourage employers to register for the [Employer Day on June 18, 2015](#) and to utilize special Employer Day pricing. For more information, [visit the event page](#) or [register for the Annual Meeting](#) today.

The Holy Angels Deepens Investment in Frontline Workers

[Holy Angels](#), a [2014 Frontline Health Care Worker Champion](#), recently updated the CareerSTAT network on their continued and expanded investment in frontline workers. Based in Shreveport, Louisiana, Holy Angels serves approximately 200 individuals of varying age with a range of intellectual and developmental disabilities. As an independent nonprofit, Holy Angels employs around 300 staff who focus on community integration through job training and residential services. Holy Angels is unique in its size and focus yet continues to make frontline worker investment a major organizational priority.



Speaking to the unique and changing nature of Holy Angels' work, CEO Laurie Boswell says that developing the organization's workforce is essential to providing the highest quality of job coaching and care and maintaining an organizational culture of "servant leaders." To ensure not only that every employee performs their job at the highest possible quality but also that employees are given the opportunity to develop themselves, Holy Angels offers multiple on-site training courses through its

Angel University program. Angel University offers multiple classes on computer and business literacy, healthy living and work-life balance, and various medical and administrative areas. Its biggest programs are its Certified Medication Administration (CMA) and basic annual education programs. Occurring annually and graduating 57 employees in 2014, the CMA program educates workers on medication administration with specific classes focusing on drug classification, drug action, and nursing implications for specific drugs. Such investment allows workers to perform a wider array of functions as well as seek advancement within the organization. Just last week, Holy Angels awarded 19 more employees with certificates of completion in the Registered Behavior Technician Program.

For Holy Angels, frontline worker training is not only good for their employees and their community but also a strategic investment. CEO Laurie Boswell says that Holy Angels has seen significant ROI on its investments in creating training programs and paying employees who participate in them. Since developing its training programs, Holy Angels has lowered its turnover rate while securing a consistent retention rate of over 95% for those who have received new certifications. Furthermore, employee training allows Holy Angels to quickly respond to client and organizational changes while guaranteeing high levels of client care and quality.

Employee investment and development lies at the [heart of Holy Angels' business model and organizational culture](#). Through thoughtful and strategic investment, training allows Holy Angels to invest in the lives and skills of its workers, raise employee wages, and respond more effectively to client needs

CareerSTAT Discusses 2015 Strategic Goals

The [CareerSTAT](#) Executive Committee met in Washington, D.C. this January to develop its strategic plan for 2015 and beyond. Focusing on not only highlighting exemplary employer investment in frontline health care workers but also spreading the positive results regarding the business impact of frontline worker investment, CareerSTAT is increasingly reaching across its employer network to collect, analyze, and disseminate data and best practices in health care workforce development. CareerSTAT will increase its focus on advocacy by developing a policy agenda that reflects the needs of its employers and workers and sharing these concerns with federal policymakers.

In addition to its general meeting, CareerSTAT convened its Frontline Worker Champion Recognition Committee to discuss and review 16 applications for CareerSTAT's [2015 Frontline Health Care Worker Champions recognition program](#). With multiple applicants from across the country and the health care industry, CareerSTAT is excited to announce its 2015 Champions later this spring.

CareerSTAT Partners Represent Health Care Providers at BLU Meeting



Representing the unique workforce needs of health care providers across the country, nine CareerSTAT partners from [Beth Israel Deaconess Medical Center](#), [Genesis HealthCare](#), [Grady Health System](#), [Norton Healthcare](#), [MedStar Good Samaritan](#), [Mercy Health](#), and [Sutter Health](#) were among the more than 60 employers that met in Washington, D.C. this January. At the [Business Leaders United \(BLU\)](#) meeting, business representatives gave federal policymakers an employer perspective on the top workforce development issues facing American business leaders.

Addressing the unique concerns of health care providers, CareerSTAT partners presented their top policy objectives including flexible WIOA implementation to respond to the unique needs of health care frontline workers, the establishment of national standards for health care credentials and training, and the creation of direct incentives to offset the training costs of ACA-focused employer training.

Over two days, BLU employers spoke with White House representatives, the Departments of Education, Labor, and Commerce, and more than 50 congressional offices on multiple key issues including the implementation of the Workforce

Innovation and Opportunity Act (WIOA), federal funding for registered apprenticeships, and the White House's new [UpSkill America initiative](#). The BLU convening was a critical opportunity for employers to collaborate on shared challenges and to advance collective solutions to America's most important workforce development policies. Please visit the [event page](#) for more information about the BLU network and the policy developments discussed at the convening.

CareerSTAT Partners Outline [Top Advocacy Priorities](#)

Before the BLU meeting, CareerSTAT partners led by the CareerSTAT Executive Committee organized their [top policy priorities](#).

