

2025

Creating a Regional Healthcare Talent Ecosystem

A GUIDE FOR HEALTHCARE EMPLOYERS





Creating a Regional Healthcare Talent Ecosystem

A GUIDE FOR HEALTHCARE EMPLOYERS

Simone Healthcare Development is delighted to underwrite the publication of the 2025 edition of the WCA's Healthcare Talent Guide. As a leading developer of healthcare facilities, we well understand that 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 burnout, an aging workforce, and wage escalation, among others.

The key to creating a sustainable talent pipeline lies in developing strong regional partnerships between healthcare providers, educational and training institutions, and community-based organizations. 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, they have brought together regional healthcare CEOs and College/University presidents to solve talent shortages by sharing information and resources and fostering collaboration. Those 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 regional 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 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.

On behalf of Simone Healthcare Development, we remain committed to supporting our regional healthcare ecosystem and trust you will find this Guide helpful in filling your needs.

Sincerely,

Joe Simone
President
Simone Development Companies

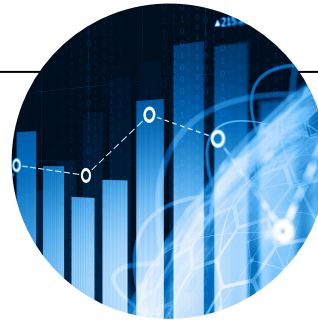
Michael N. Romita
President & CEO
Westchester County Association



Healthcare Employer Guide

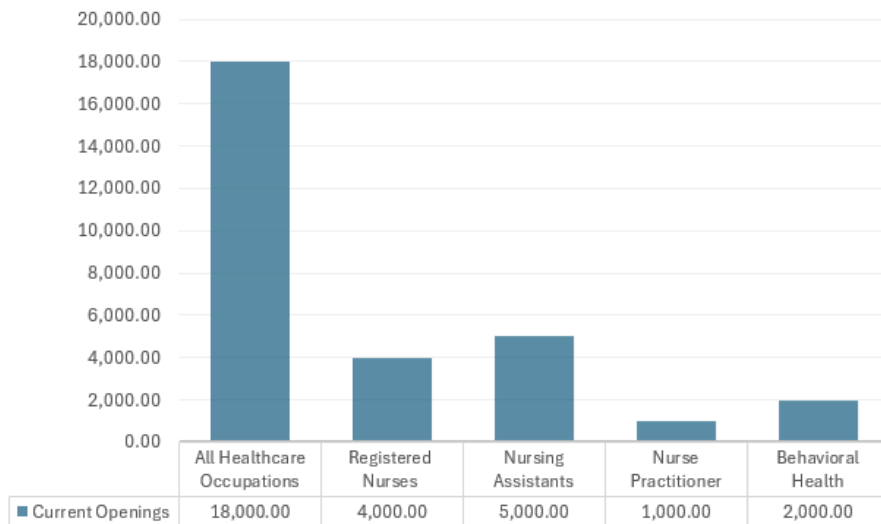
TABLE OF CONTENTS

Healthcare Occupation Trends	1
How to Make the Most of This Guide and Your Talent Pipeline Partnerships	2
High-Demand Regional Healthcare Jobs	3
Healthcare Career Pathways	8
WCA Member Educator & Training Provider List	10



Healthcare Occupation Trends

Current Openings



2028 Projected Shortages





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 faculty/deans to explore a talent pipeline partnership.
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 strengthen your partnership(s) and improve your recruitment and retention outcomes.

High-Demand Regional Healthcare Jobs

NURSING JOBS



Certified Nursing Assistant (CNA)

Institutions:

- Adelphi University
- Monroe University
- Rockland BOCES
- SUNY Westchester Community College
- Westchester School for Medical & Dental Assistants

Credentials Offered: Certificate, three (3) months



Clinical Medical Assistant (CMA)

Institutions:

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

Credentials Offered: Associate's Degree, two (2) years;
Certificate, six (6) months



Licensed Practical Nurse (LPN)

Institutions:

- Rockland BOCES
- SUNY Westchester Community College

Credentials Offered: Certificate, one (1) year

High-Demand Regional Healthcare Jobs

NURSING JOBS CONTINUED



Nursing (ASN)

Institutions:

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

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



Nursing (BSN)

Institutions:

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

Credentials Offered: Bachelor of Science (BSN), four (4) years



Nursing (NP)

Institutions:

- Adelphi University
- Manhattanville University
- Mercy University
- Pace University

Credentials Offered: Family Nurse Practitioner (MS), online / in person, two (2) years; Advanced Family Nurse Practitioner Certificate, one and a half (1.5) years

