Healthcare Workforce Partnership of Western Massachusetts

Overview

The Healthcare Workforce Partnership of Western Massachusetts, an initiative of the MassHire Hampden County Workforce Board is a regional collaborative, dedicated to addressing workforce challenges and advancing the quality of patient care in the healthcare sector. The Partnership unites a diverse coalition of stakeholders—including employers, workforce development leaders, educational and training institutions, community-based organizations, and philanthropic entities—around a shared mission: to strengthen the region's healthcare workforce through coordinated action, strategic investment, and equitable access to career pathways.

The Partnership serves as a regional convener, responding to employer demands while supporting job seekers and incumbent workers with the training and competencies necessary to meet the evolving demands of the healthcare industry.

Partners

HEALTHCARE ORGANIZATIONS: Baystate Health, Inc., Caring Health Center, Cooley Dickinson Hospital, Holyoke Medical Center, Mercy Medical Center

POST-SECONDARY EDUCATION INSTITUTIONS: American International College, Bay Path University, Elms College, Holyoke Community College, Greenfield Community College, Springfield College, Springfield Technical Community College, Westfield State University, Western New England University, University of Massachusetts Amherst

PROFESSIONAL ORGANIZATION: Western Massachusetts Black Nurses Association

Committees and Working Groups

The Healthcare Workforce Partnership of Western Massachusetts (HWPWM) operates under a structured governance model that emphasizes cross-sector collaboration and shared leadership. Its committees and working groups are composed of professionals representing educational institutions, healthcare systems, workforce boards, and community organizations. These groups are critical to operationalizing the Partnership's goals, ensuring that strategies remain responsive to the evolving healthcare landscape.

Advisory Board

The Advisory Board serves as the primary governing body. It is responsible for guiding the overall vision, policy development, strategic planning, and financial sustainability of the Partnership.
Members provide high-level oversight on major initiatives, review outcomes, and determine priorities for investment and advocacy.

Western Massachusetts Nursing Collaborative (WMNC)

The implementation plan includes concrete steps that the company will take in adopting a digital growth strategy. Roles and responsibilities will be assigned to the appropriate management team, with clear performance indicators to measure the success of this strategy.

Key Activities:
- Collaborates on regional clinical placement and preceptor development
- Facilitates data collection on nursing program outcomes and retention rates
- Advocates for academic progression (e.g., RN to BSN and advanced degrees)

Allied Health Committee

The allied health group is focused on addressing the specific needs of allied health occupations. The group leverages labor market data, employer insights, and educational resources to identify priority occupations and develop targeted interventions.

Key Activities:
- Conducts environmental scans and labor market analyses
- Identifies training gaps and facilitates curriculum alignment with industry standards
- Enhances awareness and access to allied health careers through career exploration events and marketing initiatives

Pioneer Valley Interprofessional Practice and Education Collaborative

PV-IPEC promotes team-based care and interprofessional education. It facilitates collaboration across disciplines and institutions to improve both educational outcomes and patient care.

Key Activities:
- Aligns IPE efforts with national standards such as those from HPAC and the Joint Commission
- Facilitates faculty development workshops and community-of-practice sessions
- Designs and implements interprofessional learning experiences in academic and clinical settings