

CAPITAL AREA HEALTHCARE PARTNERSHIP (CAHP)
Working Together to Improve Healthcare in the Capital Region

Co-Conveners: Maureen Jenks, Capital Workforce Partners
Tiffany Morrissey, Connecticut Health Council

ACTION PLAN

December 2025

The Capital Area Healthcare Partnership is a regional sector partnership that brings together healthcare providers to collaborate on tackling shared challenges, and to strengthen the economic healthcare industry in the region. This partnership is being driven by healthcare leaders from across acute, post-acute, primary care, long-term care, home health, behavioral health, and other providers. Capital Workforce Partners and the Connecticut Health Council are the co-conveners, working in coordination with other economic development, workforce and education organizations at the region and state levels. The partnership is being modeled off other regional sector partnerships that are active across Connecticut and around the country.

Mission: To increase the stability of the healthcare industry as a critical economic driver and improve outcomes through collaborative strategies.

Operating Principles:

Work collaboratively to:

- Build synergy, not siloes
- Leverage, not duplicate
- Increase communication driving effective action
- Get things done!

CAHP LEADERSHIP TEAM

Goal: To ensure the Partnership is focused on the right priorities and achieving desired outcomes

Rebecca Couceiro, *Hartford Healthcare*
Athena Dellas, *Wheeler Clinic*

Carol Fitzgerald, *New Horizons, Inc.*
Barry Simon, *Oak Hill*

GENERAL DISCUSSION

Welcome and Introductions

- Joe Tedone, Duncaster
- Roundtable introductions, *All*

Announcements

- Good Jobs Challenge Grant:
 - **Current graduating cohorts soon to be ready for employment:**
 - Pharmacy Tech: 18 (Capital): 12/11
 - Pharmacy Tech: 13 (Tunxis): 12/11
 - Surgical Processing Tech: 25 (Tunxis): October 9th
 - Patient Care Technician: 17 (Capital): Graduate 12/18
- **Nursing Expansion Grant:**
 - Working with several organizations: grant to support upskilling into a nursing program. For example, CNA to LPN, LPN to RN, AD to BSN, CNA to RN. This supports participants up to \$8500. Those who are planning on starting their education and finishing prior to May of 2028 qualify, as well as those already enrolled.
 - Upskilling survey: as part of the grant, we will be conducting a survey ensuring that workers' voices are heard during upskilling processes. We are working with Listen4Good on this. Listen4Good is an organization that helps build effective feedback loops (surveys).
- **Hiring event:** A healthcare job fair is scheduled for March of 2026. More information to follow.
- **CAHP Website:** There is a new action team called CAHP Website Enhancement Action Team. The members are:
 - Maddy Clark, *Hartford*
 - Daniel Remiszewski, *Northeast Medical Institute*,
 - Timothy Haddock, *The Village for Families and Children*,
 - Rebecca Couceiro, *Hartford Healthcare*
 - Tiffany Morrissey, *Connecticut Health Council*
 - Daniel Ramiszewski, *Northeast Medical Institute*

Incumbent worker training:

- Aimed at employees in healthcare roles or technology-related roles who are ready to grow their skills.
- Capital Workforce Partners is now accepting applications for Incumbent Worker Training Grants through Connecticut's Good Jobs Initiative
- Employers can receive up to \$5,000 per employee to fund training that leads to wage increases, promotions, or other advancements.
- Skills training for employees in healthcare or technology-dependent occupations
- Training that results in advancement or higher pay

- Credentials that help employees move into high-quality roles
- Programs delivered by an external training provider of your choice (with competitive price quotes)
- **January 12th statewide RSP convening:** Central CT State University in Alumni Hall. There will be a focus on work-based learning (WBL). There will be breakout sessions for each industry.
- **Meeting Purpose:** The meeting was aimed at gathering the founding members of the partnership who gathered for the first time on December 6, 2022, at a CAHP launch meeting. The discussion focused on the priorities set at that time, the work that has been done through the action teams since then, the plan for work to be done in 2026 and whether there was alignment. The members were impressed with the work done, felt that there was indeed alignment with the original priorities and agreed with the work forecasted for 2026

