

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

September 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

- Barry Simon, *Oak Hill*
- Roundtable introductions, *All*

Announcements

- Good Jobs Challenge Grant:
 - **Current Cohorts:**
 - Pharmacy Tech: 25 (Capital): 11/24
 - Pharmacy Tech: 25 (Tunxis): 11/24
 - Surgical Processing Tech: 25 (Tunxis): October 9th
 - Patient Care Technician: 17 (Capital): Graduate 11/24
- **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).
- **Trinity Nursing Assistant Program (TNAP):** An opportunity allowing those who have no experience in healthcare to start on a pathway for a career in healthcare. The program outline is:
 - Recruitment through JFES, WIOA and other programs
 - Attendance at an info-session that shares information about the role and the organization
 - A comprehensive assessment each potential participant needs to complete that addresses their interest in a career in healthcare, goals, their thoughts on exposure to body fluids, helping patients with personal care, etc.
 - Interview preparation, resume review and redesign and other support
 - Job readiness training (two full weeks)
 - OJT as a nursing assistant
 - If there is opportunity, candidates are considered for other roles within the organization.
- **Layoff Aversion Grant:** If you are facing workforce challenges or working to sustain your workforce or avoid potential layoffs? Capital Workforce Partners is offering Business Grants up to \$20,000 to help employers in North-Central CT retain valuable staff and stabilize operations. Funding is limited and available only through December

31, 2025. Grants are awarded on a rolling basis, so early applications have the best chance of approval before funds are exhausted. The grant can support:

- Incumbent worker training to reskill and retain employees
 - Business strategy consulting
 - Operational studies to prevent layoffs
 - Marketability enhancements
- **Hiring event:** A healthcare job fair is scheduled for October 9th at CT State: Tunxis. It is open to the public but is also being socialized to the upcoming graduates from the Good Jobs Challenge Cohorts. Employers from north-central CT as well as the Waterbury area are attending.
 - **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*
 - **December meeting:** Will include the “founding members” and to discuss the priorities discussed in December 2022 and the work being done now. Does it align? What else should be working on? More information to follow

Speaker: Alan York, Director of Impact Partnerships at Futuro Health: Offering information on Futuro Health, the partnerships they are building as well as how they can partner with the healthcare organizations on the RSP, as well as the training partners. (See attached PowerPoint)

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:

Celebrate Advocacy Leadership:

- A huge congratulations to **Dan Keenan from CT Children's Hospital**, who was honored by the Connecticut Hospital Association with the AHA Grassroots Champion Award for Outstanding Healthcare Advocacy. This recognition reinforces the importance of coordinated advocacy and the influence of our collective voice.
- We also need to celebrate **Barry Simon**, who received the 2025 Suellen Galbraith Award for Excellence in Public Policy from ANCOR (the National Association of Community-Based Disability Services Providers). This prestigious national award highlights Barry's exceptional leadership and unwavering commitment to advancing public policy on behalf of individuals and communities across Connecticut.

Summer Legislative Tour Recap:

- We successfully hosted two summer tours: at **ConnectiCare** and **The Village Urgent Crisis Center**.
- While turnout was lower than hoped, the impact was significant: several legislators have already reached out to schedule future visits, and overall awareness of our Partnership and the vital role of our employers has grown.
- These efforts are helping build visibility and strengthen relationships that will serve us well as we shape workforce policy priorities heading into the next legislative session.

Other: Barry and Bruce shared updates on their trip to DC.

Next Steps:

- Identify any additional legislators or stakeholders we should target for upcoming visits
- Highlight any workforce policy priorities emerging within your organizations

- Share suggestions on timing or opportunities to elevate our collective voice during the 2026 session.

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 **major focus** of this workgroup is to continue planning for a **second** dynamic, very interactive “Un-conference” on healthcare careers.

Main discussion points:

- Nearly completed with planning
- Focus on marketing and sponsorship
- Discussion of backup plan in case someone gets sick, etc.

Next Meeting: Run-through of day on Wednesday, October 15th with ad hoc meetings prior to as needed.

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

1. Add CAHP meetings to the events calendar
2. Build an area where I 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: Monday, September 29th

The next Capital Area Healthcare Partnership quarterly meeting will be held on **Tuesday, December 16th at Duncaster in Bloomfield.** This will be a special meeting to celebrate the work done over the last year but also dive into the work done since December of 2022 and how it aligns with the original priorities of the partnership. Stay tuned for a flyer and registration link coming over the next few weeks.