



Dear Assisted Living Provider,

We are writing to inform you of a creative opportunity to address the unprecedented workforce challenges in assisted living. The Massachusetts Senior Assisted Communities Foundation (MASS-SALC) supports educational programs and research to help the senior living industry attract the most qualified, caring, and determined staff to serve older adults in senior living residences. To this end, the Foundation supports the work of the Massachusetts Assisted Living Association ([MASS-ALA](#)) through research, education, workforce development, and related activities.

These last two years have been unprecedented in our lives. As an industry, we have struggled with many key issues. We have been met with challenges of the recruiting and retention of our workforce, changes to our workforce environment, and new regulations about vaccinations and infection control. It has been an ongoing challenge for our industry.

Recently, MA-SALC learned about a new initiative that supports training and development in the Assisted Living workplace. Apprenticeship is a time-tested approach to training and developing skilled labor that began in the 1850s. However, a resurgence and growing popularity of the model could be just what's needed as we enter this time of economic recovery and meet the demands of the healthcare workforce. The Registered Apprenticeship model has been rapidly changing the healthcare employment picture. The Registered Apprenticeship Programs have been customized to support the healthcare and assisted living workforce at every level from Caregivers, Nurses, through leadership and Executive Director in a structured training program. Argentum has been spearheading this initiative with a workforce intermediary called Hamilton-Ryker [TalentGro](#). Together they are leading a project called "[the Healthcare Apprenticeship Expansion Program](#)" (HAEP) and have been working with employers to develop Caregivers and LPNs.

Apprenticeships define career paths, layout on-the-job training and classroom (including online) learning for advancement, and detail promotions and wage increases for apprentices. These programs are a proven workforce strategy to improve recruitment and retention while creating a more engaged and satisfied workforce.

The apprenticeship program is sponsored in part by the US Department of Labor and the Massachusetts Department of Labor. In this model, employees are offered on-the-job training and related technical instruction. This instruction may come from an outside agency, such as a community college or a post-secondary proprietary program. Many times, there are federal, state, and local funding sources to pay for education. The on-the-job portion is provided by your current team. Caregivers, Nurses, and other employees are asked to provide mentorship to the incoming workforce.

If you would like additional information about the program or other workforce development solutions, we encourage you to contact either Ashante Abubaka, Vice President of Workforce Development, Argentum at aabubakar@argentum.org or Ruth Patterson, Division Director, Hamilton-Ryker TalentGro at rpatterson@hamilton-ryker.com.

Sincerely,

Jim Coughlin
Chair, *Mass. Senior Assisted Living*

Brian Doherty
President, *Mass. Senior Assisted Living*

Communities Foundation
CEO, Northbridge Companies

Communities Foundation
President and CEO, Massachusetts
Assisted Living Association

If you have any questions, please contact us at Mass-ALA@mass-ala.org

MASS-ALA | [Website](#)

