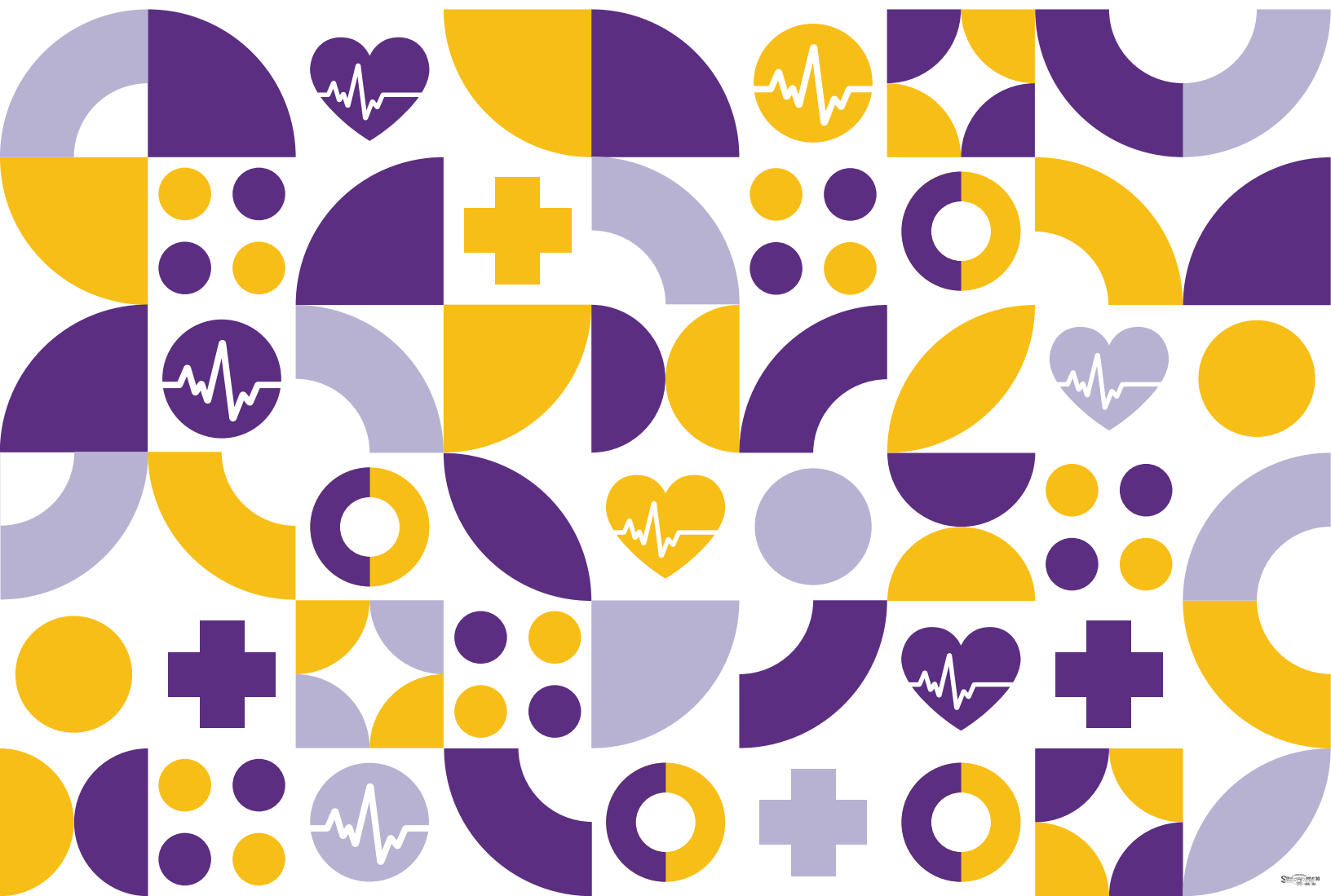




HEALTHCARE CAREER  
ADVANCEMENT PROGRAM

FALL 2023

# Conference Bios



# BIOGRAPHIES



## ABBY SNAY

Abby Snay is deputy secretary for the Future of Work at the California Labor and Workforce Development Agency. She has worked to increase economic mobility for immigrants and refugees, to create a new healthcare workforce initiative in partnership with the California Health and Human Service Agency, to expand apprenticeships in California, and to develop training and workforce opportunities through the state's climate strategies.

