

2023

Creating a Regional Healthcare Talent Ecosystem

A GUIDE FOR HEALTHCARE EMPLOYERS





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The need for talent is top of mind for every healthcare provider. Healthcare is a labor-intensive industry and finding and retaining top talent has become increasingly difficult since the Covid-19 pandemic. Significant shortages in many key positions existed before the Covid-19 pandemic, and those shortages have been exacerbated by many well-documented factors: worker burn out, aging workforce, wage escalation among others.

The key to creating a sustainable talent pipeline lies in developing strong regional partnerships between healthcare providers, education and training institutions, and community-based organizations. The need for talent is particularly acute and the Westchester County Association is uniquely positioned to help create a sustainable pipeline of locally educated and trained healthcare talent. In partnership with the Suburban Hospital Alliance, we have created the Healthcare Talent Roundtable, bringing together regional healthcare CEOs and College/University presidents to solve talent shortages by sharing information and resources and fostering collaboration. Our efforts include aligning curriculum with talent needs, coordinating and increasing availability of clinical training, promoting workforce diversity and inclusion, and developing new funding streams for training and early career support.

The first step in developing a talent ecosystem is to inventory the top in-demand regional healthcare positions as identified by our healthcare employers and list local training providers that can provide qualified candidates to fill those jobs. This guide provides the information you need to connect with local training providers to help you build a sustainable talent ecosystem.

The information in this guide will help you fill your open positions- whether you are looking for new hires or upskilling of your incumbent workforce. We are fortunate to have the resources and partners in our region who are willing to work collaboratively to truly create a locally sourced sustainable talent pipeline.



Healthcare Employer Guide

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How to Make the Most of This Guide and Your Talent Pipeline Partnerships

1. Identify training providers that offer programs for the jobs you are looking to fill.
2. Connect with the appropriate career services contact to explore talent pipeline partnerships.
3. Offer to visit students in class to tell them about career opportunities with your organization and to answer their questions.
4. Offer faculty and deans recommendations on job readiness skills to make their students better job candidates.
5. Ask training providers to let you know of any opportunities to attend on-campus recruiting events for work experiences and jobs.
6. Share on-site recruiting event information with deans and faculty and ask them to share with students.
7. Identify employees you want to upskill and share the resource guide and your tuition assistance program details with them to increase skills training and retention rates.
8. Track which colleges, universities and other training organizations your employees graduated from and determine which ones you can focus on to grow into a bigger talent pipeline partner.
9. Stay in frequent contact with your training partners to help them understand your talent needs and to add or increase their programs for mutual benefit.
10. Celebrate your successes to strength your partnership(s) and improve your recruitment and retention outcomes.

High-Demand Regional Healthcare Jobs

NURSING JOBS



Certified Nursing Assistant (CNA)

- Mercy University
- Monroe College
- Putnam-Northern Westchester BOCES
- Rockland BOCES
- SUNY Westchester Community College

Credentials: Certificate, 3 months



Clinical Medical Assistant (CMA)

- Adelphi University
- College of Westchester
- Mercy University
- Putnam-Northern Westchester BOCES
- Rockland BOCES
- Rockland Community College
- Southern Westchester BOCES
- SUNY Westchester Community College
- Westchester School for Medical & Dental Assistants

Credentials: Certificate, 6 months; Associate's Degree, 2 years

High-Demand Regional Healthcare Jobs

NURSING JOBS CONT.



