



JOBS FOR THE FUTURE

WORKFORCE STRATEGIES . . . THAT WORK!

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OUR GOALS

1. **PREPARING FOR COLLEGE AND CAREER:**

All young people graduate high school on a clear path to college completion and career success.

2. **EARNING POSTSECONDARY CREDENTIALS:**

All students gain the skills they need to earn postsecondary credentials with high labor market value.

3. **ADVANCING CAREERS AND ECONOMIC GROWTH:**

All workers obtain the education and training required to move into productive careers with clear paths for advancement.

A vertical photograph of a young person with dark hair, seen from the side, looking at a laptop screen. The background is blurred, suggesting an indoor setting like a classroom or office.

Expanding
Opportunity
Today and for
America's Next
Generation



JOBS FOR THE FUTURE



- > Need for Solutions is Urgent
- > Emerging Vision of Good Practices
- > Models and Lessons from Employers and Workforce Initiatives
- > Your Thoughts and Next Steps





- > Frontline workforce (direct care, direct service) is essential but overlooked, unrewarded
- > Affordable Care Act; shift to home/community-based service; aging population
- > Need for higher skills to meet employer and consumer performance standards
- > Need for better jobs with career and educational opportunities – increase retention and engagement



- > Inclusive hiring
- > Accessible learning
- > Career advancement opportunities
- > Engaging leadership
- > Capacity for workforce development
- > Leveraging resources



- > Increasing workforce availability
- > Improving worker engagement
- > Increasing worker competency and advancement
- > Increasing community impact
- > Improving consumer/patient experience
- > Improving quality of care and safety



- > San Francisco-based home care agency (formerly In-Home Supportive Services Consortium)
- > Structured on-boarding of hires—including work readiness, cultural training and mentoring
- > Intensive basic and specialized training in 3 languages; competency-based with formal assessments
- > On-staff peer mentor and Retention/Success Coordinator
- > Turnover rate well below national average



- > Shreveport, LA provider to intellectual/developmental disabled community—paying \$3 over area average wage
- > "Angels University:" training partnership with higher ed, public workforce system
- > Onsite training with ladders: Certified Medication Aide, Advanced Behavioral Analysis Tech; foundational and life skills
- > 82% retention rate for CMA trainees; lower turnover



- > Philadelphia, PA: persons with disabilities (residential and community-based services)
- > Customized CNA training and extended support for new hires; created assessment center to screen, interview
- > Collaboration with labor/management and industry partnerships
- > Turnover down from 69 to 22%



- > CareerSTAT: employers as models and advocates
- > Personal and Home Care Aide State Training (PHCAST)
- > Quality Jobs for Quality Care: MA Senior Care Association
- > Iowa Direct Care Workforce Initiative



QUESTIONS AND DISCUSSION

JOBS FOR THE FUTURE



Photo courtesy of:

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