



Partners in Career and
Workforce Development
(PCWD)

PCWD Newsletter

Jan/Feb 2004

Volume 1, Number 1

IN DEVELOPMENT...

PCWD Web Site

We are in the process of creating a PCWD Web Site that will provide information about the project, participant profiles and links to helpful resources.

Data

We are also developing a database to capture the information needed to report back to the funders.

Reminder

Partnership Council Meetings-

Prudential Center

11th Floor 3-5pm:

- *March 1, 2004*
- *May 26, 2004*
- *Sept 14, 2004*
- *Dec 2, 2004*

Premiere Issue

Welcome to the inaugural issue of the PCWD Newsletter, a monthly e-newsletter highlighting the stories of employees advancing their careers at Partners affiliated hospitals and Whittier Street Health Center. This newsletter will also acknowledge the supervisors who are committed to creating a supportive work environment that promotes lifelong learning and staff development. Each month will focus on a specific topic related to workforce development.

About PCWD

Partners HealthCare has received a three-year grant to create health care career opportunities for low-income Boston residents and incumbent entry-level workers as well as address an urgent need for skilled and educated healthcare professionals in nursing, radiology technology, and surgical technology. The Partners program includes pre-employment training for people entering the workforce, exposure to health careers through job shadowing and health fairs, career planning, new educational courses and programs developed in collaboration with community colleges and community-based workforce development organizations, and career planning and coaching to help individuals stay on track and succeed.

PCWD Administrative Structure

The **Administrative Team** is responsible for day-to-day operations and includes:

- Cynthia Briggs, Project Director
- Harriet Tolpin, Workforce Development Specialist
- Lisa Kling, Information and Communication Manager

The **Leadership Team** is responsible for project direction and oversight, particularly as it relates to the employer organization and includes:

- The Administrative Team
- Carlyene Prince-Erickson, Manager of Training and Workforce Development, MGH,
- Beverley Sobers, Manager of Workforce Development, BWH,
- Art Bowes, Vice President for Human Resources, SRH,
- Cynthia Gacicia, Vice President for Human Resources, Whittier Street Health Center



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PCWD PARTNERS

PCWD:

Cynthia Briggs, *Director*

MGH:

Carlyene Prince-Erickson
*Manager of Training and
Workforce Development*

BWH:

Beverly Sobers
*Manager of Workforce
Development*

SRH:

Art Bowes
*Vice President for Human
Resources*

Whittier Street Health
Center:

Cynthia Gacica
*Vice President for Human
Resources*

JVS:

Amy Jacobs
Director of Worksite Programs

WorkSource:

Mary Culhane
*Vice President, Workforce
Services*

Mass Bay Community
College:

Lily Hsu
*Dean for Nursing and Health
Professions*

Bunker Hill

Community College:

Beryl Davis
*Dean of Nurse Education and
Health Professions*

Roxbury Community
College:

JoAnne Mulready-Shick
*Dean of Nursing and Allied
Health*

Institute of Health
Professions (IHP):

Mary Carey
Academic Dean

Project HOPE/TTW:

Tressa Antworth
Workforce Career Specialist

Urban League:

Tanja Craig, *Job Developer*

Massachusetts Board

of Higher Education:

Patricia Plummer
*Deputy Chancellor for Policy
and Planning*

PCWD Administrative Structure (Cont.)

The **PCWD Pre-employment Program Operations Team** is responsible for overseeing the Pre-employment Program and includes:

- The Administrative Team
- HR Representatives from MGH, BWH, SRH and Whittier Street Health Center
- Neil Silverston, President, WorkSource Partners
- Mary Culhane, Vice President Workforce Services, WorkSource Partners
- Amy Jacobs, Director of Worksite Programs, Jewish Vocational Service
- Tanja Craig, Job Developer, Urban League of Eastern MA.
- Tressa Antworth, Workforce Career Specialist, Project HOPE/Transition To Work

The **Partnership Council** is comprised of the key people with primary responsibility for the grant at each of the partner organizations. This group will meet quarterly and serve as the leadership governing body for the project, responsible for overall program direction, oversight and policy.

Several Working Groups will be established shortly that will focus on various components of the project. These groups include:

- **PCWD Employer Steering Committee** – *Oversee activities of participants and facilitate communication and coordination with existing workforce development issues.*
- **Educational Issues Working Group** – *Identify and attempt to address barriers to access for employees, educational program capacity constraints, tuition payment policies, and clinical placements.*
- **Workforce Culture Working Group** – *Develop strategies to engage and invest managers/supervisors in the career advancement of their employees, communicate with and support Workforce Development Champions and Health Care Ambassadors.*

Employer Activities

We have officially kicked off the PCWD project at Massachusetts General Hospital (MGH), Brigham and Women's Hospital (BWH), Spaulding Rehabilitation Hospital (SRH), and Whittier Street Health Center. Carlyene Prince-Erickson, Beverly Sobers, Art Bowes and Cynthia Gacica are identifying managers/supervisors who have agreed to become Workforce Development Champions. The "champions" are currently identifying employees in their areas who will be strong candidates for the PCWD program.

Questions?

Email us at
pcwd@partners.org

Or

Contact Cynthia
Briggs at :

617-585-2843 or via
email:

cbriggs@partners.org

Editor: Lisa Kling
lkling@partners.org

Questions??



- What are the PCWD Program Components?
 - Pre-employment Program
 - College Placement Course
 - Education/Skills Training
 - Career Club
 - Intensive ESOL Course
 - Career Planning and Career Coaching
- What are the PCWD Roles?
 - Employee Program Participants
 - Workforce Development Champions
 - Managers and supervisors who have agreed to make an on-going commitment to helping their employees increase skills and education
 - Health Care Ambassadors
 - Representatives of health care career fields who will assist in attracting participants into health care careers
 - Career Coaches
 - Professional career coaches who assist employees with the development of career plans including goals, action steps and milestones
- Can you describe the categories of program participants?
 - Health Career Starters – Job seekers and incumbent workers in entry-level positions who may or may not have a high school diploma or equivalent and will need to develop basic literacy and numeric skills as well as vocational skills.
 - College Bound Group – Incumbent workers with a high school diploma or its equivalent and require 1-2 years of pre-college work in English, math and/or science in order to pass the College Placement Exam and enter a higher education program.
 - College Ready Group – Incumbent workers with the education preparation necessary to pass the College Placement Exam and be admitted to a college program; many of these individuals may already be taking core college-level courses but have not yet decided on a specific course of study.
 - Intensive ESOL Group – Incumbent workers who have professional health care experience, education and credentials from another country but lack sufficient English proficiency to meet the requirements to practices as health professionals in Massachusetts.
- How can I ask a question?

Send an email to PCWD@partners.org and we will answer it in the next issue.