Licensed Practical Nurse (LPN)

Institutions:

- Rockland BOCES
- SUNY Westchester Community College

Credentials: Certificate, 1 year



Nursing (ASN)

- Monroe College
- Rockland Community College
- SUNY Westchester Community College

Credentials: Associate of Applied Science (AAS), 2 years



Nursing (BSN)

- Adelphi University
- Iona University
- Manhattanville College
- Mercy University
- Monroe College
- Pace University

Credentials: Bachelor of Science (BSN), 4 years

High-Demand Regional Healthcare Jobs

TECHNICIAN JOBS



Clinical Laboratory Technician

Institution: Mercy University

Credentials: Bachelor of Science (BS), 4 years



Pharmacy Technician

- Adelphi University
- Manhattanville College
- Rockland BOCES
- SUNY Westchester Community College

Credentials: Certificate, 4 months



Radiology Technician

- Manhattanville College
- SUNY Westchester Community College

Credentials: Associate of Applied Science (AAS), 2 years; Bachelor of Science (BS), 4 years

High-Demand Regional Healthcare Jobs

TECHNICIAN JOBS CONT.



Respiratory Therapist

Institution: SUNY Westchester Community College

Credentials: Associate of Applied Science (AAS),
2 years



Surgical Technician

Institution: Monroe College

Credentials: Associate of Applied Science (AAS),
2 years

High-Demand Regional Healthcare Jobs

FIRST RESPONDER JOBS



Emergency Medical Technician (EMT)

Institutions:

- Empress EMS
- Putnam-Northern Westchester BOCES
- SUNY Westchester Community College

Credentials: Certificate, 4 months



Paramedic

Institution: SUNY Westchester Community College

Credentials: Certificate or an Associate of Applied Science (AAS), 18 months

High-Demand Regional Healthcare Jobs

ADMINISTRATIVE JOBS



Medical Billing and Coding

- Adelphi University
- College of Westchester
- Mercy University
- Monroe College
- Putnam-Northern Westchester BOCES
- Rockland BOCES
- Rockland Community College
- Southern Westchester BOCES
- SUNY Westchester Community College

Credentials: Certificate, 6 months; Associate's Degree, 2 years



Medical Administrative Assistant

Institutions:

- Adelphi University
- Putnam-Northern Westchester BOCES
- Rockland BOCES
- Southern Westchester BOCES
- SUNY Westchester Community College