Previously, she served as CEO of Jewish Vocational Service (JVS) in San Francisco for over 35 years. Under her leadership, JVS built training and employment programs to help workers with employment challenges develop competitive skills and earn wages that will sustain their families. JVS programs in health care, water utilities, financial services, and youth employment have received national recognition for their innovation and impact. She recently completed an 11-year term on the board of directors of the National Skills Coalition, during which she served as board chair for 4 years. She holds a bachelor's degree in English and a master's degree in counseling from Washington University in St. Louis, Missouri.

## AMBER ROTH

For the past 23 years, Amber Roth, a Licensed Clinical Social Worker, has devoted her career to serving the hard-to-reach populations and underserved communities. During this time, Amber has led critical initiatives and developed programs that drive system change and impact by increasing access to housing, healthcare, and employment for underserved individuals and families.

Amber has over 18 years of leadership experience and non-profit management where she has led teams to develop and implement innovative services and training programs in homeless services and workforce development. Amber is currently the Executive Director for Worker Education & Resource Center (WERC).

## ANGELA STEWART

Angela Stewart is a visionary whose career has come full circle, empowering her back into the healthcare sector, but this time in a position and with an organization that aligns with her personal values and deeply rooted commitment to workforce development. Angela currently leads the Helen Miller SEIU Member Education and Training Center (METC), a Labor-Management Training Partnership focused on workforce training and development. As Executive Director, she is the primary fiduciary for the organization, overseeing day-to-day operations and relationship management. Angela is also responsible for developing and advancing the organizational strategy and culture to serve over 30,000 healthcare and child care providers each year.

## CARL TABOR

Carl Tabor is CEO of Avamere Living Skilled Nursing and Post-acute Care. With over 45 year's experience as a CNA, Nurse, and in various executive leadership positions. He is responsible for 34 skilled nursing facilities across multiple states including Washington, Oregon. He was recognized by McKnight's for the inaugural 2023 Agent of Change Award. Carl holds positions on multiple state and national boards.

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## CENETRA PICKENS

Cenetra is the RN Residency Clinical Site Coordinator for Kaiser Permanente of Washington. Prior to this role, she has worked in a variety of different nursing settings including Inpatient, Ambulatory, Oncology and Home Health. She has worked for Kaiser Permanente since 2011. Cenetra has been in the nursing field for over 15 years working as a Certified Nursing Assistant (CNA), Licensed Practice Nurse (LPN), and Registered Nurse (RN). This background has given her experiences and a viewpoint needed to advocate for the importance of different roles of the healthcare intradisciplinary team.

She is passionate about advocating for marginalized communities who have been under-represented due to limited access to resources and career advancement. Within her current role, she also serves as a manager trustee of SEIU 1199NW Multi Employer Training Fund. Cenetra utilized tuition assistance through Kaiser Permanente and the training fund to continue her education. Opportunities of this sort lifted the financial burden off of Cenetra in order to advance her nursing career and she wants to continue to ensure more pathways of this sort are created for others.

## CLARENCE HOLMES

Clarence is a rank and file staff lead organizer for SEIU 1199NW. As a frontline healthcare worker in Washington, he helped to organize his hospital into the union and bargain to win a first contract and fight to win a multi employer training fund. He now works with the local's racial justice team to support members and staff through racial justice education and engagement towards becoming an anti racist organization.

## CORINNE ELDRIDGE

Corinne Eldridge is President and CEO of the Center for Caregiver Advancement (CCA) and a recognized expert on the long-term care workforce. Her work led to the first study to make the link between caregiver training and better health outcomes for care recipients and higher workforce retention. She is dedicated to leading an equity-driven movement for quality training and quality jobs for long-term care workers.

Her innovative work on creating training specializations for IHSS caregivers includes programs focusing on condition-specific care, such as Alzheimer's, autism, and heart disease, as well as climate-related emergency preparedness and resiliency. An article she co-authored about the impact of training on caregivers was published in the journal *Gerontology & Geriatrics Education*. She has also served on the Advisory Committee for UCLA's Geriatric Workforce Enhancement Program (UCLA GWEP), is on the Healthcare Career Advancement Program Education Association (H-CAP EA) Education Association Board and is a member of the Moving Forward: Nursing Home Quality Coalition. Her national speaking engagements include the American Society of Aging's On Aging Conference (2022); the California Department of Aging and Commission on Aging: Challenges, Opportunities, and Equity in Alzheimer's & Dementia Care and Service Delivery (2022); and Investing in a Climate-Resilient California: Caregiver Resiliency Training Impact Study Briefing (2023).

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## DARNICE MARSH

Darnice Marsh serves as the Labor-Management Partnership Coordinator for the Office of Labor-Management Standards' Labor-Management Partnership Program at the United States Department of Labor. In that role, she leads agency-wide efforts to foster and develop cooperative labor-management programs that promote the benefits of collective bargaining relationships and demonstrate the economic benefits to all Americans that can be achieved when workers have a meaningful, equitable, and consequential voice in the workplace.

