
President's High Growth Job Training Initiative Recruitment and Retention of Direct-Care Workers



Grant amount: \$999,902

Leveraged amount: \$999,902 cash from the Charles Stewart Mott Foundation and The Atlantic Philanthropies

Grantee: Paraprofessional Healthcare Institute, Bronx, New York

Key partners: Lehman College of New York; North Carolina Foundation for Advanced Health Programs; Workforce Investment Board of Lancaster County, Pennsylvania; local community colleges and workforce investment boards

Grant activities will take place in New York City, in and around Lancaster County, Pennsylvania, and at sites to be determined in North Carolina.

Challenge

The long-term care industry's shortage of direct-care workers is particularly acute in home-based care. Long-term care providers realize that they must transform standard practices regarding recruitment, training, supervision, and support in order to effectively attract and retain new workers as paraprofessionals.

Addressing the Challenge

With its \$999,902 grant, the Paraprofessional Healthcare Institute will provide a range of technical assistance, training initiatives, and materials for the long-term care workforce. Emphasis will be placed on Hispanic caregivers and supporting the nation's Workforce Investment Boards and community colleges in recruiting and training.

Projected Outcomes

The Paraprofessional Healthcare Institute will: 1) develop a recruitment and apprenticeship career-lattice model; 2) create a coaching approach for front-line supervisors, with a curriculum designed for employer-based community colleges; 3) demonstrate a problem solving training curriculum, in partnership with Lancaster's Workforce Investment Board; 4) publish a series of guidebooks, curricula, and teaching manuals - written in English and Spanish - on effective paraprofessional workforce development practices; 5) create strategic relations with faith-based health systems capable of bringing about nationwide change.

Sustainable Impact

Well-established partnerships of The Paraprofessional Health Institute, The Charles Stewart Mott Foundation, and The Atlantic Philanthropies along with local community colleges and Workforce Investment Boards will provide a firm foundation for replicating the model throughout the nation after the federal funds have been expended.