As a sector that constitutes 17% of national GDP and employs 10% of the U.S. workforce, health care is a highly complicated and important industry. CareerSTAT partners articulated the top changes that would allow health care employers to better train their workers and care for their patients.

Their proposals are diverse and include calls to reposition WIOA funding to allow employers to more effectively train their frontline workers, to set national and geographic standards for credentials and education providers, and to create direct incentives to offset the costs of employer-led frontline worker investment.



ABOUT CAREERSTAT
 CareerSTAT is a national coalition of health care employers and workforce development organizations that work together to address the unique workforce needs of the health care industry. CareerSTAT is an employer-led coalition of 100 health care employers representing acute care, long-term care, and ambulatory care settings across the U.S. who promote employer investment in the workforce and development of frontline health care workers.

BACKGROUND
 • Health care is valued at 17 percent of GDP.
 • Health care generates nearly 10 percent of the nation's entire workforce.
 • Half of those health professionals are trained across in need of career advancement opportunities.
 Health care is undergoing rapid change as we increase the use of technology and AI/ML care in the field. Appropriately training and preparing workers to meet the growing needs of the patient is critical to the future of the industry.

The National Fund Welcomes Nominations for Young Adult Employer Champions

The National Fund's [Annie E. Casey Young Adult Project](#) has launched the [Annie E. Casey Young Adult Employer Champion program](#) in order to identify and recognize employers that effectively recruit, hire, and retain young adult workers.

To uncover best practices and promote examples of employers that provide young adults with high-quality jobs, the National Fund [welcomes nominations](#) for top youth-focused employers and will recognize three Young Adult Employer Champions at its

2015 Annual Meeting this June where champions will be given the opportunity to present on their hiring and investment practices.

Mark Your Calendars!

Agile Workforce Planning and Strategic Analytics Summit

June 10-12, 2015 | Las Vegas, NV

Partnering with the Talent Management Alliance, CareerSTAT will present workforce planning on a panel with representatives from PGE, GE Software, Sloan-Kettering Cancer Center, ConAgra, and McKesson Corporation. The presentation will focus on how strategic analytics can inform workforce planning. Throughout the panel, CareerSTAT will draw upon the data and findings from its [Frontline Worker Champion](#) program and the diverse work of its employer network.

2015 National Fund Annual Meeting

June 17-19, 2015 | Hyatt Regency on the Inner Harbor, Baltimore, MD

An opportunity to “Learn. Share. Partner.”, the Annual Meeting is a signature event that brings together employers, policymakers, and workforce development practitioners to address America’s top workforce development issues. This year features a special focus on employers and will include workshops designed around the workforce development needs of employers. To utilize special [Employer-Day](#) pricing, we encourage employers to consider attending on June 18, 2015.

Offering critical health care information, CareerSTAT will host workshops focusing on the future of health care, the business value of frontline worker investment, and the [2015 CareerSTAT Frontline Health Care Worker Champions](#).

[Spots are filling up quickly! Register today to “Learn. Share. Partner” with America’s top workforce thinkers.](#)

Breakthroughs Conference and Exhibition

June 23–26, 2015 | Gaylord National Hotel, National Harbor, MD

Partnering with Norton Healthcare, CareerSTAT will present “Reaping the Rewards of Investing In Your Employees.” The presentation will feature Jackie Beard (Systems Director Talent and Workforce) and Christy Ralston, RN, BSN (CCMC Director Workforce Development) from Norton Healthcare, as well as Jan Hunter, CareerSTAT Director.

CareerSTAT Welcomes New Health Care Employers

CareerSTAT is pleased to welcome leading health care employers and workforce development organizations to its growing roster of partners! These organizations listed below are committed to advancing the CareerSTAT goal of making the business case to generate substantive health care industry investment in the frontline workforce. [Learn more about becoming a CareerSTAT Partner.](#)

- Matt Bruce
Executive Director
Chicagoland Funders Alliance
Chicago, IL
- Tracey Crandall
Vice President of Human Resources
Fresenius Medical Care—North Division
Downers Grove, IL
- Denise Famellette, MPA, ACHE
Chief Administrative Officer
Barnes Healthcare Services
Valdosta, GA
- Myra Gregorian
Chief Human Resources Officer
Children's Hospital Los Angeles

Los Angeles, CA

- Judith Murphy
Vice President of Human Resources
Southwest General Health Center
Middleburg Heights, OH



TheJoyceFoundation



[Click to view this email in a browser](#)

If you no longer wish to receive these emails, please reply to this message with "Unsubscribe" in the subject line or simply click on the following link: [Unsubscribe](#)

[Click here](#) to forward this email to a friend

National Fund for Workforce Solutions
c/o Jobs for the Future
88 Broad Street, 8th Floor
Boston, Massachusetts 02110
US

[Read](#) the VerticalResponse marketing policy.