Credentials: Certificate, 6 months

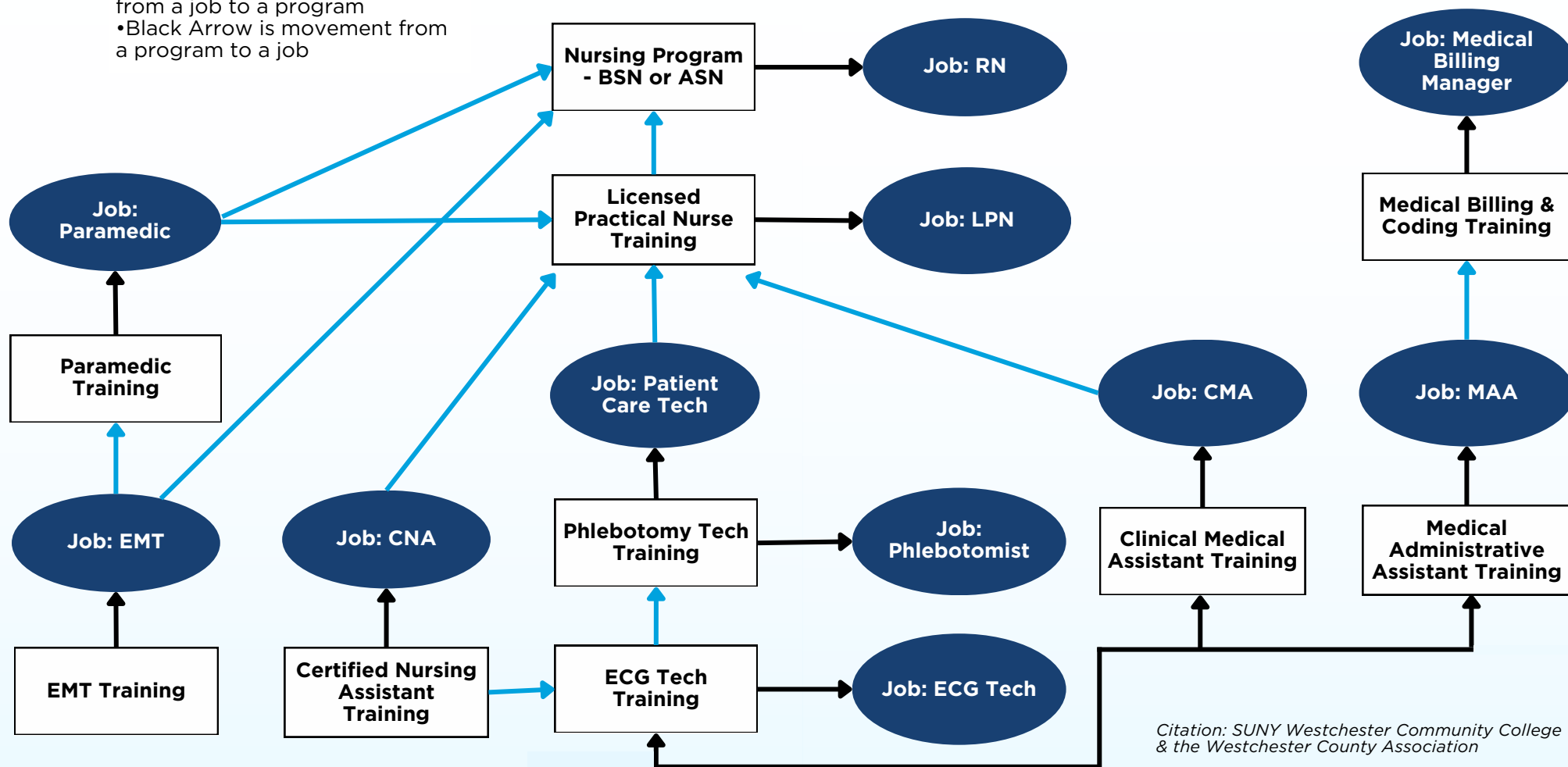
Healthcare Career Pathways

*This chart can be used as a tool for recruitment or up-skilling.
Note: You can enter this pathway at any program level.*



LEGEND

- White Square is a Program
- Blue Circle is a Job
- Light Blue Arrow is movement from a job to a program
- Black Arrow is movement from a program to a job



WCA Member Educator & Training Provider List



Adelphi University | www.adelphi.edu

Adelphi University offers 120+ exceptional undergraduate and graduate programs through eight schools and colleges. The main campus in Garden City and dynamic learning hubs in Manhattan, the Hudson Valley, Suffolk County, and online serve a diverse population of nearly 8,000 students from 44 states and 64 countries.



Locations:

- Garden City
- Manhattan
- Poughkeepsie
- Middletown
- Hauppauge Center

Employer Services:

Contact Karen Parish Autry, Associate Director of Employer Relations
autry@adelphi.edu

College of Westchester | www.cw.edu

The College of Westchester (CW) offers programs at the certificate, associate degree, and baccalaureate levels in accounting, business, digital media marketing, computer network administration, information technology, and healthcare, including both clinical and administrative functions.



Location: White Plains

Employer Services:

Contact JoAnn Sondey, Director of Career Services
jsondey@cw.edu

Iona University | www.iona.edu

With nearly 50 undergraduate programs and more than 40 graduate programs, Iona offers rigorous, quality academics across a wide range of disciplines. Students receive exceptional education in their field of study. All programs emphasize skills needed in the real world: critical thinking, effective communication, adaptability, and creative problem solving.



Locations:

- Bronxville
- New Rochelle

Employer Services:

Contact Matt Cardin, AVP for Enrollment Management and Career Initiatives
mcardin@iona.edu

WCA Member Educator & Training Provider List



Long Island University Hudson Valley | www.liu.edu

Long Island University, founded in 1926, continues to redefine higher education, providing high quality academic instruction by world-class faculty. Recognized by Forbes for its emphasis on experiential learning and by the Brookings Institution for its “value added” to student outcomes, LIU offers over 220 degree programs, with a network of over 285,000 alumni that includes industry leaders and entrepreneurs across the globe.