High-Demand Regional Healthcare Jobs

TECHNICIAN JOBS



Clinical Laboratory Technician

Institution: Mercy University

Credentials Offered: Bachelor of Science (BS), four (4) years



Radiology Technician

Institutions:

- Manhattanville University
- SUNY Westchester Community College

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



Respiratory Therapist

Institution: SUNY Westchester Community College

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



Surgical Technician

Institution: Monroe University

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

High-Demand Regional Healthcare Jobs

FIRST RESPONDER JOBS



Emergency Medical Technician (EMT)

Institutions:

- Empress EMS
- SUNY Westchester Community College
- Westchester EOC

Credentials Offered: Certificate, four (4) months



Paramedic

Institution: SUNY Westchester Community College

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

High-Demand Regional Healthcare Jobs

BEHAVIORAL HEALTH JOBS



Clinical Social Worker

Institutions:

- Adelphi University
- Fordham University
- Iona University
- Mercy University
- Sarah Lawrence College

Credentials Offered: Bachelor of Science (BS), four (4) years; Master of Arts (MA) / Master of Social Work (MSW), two (2) years



Clinical and Counseling Psychologists

Institutions:

- Adelphi University
- Fordham University
- Iona University
- Long Island University Hudson Valley
- Manhattan University
- Manhattanville University
- Mercy University
- Monroe University
- Pace University
- Rockland Community College
- Sarah Lawrence College
- St. Thomas Aquinas College
- SUNY New Paltz
- SUNY Purchase
- SUNY Westchester Community College

Credentials Offered: Associate Arts (AA), two (2) years; Bachelor of Arts (BA), four (4) years; Master of Arts / Science (MA / MS), two (2) years