Darnice is an expert in coalition building, maintaining relationships, and bringing workers and employers together to jointly address organizational challenges, improve performance and enhance job quality. Prior to joining the Department of Labor, she held both union and management positions within the public and private sectors of employment. Darnice received her BS and MS from Old Dominion University and MBA from Saint Leo University.

## DEBORAH SCHWARTZ

Deborah Schwartz, Senior Program Manager of H-CAP, leads the Center for Advancing Racial Equity and Job Quality in Long-Term Care (Center for Equity), a national hub focused on confronting occupational segregation in long-term care and advancing good quality caregiving jobs that center the majority women and BIPOC caregiving workforce.

Prior to joining H-CAP, she served as an elected Vice President of SEIU District 1199NE in Connecticut where she led negotiations to raise standards for over 10,000 home care workers. Deborah spearheaded workforce development initiatives as a trustee of the 1199NE Training & Upgrading Fund, served as a legislative appointee to the Connecticut Low Wage Employer Advisory Board, and a gubernatorial appointee to the Gubernatorial Human Services Policy Transition Committee, among other appointments.

## DON FIORILLI

Don is the Regional Director for the 1199SEIU Training & Employment Funds (TEF) in Upstate, NY. With more than nineteen years of progressive labor relations experience, Don is currently working in partnership with labor and management to create innovative projects that meet industry and employer specific needs. Don has led TEF's work on LPN Apprenticeship, transportation pilot programs, and developing a model for training and placing low-income community members into union jobs with decent wages, benefits, and opportunities for career advancement within the healthcare industry.

## HARNEEN CHERNOW

Harneen Chernow is a Director of the 1199SEIU Training and Employment Funds (TEF), a multi-state healthcare workforce intermediary providing education and training opportunities to over 300,000 members in Massachusetts, New York, New Jersey, Maryland, Washington DC and Florida. Of central importance in her work is TEF's partnership with the public postsecondary education system, where members complete their degrees and obtain necessary credentials. Chernow's focus and experience is in expanding career advancement and educational opportunities to workers who have been systemically excluded from succeeding in postsecondary education, helping them access family-sustaining jobs and careers.

# BIOGRAPHIES



## LAURA HOPKINS

Laura became the Training Fund's executive director in August of 2018. Before coming to the Training Fund, she held the position of Vice President of Instruction at South Seattle College. She brought to the training fund with a wealth of experience, sound knowledge of the community college system, and expertise in apprenticeships with unions and management. She has a Master's degree in Applied Behavioral Science. Laura is recognized for her visionary leadership and strategic business development. She is also a respected leader – Laura is known as a skillful change agent with a remarkable record of bringing groups of diverse peoples together to achieve meaningful goals.

## LEONA SMITH DI FAUSTINO, LCSW

Leona Smith Di Faustino, LCSW is a social worker with almost two decades of experience in helping individuals, communities, and institutions create sustainable and actionable change for a more equitable and just world.

## LESLIE FRANE

Leslie Frane is an organizer, political strategist and coalition builder. Leslie joined SEIU in 1988, serving first as an organizer and then as Vice President of SEIU District 1199 New England. Elected Executive Vice President of SEIU in 2016, Leslie's leadership is informed by the belief that the labor movement is a justice movement of working people who share a common vision of people of all backgrounds, cultures and lines of work creating workplaces and communities where everyone can thrive.

## LISA KRESGE

Lisa Kresge is a Lead Researcher in the Technology and Work Program at the UC Berkeley Labor Center, where she studies the intersection of technology and work. Her recent research focuses on digital workplace technologies as well as union collective bargaining strategies in response to technological change. Prior to joining the UC Berkeley Labor Center, Lisa conducted research on farmworker health, housing, and working conditions at the California Institute for Rural Studies.

## LISA WILLIAMS

Lisa Williams is Executive Director of The Training and Education Funds in Pennsylvania. Prior to joining the Training Funds, she was the Communications Director at SEIU Healthcare Pennsylvania. She holds a bachelor's degree in Education from the University of Nebraska. Lisa lives in West Reading, Pennsylvania and has two sons, a dog, and two crazy kittens.

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## LORINA HARTE

Lorina Harte recently joined the 1199NE Training and Upgrading Fund in May of 2022, as the RI Director. She has over sixteen years of training and delivery experience. Prior to joining the 1199NE SEIU Training and Upgrading Fund, she was the Health and Safety Services Coordinator at non-profit organizations in Rhode Island and in New York City. Lorina received her MBA in Health Care Management from the University of Phoenix, Master of Arts in Urban Affairs, from CUNY, Queens College, and her BBA from CUNY, Baruch College in Public Administration. Her motto is “Failure Is Not an Option!”

