CareerSTAT QUARTERLY

CareerSTAT
FALL 2016

Growing the Network & Expanding Our Work

As a national network promoting increased investment in frontline workers, CareerSTAT assists health care organizations grow and sustain workforce development programs that engage employees, fill critical vacancies, improve patient care, and advance individuals toward family-sustaining jobs. Since I started as CareerSTAT Director in February 2016, we have focused on documenting employer best practices, collecting metrics, developing new partnerships, and expanding our network. In collaboration with Jobs for the Future, we released the newly revised CareerSTAT *Guide to Investing in Frontline Health Care Workers* for health care leaders designing frontline workforce programs and building program infrastructure. We are expanding opportunities for members to engage in more peer-to-peer learning and technical assistance. We are also aligning with other organizations focused on health care skills training, apprenticeships, and anchor institution strategies to ensure that we're providing the network with comprehensive strategies.

After four years of committed support from the Joyce Foundation, CareerSTAT received a three-year $750,000 grant from the W.K. Kellogg Foundation to expand the network and develop an Employer Academy to provide focused technical assistance to organizations starting or expanding their workforce development programs (read more). Technical assistance will be available to organizations that apply to the Frontline Health Care Worker Champions program, so get your applications in before February 3, 2017! As an employer-led initiative of the National Fund for Workforce Solutions, CareerSTAT's executive leaders are excited to engage more health care leaders from across the continuum of care in this next phase.
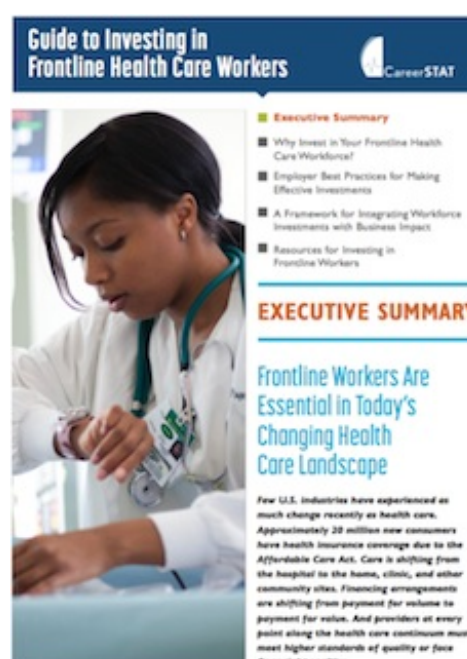
- Kelly Aiken, National Fund Vice President and CareerSTAT Director

We're Hiring: Apply for the Program Manager

Guide to Investing in Frontline Health Care Workers

CareerSTAT just released its *Guide to Investing in Frontline Health Care Workers*. The Guide provides health care employers with strategies and a framework for investing in the skills and careers of frontline worker to increase business impact and provide workers with opportunities for advancement.

Read Guide

Nominate a Frontline Worker Champion

The 2017 nomination process opens December 1, 2016, for CareerSTAT's Frontline Health Care Worker Champions program. The peer recognition program recognizes organizations making significant investments in their frontline workforce in two categories: Champions and Emerging Champions. Champion organizations meet all recognition criteria and are promoted as national leaders. Emerging Champions meet some recognition criteria and receive targeted technical assistance to grow and sustain their workforce development programs. Emerging Champion organizations will be invited to participate in the new Employer Academy. All nomination forms are due by Friday, February 3, 2017. Learn more about the recognition program during a **Federal Reserve System webinar** on December 15.

Nominate

Registered Apprenticeships in Health Care

With funding from U.S. Department of Labor (DOL), the Healthcare Career Advancement Program (H-CAP) serves as a national industry intermediary to support the expansion of Registered Apprenticeship in health care.

H-CAP is partnering directly with the DOL and CareerSTAT to:

- Support the growth of apprenticeship programs throughout the health care sector
- Assist employers in expanding apprenticeship programs, starting new programs, creating "registration-ready" programs, and working together to create a pipeline of skilled workers

For further information, please contact Daniel Bustillo, H-CAP Director, at 646.315.3573 or Daniel.Bustillo@1199funds.org.

CareerSTAT is a network of almost 200 health care and workforce leaders. Join the movement for access to technical assistance, peer learning opportunities, industry-vetted best practices, and other critical insights into how health care employers are strengthening their organizations by investing in their frontline workers. **Membership is free and open to all.**

Join

Resources for CareerSTAT Members

Federal Reserve Webinar- Connecting Communities

December 15, 2016 3:00 p.m. (EST)

Register: [Investing in the Frontline: A Lesson from the Health Care Sector](#)

This **webinar** will present how health care employers are making the business case for investing in lower-wage workers. Kelly Aiken, Vice President at the National Fund for Workforce Solutions and Director of CareerSTAT, will discuss how health care leaders are promoting employer investment in the skill and career development of frontline health care workers. She will discuss CareerSTAT's framework and strategies outlined in the new *Guide for Investing in Frontline Health Care Workers*. Representatives from UnityPoint Health and Homebridge, both Frontline Health Care Worker Champions, will discuss how these strategies work and impact employees and business outcomes.

News: Chief Learning Officer

"Front-line Workers: Gateways to Better Business" published in *Chief Learning Officer* magazine explaining how the health care industry is finding business value in expanding talent development strategies for frontline workers.

Partnership: Hope Street Pathways

Hope Street Group is leading Health Career Pathways, a national initiative to spearhead an employer-driven, competency-based career pathways system. CareerSTAT has joined the HCP Workforce Alliance to inform and support the initiative.

Champion Visit: Norton Healthcare

Norton Healthcare hosted CareerSTAT's Executive Committee and showed how it's frontline investments generate business impact. CareerSTAT will release a case study on Norton's extensive development programs this spring.

Resource- Hospitals Aligned for Healthy Communities

The Democracy Collaborative's Hospitals Aligned for Healthy Communities offers toolkits to accelerate a new model in health care that builds community health into core business practices. These toolkits will help health systems integrate community health principles into three distinct business functions: (1) inclusive local hiring and workforce development; (2) local and diverse purchasing; and (3) leveraging their long-term investment portfolios for community investment.

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