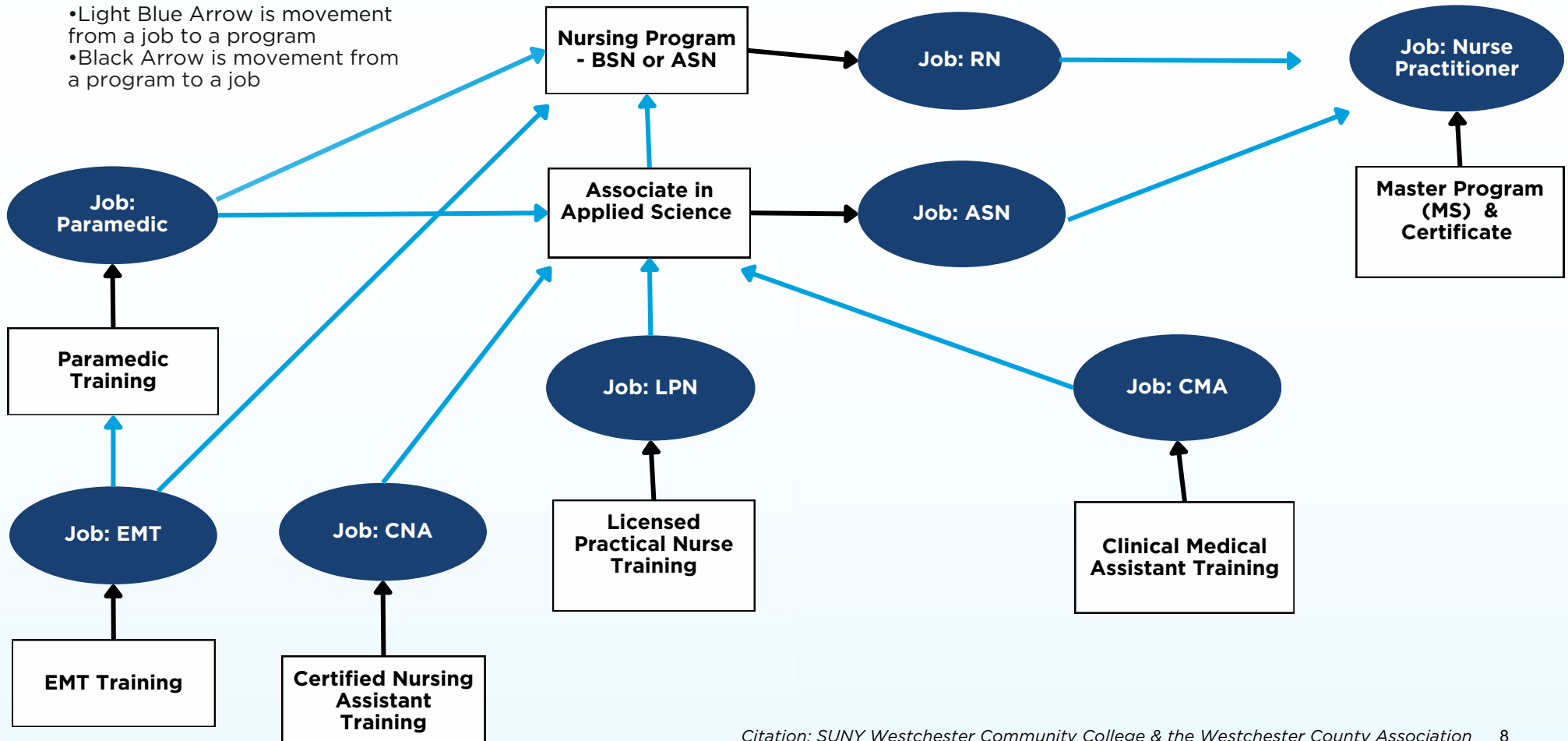
Healthcare Career Pathways

*This chart can be used as a tool for recruitment or upskilling.
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



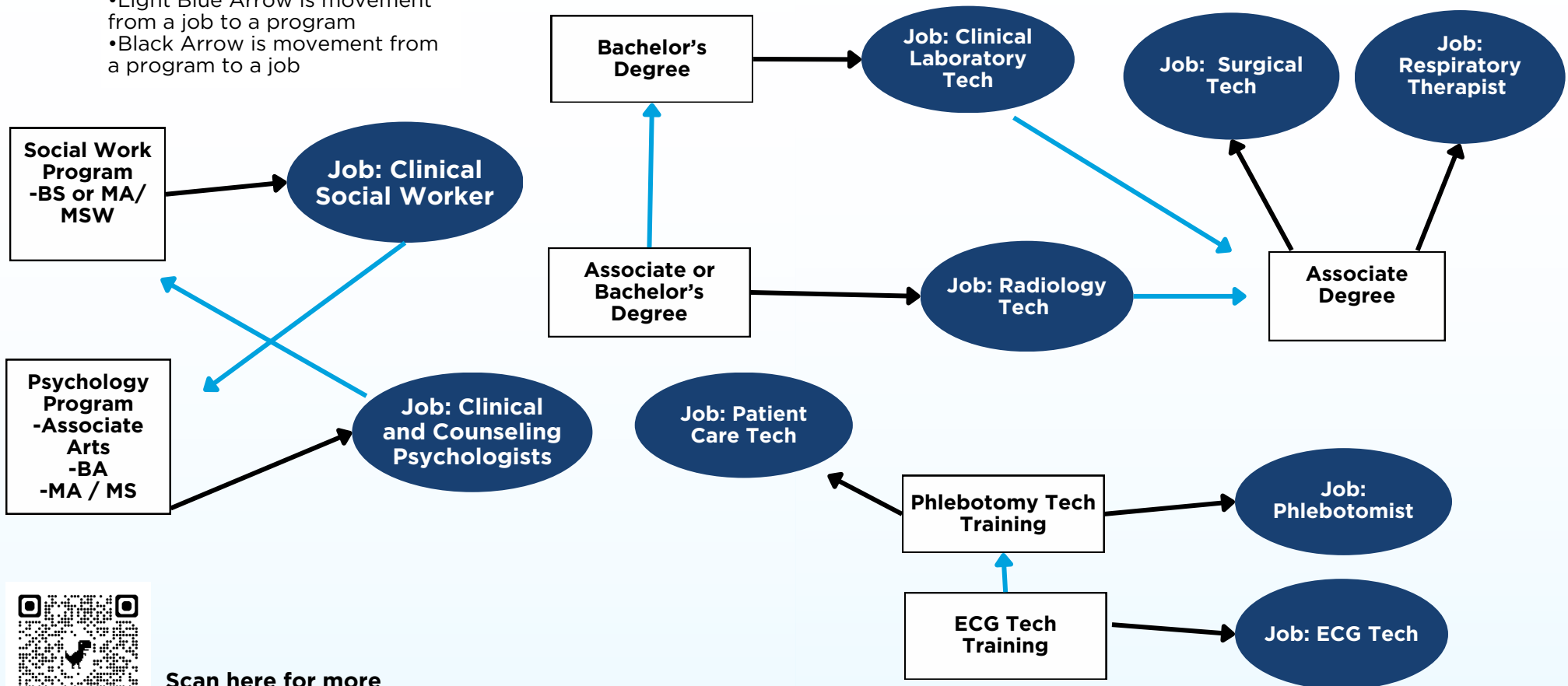
Healthcare Career Pathways Continued

*This chart can be used as a tool for recruitment or upskilling.
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



Scan here for more Behavioral Health career pathways!

