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Impact of the Pandemic

- Not business as usual at the Medical Center – emergency mode
- Trainees put on hold
 - Practicums on hold
 - New trainees paused – even for high demand roles
 - Limited capacity of leaders to think beyond current state
- No gatherings – all classes for employees remote
- All hands on deck – many ambulatory roles redeployed to help with COVID needs

Current State

- Out of incident command and have a plan to handle continued COVID cases and possible 2nd surge
- Better understanding of COVID and PPE
- Classes for employees will stay remote through the year
- There are still many healthcare jobs we need to fill – Patient Care Technicians, Medical Assistants
- Training programs restarted
 - Digital marketing
 - Zoom interviews
 - Socially distanced didactic classes
 - Practicums resumed
- Changing expectations of healthcare workers

Policy Recommendations

- Consider healthcare roles with high demand, low barriers to entry for those needing quick job transitions.
- In all health care training, more understanding of role of the healthcare worker in an emergency.
- Find creative ways to bring back testing/certification capacity in the state.
- Support job seekers with limited technology/tech skills.
- Can Boston use this moment as an opportunity to lean into training for IT roles?