

# President's High Growth Job Training Initiative

## *Capital Workforce Partners*

**Grant Amount:** \$506,836

**Grantee:** Capital Workforce Partners (CWP)

**Region:** North Central Connecticut

**Key Partners:** Connecticut (CT) Office for Workforce Competitiveness, *CTWorks* One-Stop System, CT Department of Labor, CT Association of Not-for-profit Providers for the Aging, CT League for Nursing, 1199 Training & Upgrading Fund; Four regional community colleges, Charter Oak State College, CT Technical High School System, CT Department of Education, CT Department of Public Health

**Leveraged Resources:** \$1,522,448

**Target Occupations and Care Settings:** Certified Nursing Assistants in care centers

**Challenge:** The target area is an established healthcare market area with 241 nursing and residential care facilities. The region is home to a high proportion (13.6%) of people ages 65 and older, yet the CT Department of Labor projects a 15.4% increase in regional healthcare support jobs from 2002 to 2012, and a 55% shortage of registered nurses (RNs) statewide by 2020. Capital Workforce Partners (CWP) found that many CNAs lack basic skills and face barriers to further education.

**Addressing the Challenge:** The CNA Advancement Initiative will develop a track for delivering training programs at the worksite and facilitate system changes to promote and support career pathway development for CNAs. Two proven models and one pilot will be integrated into three strategies to address the skill development, retention and advancement workforce challenges of CNAs. The Extended Career Ladder Initiative (ECCLI) is a Massachusetts program that features a tiered training model, paid leave time for participants, wage increases upon completion of each tier and the development of a career advancement plan. The Bridges to Health Care Careers is a CWP collaborative program that enables CNAs to prepare for continued study by providing them with assessment, developmental education and personal support. These and other core elements of regional CNA training programs will be enhanced by adding curricula recommended by an advisory committee. The retention and advancement of incumbent CNAs will be increased through wage increases based upon earning credentials, the support to earn a GED, and career counseling.

### **Projected Outcomes:**

- 646 incumbent CNAs receive on-site training at 10 long-term care facilities
- 295 CNAs earn at least one Clinical Specialty credential
- 128 CNAs earn a Leadership credential
- 144 CNAs earn an Advancement credential
- 72 CNAs will pursue college credit toward nursing or allied health programs