WCA Member Education & Training Provider List



Adelphi University | 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 Center
- Hudson Valley Center Poughkeepsie
- Hudson Valley Center Middletown
- Hauppauge Center



College of Westchester | 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



Fordham University | fordham.edu

Fordham University, the Jesuit University of New York, is committed to the discovery of Wisdom and the transmission of Learning, through research and through undergraduate, graduate and professional education of the highest quality.

Locations:

- Bronx
- Lincoln Center
- Westchester



Iona University | 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



WCA Member Education & Training Provider List Continued



Long Island University Hudson Valley | 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



Manhattan University | manhattan.edu

Manhattan University 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 University 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



Manhattanville University | mville.edu

At Manhattanville University, 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



Mercy University | 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





WCA Member Education & Training Provider List Continued

Monroe University | monroeu.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.



Undergraduate



Graduate



Certificate

Locations:

- Bronx
- New Rochelle
- St. Lucia

New York Medical College | 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

Pace University | 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:

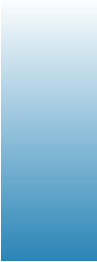
- New York City
- Pleasantville
- White Plains

Putnam-Northern Westchester BOCES | pnwboces.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



WCA Member Education & Training Provider List Continued



Rockland BOCES | 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



Rockland Community College | 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



Undergraduate



Certificate

Sarah Lawrence College | sarahlawrence.edu

Sarah Lawrence is a prestigious, residential, coeducational liberal arts college. Founded in 1926 and consistently ranked among the leading liberal arts colleges in the country, Sarah Lawrence is known for its pioneering approach to education, rich history of impassioned intellectual and civic engagement, successful alumni, as well as their world-renowned Graduate Program in Human Genetics. In close proximity to the unparalleled offerings of New York City, our historic campus is home to an inclusive, intellectually curious, diverse community.

Location: Bronxville



St. Thomas Aquinas College | 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



WCA Member Education & Training Provider List Continued



Southern Westchester BOCES | 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
- Rye Lake Campus



SUNY New Paltz | 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



Undergraduate



Micro-credentials

SUNY Purchase | 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



SUNY Westchester Community College | 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



WCA Member Education & Training Provider List Continued



SUNY Westchester EOC | sunywcc.edu/locations/yonkers/eoc/

SUNY Westchester Educational Opportunity Center, located in Yonkers, NY, is part of a statewide system of educational enterprises. We are funded by the State University of New York, University Center for Academic and Workforce Development, and administered by Westchester Community College. SUNY Westchester EOC provides access to quality education and serves our students and the community with passion, commitment and pride. We strive to be the best adult education institution in Westchester County and the center of influence for training and career development.

Location: Yonkers



Westchester School for Medical and Dental Assistants | wsmda.edu

The Westchester School for Dental Assistants prepares you for a real career in healthcare that is full of longevity. A post-secondary educational institution focused on allied health studies. Whether you're looking for dental assistant training or interested in working toward your medical assistant certification, our school offers hands-on learning opportunities with experienced staff members that will equip you with a variety of practical and applicable skills you will be able to put toward an accomplished and satisfying career.

Location: Ardsley





OUR NEWEST MEDICAL BUILDING

One Executive Boulevard

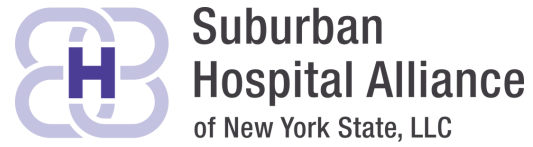
Yonkers, NY

One Executive offers a prime opportunity for businesses to establish a presence on the prestigious North Yonkers Medical Mile. Now under the visionary leadership of Simone Development Companies, this 133,768 SF Class A office building is being transformed into a state-of-the-art medical facility, providing cutting-edge spaces designed to advance healthcare innovation and support leading medical practices.

For leasing, please contact: Josh Gopan at jgopan@simdev.com • (718) 215-3000 x113
or Jeremy Schwartz at jschwartz@simdev.com • (718) 215-3000 x296

SIMONE[®]
DEVELOPMENT COMPANIES

simdev.com



1133 Westchester Avenue Suite S-217 White Plains, NY 10604
info@westchester.org | 914-948-6444

SIMONE[®]
DEVELOPMENT COMPANIES

*This guide is generously underwritten by
Simone Development Companies*