ACTION TEAM UPDATES

POLICY: Elevate the Voice of Healthcare with Policymakers

Action Team Members

Athena Dellas, *Wheeler Clinic*
Carol Fitzgerald, *New Horizons, Inc.*
 Dan Keenan, *Trinity Health*
 Keturah Kinch, *Wheeler Clinic*
Barry Simon, *Oak Hill*

Bruce Stovall, *Oak Hill*
 Tracy Wodatch, *Connecticut Association for
 Healthcare at Home*
 Michelle Fuhrman, *Office of Workforce
 Strategy*

Action Team Goal: To unify and strengthen the voice of healthcare providers and advocate for public policies that strengthen the stability of the healthcare industry, improve patient care, as well as the access to, and quality of, healthcare jobs.

Strategies:

The update was provided by Carol Fitzgerald and Tiffany Morrissey. The work shared included the legislative breakfasts held in 2024 and 2025, the white paper that was produced that outlined the legislative impact points of the partnership, and the plans around the virtual legislative conversation planned for February 6th.

Next meeting: January 12, 2026.

WORKFORCE: Building the Healthcare Workforce for Tomorrow

Action Team Goal: Educate, engage, and actualize CT youth and adults regarding healthcare opportunities, careers, and career pathways.

Action Team Members (Those in bold are co-chairs)

Deborah Bradley, *The Village for Families and Children*

Matthew Broderick, *Quinnipiac*

Vicki Clark, *Blue Hills Civic Association (BHCA)*

Maddy Clark, *Hartford Healthcare*

Rebecca Couceiro, *Hartford Healthcare*

Kimberly Forbes, *ECHN*

Leah Fuhs, *United Way of Central and Northeastern Connecticut*

Timothy Haddock, *The Village for Families and Children*

Dr. Tina Loarte-Rodriguez, *CT Center for Nursing Workforce*

Anne Rolfe, *Mclean*

Janelle Rutledge, *Hartford Healthcare*

Joseph Seymour, *Manifest Maximum, LLC*

Donna Smith, *DOL*

Nancy Taylor, Charter Oak College

Daria Thibodeau, *Hartford Healthcare*

The discussion from this team focused on the outcomes of the UNconference 2024 and the UNconference 2025 and planning for the UNconference 2026. The ideas for this next UNconference included a larger focus on students and how they could have the opportunity to interact with healthcare leaders. There was also discussion around opportunities for the action to focus on other than the UNconference. For example, webinars that include hiring managers and students, getting involved in the STEM night with the YMCA, educate urban planning on the work done through the RSPs,.

Next Meeting: Virtual: Wednesday, January 14, 2026

COMMUNICATION & MARKETING: The CAHP Website Enhancement Action Team

Action Team Goal: To transform the partnership's website into a central, user-friendly hub that effectively connects healthcare employers, job seekers, educators, and community partners by improving accessibility, streamlining navigation, and providing current resources that support workforce development, career pathways, and regional healthcare needs.

Action Team Members

Maddy Clark, *Hartford*

Rebecca Couceiro, *Hartford Healthcare*

Timothy Haddock, *The Village for Families and Children,*

Tiffany Morrisey, *Connecticut Health Council*

Daniel Remiszewski, *Northeast Medical Institute*

Strategies in process:

1. Add CAHP meetings to the events calendar
2. Build an area where we could upload all the action plans from the CAHP meetings. That way, someone could be directed to the website, read the action plans (summaries, minutes, whatever we want to call them) and get a good sense of the partnership.
3. Change all the pictures to rotating ones from events like UNconference and CAHP meetings, maybe hiring events too.

Some of the other thoughts were:

- Contact names for those organizations on the partnership
- A link to a shared folder for resources like the white paper done by the Policy Action Team, etc.
- Job seeker metrics: how many have we placed at the organizations who sit around the partnership table?
- Agenda for each CAHP meeting
- Have a link to the career page of each of the organizations.

Next meeting: Tuesday, January 20th