

President's High Growth Job Training Initiative

Herkimer, Madison, and Oneida County WIBs

Grant Amount: \$497,576

Grantee: Workforce Investment Boards of Herkimer, Madison and Oneida counties

Region: Central upstate New York

Key Partners: Oneida County Workforce Development, Regional Working Solutions Consortium, Valley Health Services, Mohawk Valley Community College, SUNY Morrisville, Boards of Cooperative Educational Services, Diversified Development, the School and Business Alliance of Oneida County; Cosmopolitan Center.

Leveraged Resources: \$963,317

Target Occupations and Care Settings: Certified Nursing Assistants and Long-Term Care Supervisors in facility-based centers

Challenge: Long-term care facilities in the region are experiencing a revolving door of long-term care recruitment. High turnover rates in the region result in unfilled vacancies and high recruitment expenses. The region is home to a large refugee population largely employed in low-paying jobs with limited opportunities for advancement. Communities seek to provide a culturally diverse healthcare workforce to serve this population, and an opportunity to help refugees pursue careers in long-term care.

Addressing the Challenge: Employers will collaborate to develop a regional Long-Term Care/Direct Care On-the-Job Training Program that provides skills training for employees and new hires. Employers will work together to increase efficiency and effectiveness of recruitment, retention, and mentoring efforts. To increase direct care recruitment, youth, refugees, and minorities will be targeted through an image campaign. Mentoring and human resources skills training aimed at managers and administrators will reduce turnover. To improve entry-level and incumbent worker skill development, the program will allow employers to develop a curriculum to ensure new hires have practical skills and the clinical knowledge required for state licensure. Skills programs will address language and cultural barriers that impact the region's 10,000-plus refugees. Various models have been consulted in developing this project, such as the train-the-trainer model within LEAP (Learn-Empower-Achieve-Produce), Boston's Healthcare and Research Training Institute, Project SEARCH Healthcare Training, the University of Minnesota Center on Aging, and the WIBs' own experience working with project partners in shorter term efforts.

Projected Outcomes:

- Train 300 new hires
- Train 200 existing direct care workers
- Train 150 existing managers
- Provide 200 youth with career experiences
- Reduce recruitment costs and increase retention rates in all facilities

www.doleta.gov/BRG/JobTrainInitiative

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