## MADELINE BOEHM

Madeline Boehm is the Manager of the Closing the Skills Gap Grant, and is based in Helena, Montana. Madeline joined H-CAP in November 2021, after 16 years working for the State of Montana. Most recently she worked with Montana Tribal Health Centers and Urban Indian Health Centers on suicide prevention.

## MARISOL THOMER

Marisol Thomer serves as the Director of the Innovation & Learning Center within the Service Employees International Union (SEIU) leading a team that teaches innovation practices, facilitates projects to innovate how the union builds worker power, and advances a culture of continuous learning. She began her career as a union organizer with UNITE HERE and has since spent over a decade and half advancing social change as an organizer, advocacy campaign leader, and organization builder in non profit organizations and labor unions.

## MARY ALICE MCCARTHY, PHD

Mary Alice McCarthy is the Director of the Center on Education and Labor at New America where she leads a team examining the intersection between higher education, workforce development, and labor and employment policies. The Center is dedicated to ensuring that all jobs are good jobs and that every worker has access to them. Dr. McCarthy’s writing has been featured in a diverse set of media outlets including the Washington Monthly, The Atlantic, Forbes, and the Journal on Community College Research and Practice. In addition to her research, she participates in a wide variety of public engagement, technical assistance, and coalition-building efforts aimed at improving postsecondary education policy and practice.

Prior to joining New America, Dr. McCarthy worked at both the U.S. Departments of Education and Labor. She led a variety of technical assistance initiatives in the areas career pathways, credentialing, and competency-based education. She co-founded the career pathways interagency working group with staff from the Departments of Education, Health and Human Services, and Labor that continues to meet and coordinate federal investments in relation to career pathways. She also wrote policy guidance on credentialing and career pathways and supported the Trade Act Assistance Community College and Career Training (TAACCCT) and Workforce Innovation Fund grant programs, helping design the solicitations and technical assistance activities. Dr. McCarthy also has extensive international experience. She has worked with the OECD’s Directorate on Education and Skills on their “Skills Beyond School” series of country studies and authored publications on Peru and Costa Rica. She has a PhD in political science from the University of North Carolina.

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## MERISSA CLYDE

Merissa Clyde is the Chief Executive Officer of SEIU 775 Benefits Group, a nonprofit organization delivering high-quality training, health, retirement and job-matching benefits to over 50,000 caregivers in Washington state. Merissa has been in leadership at SEIU 775 Benefits Group since 2014, including as the Chief Operating Officer and the Managing Director of its Health Benefits Trust. She is passionate about social justice, committed to improving the lives of caregivers, and has a track record of utilizing innovation and empathetic leadership in successfully tackling complex problems.

Merissa previously served in leadership roles with NPH USA, an organization providing homes, healthcare and educational programs for abandoned and disadvantaged children in Latin America and the Caribbean. She holds a Master of Social Work degree from Boston University and is fluent in Spanish.

## NEESHA ROSE

Neesha Rose joined the Healthcare Career Advancement Program (H-CAP) in March 2022 as an Education and Training Specialist with a primary focus on building diversity, equity, and inclusion in the healthcare workforce. She supports the development and implementation of initiatives for the H-CAP Education Association, a national network of labor-management training funds and partnerships.

## NICOLE WATTERS-HARRIS

Nicole Watters-Harris is an experienced professional in nonprofit administration, with a career spanning over 15 years. In 2023, she took on the role of Senior Program Manager at the Healthcare Career Advancement Program (H-CAP). Her responsibilities in this capacity include overseeing the Michigan Nursing Home Workforce Stabilization grant, which focuses on enhancing recruitment and retention services for healthcare workers. Nicole is based in Detroit, Michigan.

## NIDHI MIRANI

Nidhi Mirani is the CEO of Carina, a nonprofit dedicated to connecting care providers with people seeking care. Nidhi has spent the last two decades in the labor movement and working with labor management partnerships. She has worked with Service Employees International Union (SEIU) in a variety of roles including as National Research Director. Carina was recently selected as a solution to MIT Solve's 2022 Global Challenge focused on the Care Economy and Nidhi joined the inaugural cohort of Black and Brown innovators. She has a bachelor's degree from the Wharton School at the University of Pennsylvania and a Master's degree in Public Policy from the Kennedy School of Government, Harvard University, with a focus in human resources, labor and education.



