

Healthcare Collaborative Impact Report



Message from the Chairperson

This year, we boldly reimagined how we find and prepare talent with three transformative initiatives: professionalism workshops, soft skills training, and re-entry support. These programs were designed not just to address workforce challenges but to redefine how we approach workforce readiness, particularly in the healthcare industry, where the stakes are high, and the demands are rigorous.

Healthcare faces a unique and heavy lift in finding candidates who possess both the technical expertise and the critical communication and teamwork skills required for success. We recognized that traditional methods weren't enough. To bridge this gap, we embraced unconventional strategies and built programs that inspire while rigorously preparing candidates for the real-world demands of healthcare.

Our approach challenges the status quo. We're not merely filling positions; we're shaping professionals who can thrive under pressure, adapt swiftly, and collaborate effectively in high-stakes environments. By integrating soft skills training with technical education, we're cultivating a workforce that's not only skilled but also resilient and prepared to meet the evolving needs of healthcare.

We also prioritized strengthening re-entry programs for justice-impacted individuals, recognizing this as

an untapped talent pool rich with potential. By offering second chances, we're not only transforming lives but also solving critical staffing shortages with loyal, motivated employees who bring unique perspectives and grit to the workplace.

This year, we launched the Collaborative Chairpersons' meeting, breaking down silos and fostering cross-sector partnerships. This strategic collaboration revealed a powerful insight: many of our workforce challenges are shared across industries, and by uniting our efforts, we can drive systemic change with a far greater impact.

Looking ahead, we are committed to pushing boundaries, finding non-traditional pathways to workforce readiness, and ensuring that every candidate—no matter their background—is equipped to excel. Our mission is clear: to build a stronger, more inclusive healthcare workforce that not only meets the demands of today but is ready to lead tomorrow.

Thanks,

Troy Green

Director of Talent Acquisition,
Partnerships & Strategic Sourcing
Luminis Health

YEAR IN REVIEW

Over the past year, the Healthcare Collaborative has focused on strengthening career pathways, expanding apprenticeships, and addressing barriers to employment. Led by the Anne Arundel County Local Workforce Development Board and supported by Anne Arundel Workforce Development Corporation (AAWDC), the collaborative has united business and community partners to tackle workforce challenges in the healthcare industry.

A key priority of the group has been expanding healthcare apprenticeships, with workforce staff highlighting how these programs enhance job readiness and build a more competent and reliable workforce for employers. Members have also emphasized the need for essential soft skills training in areas such as communication, teamwork, and professionalism to better prepare new hires for the demands of healthcare roles.

The collaborative has addressed workforce inclusion, particularly focusing on challenges with re-entry programs and hiring. Collaborative members have led conversations on employer policies, second-chance hiring, and community investment. Success stories, such as Luminous Health's re-entry initiative, have demonstrated the positive impact of creating more equitable hiring practices.

As a result of these discussions, the collaborative has prioritized several key initiatives intended to directly meet the needs of the healthcare industry: apprenticeships, professionalism workshops, re-entry support, and healthcare career pathways.



What Business are Saying...

“Since we had started constructing pathways for HS students and later heard about the Youth Apprenticeship option from AACPS, we reached out to our resources at the school district but also at AAWDC. They became an initial resource regarding the different options to get into apprenticeships in general. We first started with about 5 jobs that were approved as student apprenticeships and now are up to 11. We will continue with this program, as well as continue looking at registered apprenticeship strategies with the help of AAWDC.”