Location: Purchase

Employer Services:
Contact Bruce Jonas, Marketing and Recruitment Manager
Bruce.Jonas@liu.edu



Manhattan College | www.manhattan.edu

Manhattan College is ranked as one of the top schools in the nation for having graduates that get jobs and earn high salaries. While securing employment is important, career preparation at Manhattan College is about more than just finding a job. The Office of Career Pathways helps to guide students towards a meaningful and purpose-driven career.

Location: Bronx

Employer Services:
Contact Rachel Cirelli, Director, Center for Career Development
rcirelli01@manhattan.edu



Manhattanville College | www.mville.edu

At Manhattanville College, students find a welcoming atmosphere and a commitment to inclusive excellence reflected in our highly diverse community of students, faculty, and staff. Students receive a top tier education that prepares them to thrive in the real world and gain practical skills needed to be career ready.

Location: Purchase

Employer Services:
Contact Christopher Thunberg, Director, Center for Career Development
christopher.thunberg@mville.edu



WCA Member Educator & Training Provider List



Mercy University | www.mercy.edu

Mercy University is committed to providing motivated students the opportunity to transform their lives through higher education by offering liberal arts and professional programs in personalized and high-quality learning environments, thus preparing students to embark on rewarding careers.

Locations:

- Manhattan
- Bronx
- Dobbs Ferry

Employer Services:

Contact Sara Shepherd, Director of Employer Relations
sshepherd1@mercy.edu



Monroe College | www.monroecollege.edu

Monroe educates 8,000 students each year, offering certificate, associate, bachelor's, and master's degree programs in allied health professions, business and accounting, criminal and social justice, education, hospitality management, IT, and nursing from New York campuses in the Bronx and New Rochelle, as well as in the Caribbean nation of St. Lucia.

Locations:

- Bronx
- New Rochelle
- St. Lucia

Employer Services:

Contact Pamela DellaPorta, VP, Corporate & Community Outreach
pdellaporta@monroecollege.edu



Undergraduate



Graduate



Certificate

WCA Member Educator & Training Provider List



New York Medical College | www.nymc.edu

New York Medical College (NYMC) is located on a 565-acre suburban campus shared with Westchester Medical Center, 15 miles outside of the New York City limits. The School of Medicine, Graduate School of Biomedical Sciences, and School of Health Sciences and Practice, the Touro College of Dental Medicine at NYMC, and the Touro College School of Health Sciences' nursing program at NYMC – all on the Valhalla campus in Westchester County, New York, provides a large catchment area that enables our students to treat and work with culturally and economically diverse populations, and pursue a wide range of career, residency and internship opportunities.

Location: Valhalla

Employer Services:

Contact Michelle Novotny, Associate Dean for Admissions and Enrollment Management
Mnovotny@nymc.edu



Pace University | www.pace.edu

Pace has grown to three campuses in New York City and Westchester County and enrolls more than 13,000 students in bachelor's, master's, and doctoral programs in more than 150 majors and programs. Its six schools and colleges offer a variety of courses in business, healthcare, computer science, humanities, education, science, law, the arts, and more.

Locations:

- New York City
- Pleasantville
- White Plains

Employer Services:

Contact Phyllis Mooney, Executive Director, Career Services
pmooney@pace.edu



Putnam-Northern Westchester BOCES | www.pnwbores.org

PNW BOCES offers a wide range of licensing and certification programs that lead to entry-level employment in fields such as healthcare, computer technology, cosmetology, heating, and construction trade programs. Students receive support services including career counseling, job development, and job placement.