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## REBECCA VON LOEWENFELDT

Rebecca von Loewenfeldt, PMP, is the Associate Director of the Healthcare Career Advancement Program, a national labor/management organization that promotes innovation and quality in healthcare career education. Rebecca works with healthcare employers, labor unions, and labor/management training funds to develop and implement innovative workforce programs that benefit both patients and workers. She has spoken around the country about the impact of the Registered Apprenticeship model and its impact on health care workers and employers. Rebecca holds a certification from the Project Management Institute and a BA in Economics and History from the University of Michigan.

## SAMIR FAYYAZ

Samir Fayyaz, MA in Government and Politics is a Workforce Development Consultant at the 1199SEIU Training and Employment Funds (TEF) in New York City. In his role as policy workforce consultant, Samir helps develop advocacy strategies related to higher education and workforce development within healthcare, stays up-to-date on state policy trends and help articulate how TEF can contribute to the debate, and collaborates with external stakeholders including unions and employers to develop advocacy strategies that address workforce education in healthcare.

## SEAN STAUB

Sean Staub is the organizing director for SEIU Local 503, responsible for the union's nursing home and facility-based long-term care program in addition to external organizing of non-union workers. He has worked with Local 503 for 13 years as an organizer and researcher focused on healthcare. Before coming on staff, Sean worked as a janitor at Portland State University where he organized his coworkers to join SEIU Local 503.

## SUKANYA PANI, LLM, MSW

Sukanya Pani is the Deputy Director at the SEIU Healthcare 1199 NW Multi-Employer Training and Education Fund (Training Fund). Over the years she has led innovative programs that have a social equity lens to address issues concerning workforce, housing, domestic violence, youth development etc., that are critical for ensuring individuals, families and communities have access to opportunities and resources to advance their goals . Prior to joining the Training Fund, she had worked in various leadership roles such as Deputy Director- Operations at Seattle Jobs Initiative, Director of Student Services at Year Up Puget Sound and Program Supervisor at Solid Ground. She has approached her deep passion for social and economic justice through program development, capacity building, community partnerships and influencing systems change.

Sukanya, as a social worker, has managed direct service teams and built their capacity with community partnerships and resources, so that they can provide holistic services to diverse populations and empower them to maximize their potential.



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## TASHA GLANCY

Tasha is a rank-and-file staff lead organizer for SEIU 1199NW. Tasha worked as a healthcare clinic worker in Washington and helped to organize her colleagues to hold management accountable and bargain fair contracts for many years. She now works with the local's internal Providence team to support members in continuing to raise standards in the workplace.

## TRAVIS FREED

Travis has a wealth of knowledge and experience working with the elderly as a Regional Director, Administrator, and Executive Director in long-term care settings; such as Skilled Nursing Facilities, Assisted Living Communities, Memory Care Communities, and Independent Living Communities. Travis earned his Bachelor's Degree in Health Sciences from Southern Adventist University in Tennessee and his Masters of Aging Services Management degree in Gerontology from the University of Southern California. He is a Licensed Nursing Home Administrator and a Certified Residential Care Facility for the Elderly Administrator in the State of California.

Travis is passionate about helping others, especially seniors, and making a difference within his field of choice in long-term care. In his spare time, Travis enjoys watching college and professional sports; in particular, the NFL, NBA, and USC football and basketball. Fight on Trojans! He also enjoys spending time with his family and friends, exercise, and home improvement projects.

## TYLER DOWNEY

Tyler Downey was born in the city of Toronto. Tyler has been surrounded by care workers his entire life and comes from a family of healthcare workers—two of his aunt's were registered practical nurses in long-term care and another currently works a PSW in the Homecare sector. Tyler began his work with the Service Employees International Union (SEIU) in 2006 as an organizer and has helped thousands of workers fight for their right to join a union. Tyler has a deep commitment to member education and activist development. He currently serves as Secretary-Treasurer of SEIU Healthcare, as well as Chair of My65Plus, a retirement savings plan for modest income Canadians. He is also the President of the SEIU Healthcare Training Center which is the organization leading the work to scale out their hiring hall.

## ABOUT HCAP

The Healthcare Career Advancement Program (H-CAP), a national labor-management organization, and its Education Association, comprising fifteen affiliated labor-management training partnerships (LMTPs) and projects, promote innovation and quality in healthcare career education. Our national network convenes over 1,000 leading healthcare employers and thousands of Service Employees International Union (SEIU) members to design worker-centered, industry-responsive training, programming, and employee benefits at the forefront of healthcare education today. Together, we deliver evidence-based, adult-learner-centric career education options and benefits directly to over 630,000 healthcare workers across seventeen states plus D.C.