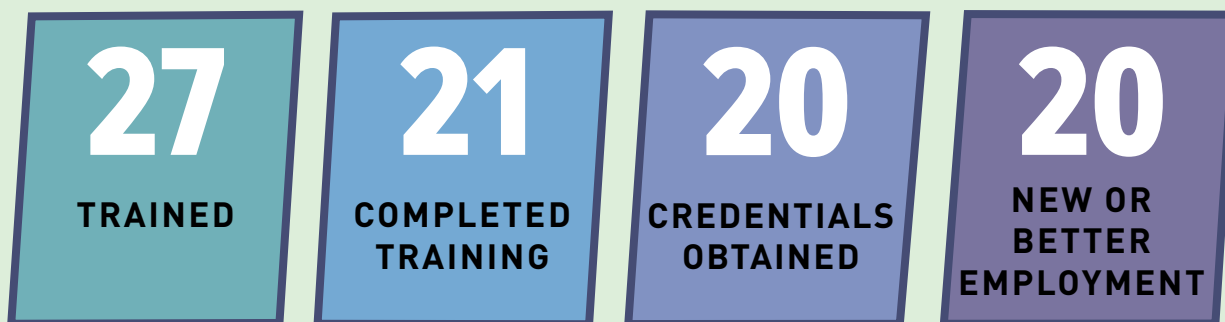
- Grant Dopheide

Volunteer Services and Patient & Family Advisory Manager for
University of Maryland Baltimore Washington Medical Center

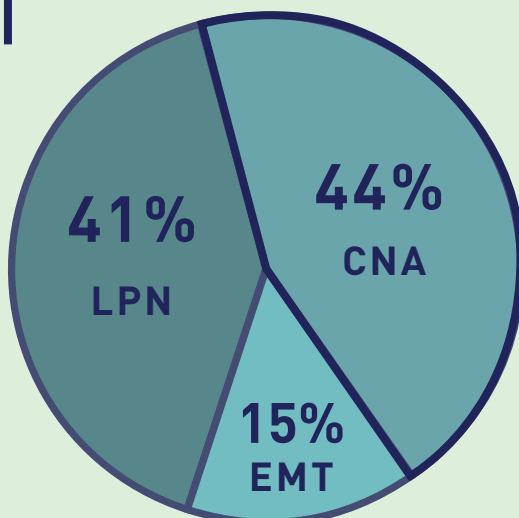
Recruiting



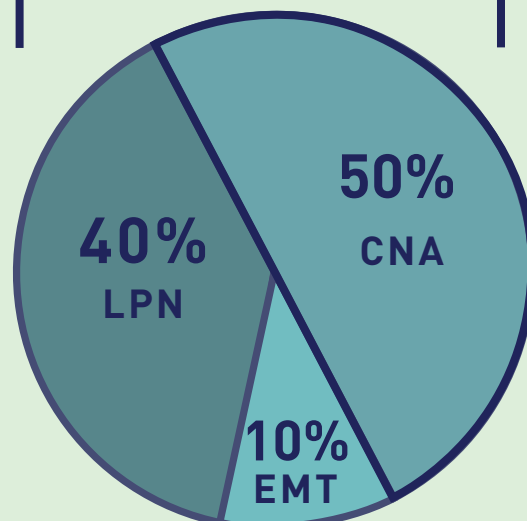
Training (by Occupation)



BREAKDOWN BY COHORTS



CREDENTIALS OBTAINED



FEATURED COLLABORATIVE PROJECT



Courtesy of UM-BWMC

Licensed Practical Nurse (LPN) Cohort

Eight students successfully completed the Healthcare Collaborative's inaugural Licensed Practical Nurse (LPN) program in December, marking a significant milestone for the collaborative and the Local Workforce Development Board. This program—the first of its kind developed by the partners—was designed to help Certified Nursing Assistants (CNAs) trained through previous initiatives take next step in their healthcare careers.

In February, AAWDC, the University of Maryland Baltimore Washington Medical Center (UM BWMC), and Anne Arundel Community College celebrated the graduates of the LPN program, along with participants from other training cohorts, at UM BWMC's Professional Pathways Graduation. Anne Arundel County Local Workforce Director, Kirkland Murray, addressed the graduates and their loved ones, highlighting how opportunities like this strengthen the healthcare workforce by building pathways for individuals to advance in their careers. Several graduates, including LPN graduate Talisa McFarlane, also shared testimonials about their experiences in the program.



Courtesy of UM-BWMC

To watch Talisa's testimonial,

VISIT: [TINYURL.COM/2025LPNTESTIMONIAL](https://tinyurl.com/2025LPNTESTIMONIAL)

Building on the success of the first cohort, a second LPN cohort began training this January and is set to complete the program in December.

ARE YOU INTERESTED IN JOINING THE HEALTHCARE COLLABORATIVE?

Please reach out to us at Healthcare@aawdc.org.

www.annearundelworks.com