
President's High Growth Job Training Initiative

Recruitment and Retention of Direct-Care Workers



Grant Amount: \$999,902

Grantee: Paraprofessional Healthcare Institute

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

Key Partners: Lehman College of New York; North Carolina Foundation for Advanced Health Programs; Workforce Investment Board of Lancaster County, Pennsylvania; Workforce Investment Board of South Bend Indiana

Location of Grant Activities: New York, NY; Lancaster County, PA; South Bend, IN and NC

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, including the development of a registered Home Health Aide apprenticeship program. Emphasis will be placed on Hispanic caregivers and supporting the nation's Workforce Investment Boards and community colleges in recruiting and training.

Projected Outcomes:

- A recruitment and apprenticeship career-lattice model;
- A coaching approach for front-line supervisors, with a curriculum designed for employer-based community colleges;
- A series of published guidebooks, curricula, and teaching manuals - written in English and Spanish - on effective paraprofessional workforce development practices.