Location: Yorktown Heights

Employer Services:

Contact Melissa Crea, Work Based Learning Coordinator
mcrea@pnwbores.org



WCA Member Educator & Training Provider List



Rockland BOCES | www.rocklandboces.org

Rockland Adult and Community Education (RACE) provides customized, results-oriented training. Adult learners currently participate in over 30 career and technical education programs that integrate academic and technical training with employment readiness training to prepare them for employment.



Location: West Nyack

Employer Services:
Contact Christopher D'Ambrese, District Superintendent
cdambrese@rboces.org

Rockland Community College | www.sunyrockland.edu

Rockland Community College (RCC), a State University of New York, offers a safe, supportive learning environment for thousands of students from diverse backgrounds. The affordable tuition and commitment to career readiness makes RCC the “first choice” for students and parents.

Location: Suffern

Employer Services:
Contact Yvonne Rosario-Quiroz, Director, Career Readiness and Success
yvonne.rosarioquiroz@sunyrockland.edu



Undergraduate



Certificate

St. Thomas Aquinas College | www.stac.edu

St. Thomas Aquinas College dares you to imagine all that you can accomplish—in your career and beyond. Choose from over 100 programs through St. Thomas Aquinas College’s four schools — the School of Arts & Social Sciences, the School of Business, the School of Education, the School of STEM — each providing individualized attention in a caring environment. Expert faculty will guide you to reach for more, to achieve more, and imagine the difference you can make in the world.



Location: Sparkill

Employer Services:
Contact Thomas Flood, Vice President of Institutional Advancement
tflood@stac.edu

WCA Member Educator & Training Provider List



Southern Westchester BOCES | www.adulted.swboces.org

The Center for Adult & Community Services at Southern Westchester BOCES provides an array of Workforce Development Training programs that include healthcare, technology, and the trades. The main campus is in Valhalla, with other locations in Southern Westchester.

Locations:

- Valhalla

Employer Services:

Contact Tracy Racicot, Director, Center for Adult & Community Services
tracicot@swboces.org



SUNY New Paltz | www.newpaltz.edu

SUNY New Paltz is a public university, set in a vibrant upstate New York village, committed to making high-quality education accessible to all. We do that by helping more than 7,000 undergraduate and graduate students across 150+ programs successfully earn degrees and achieve their goals post-graduation, and by building partnerships that spark real change and growth in our communities.

Location: New Paltz

Employer Services:

Contact Mark McFadden, Director, Career Resource Center
mcfaddem@newpaltz.edu



Undergraduate



Microcredentials

SUNY Purchase | www.purchase.edu

We're a distinctive member of the SUNY family. We're the dreamers, the DIYers, the future of arts and culture, of the humanities and the sciences. We're passionate about everything—from rigorous coursework to current events to the music lineup at Culture Shock. We live on a collaborative and sustainable campus, and we work to create the kind of society we want to see in the world. We respect others, ourselves, and our surroundings as we grow into the people who will make real change someday.

Location: Purchase

Employer Services:

Contact Wendy F. Morosoff, Director of Career Development
wendy.morosoff@purchase.edu



WCA Member Educator & Training Provider List



SUNY Westchester Community College | www.sunywcc.edu

SUNY Westchester Community College offers more than 65 associate and certificate programs. The college also offers workforce training leading to industry-recognized credentials and licensures. The college is located in Valhalla, with extension centers in Mount Vernon, Ossining, Peekskill, and a newly expanded center in Yonkers.



Locations:

- Mount Vernon
- Ossining
- Peekskill
- Valhalla
- Yonkers

Employer Services:

Contact Teresita Wisell, Vice President Workforce Development
tere.wisell@sunywcc.edu

Westchester School for Medical and Dental Assistants | www.wsmda.edu

A post-secondary educational institution focused on allied health studies.

Location: Ardsley

Employer Services:

Contact Marco Rodriguez, President
wsmda.mr@gmail.com



