

**Commission on the Status of Persons with Disabilities  
Workforce Supports Subcommittee Meeting  
Meeting Minutes**

**Date of Meeting:** Thursday, April 30, 2026

**Time:** 11:00 AM – 12:00 PM

Virtual

This is a meeting of the **Workforce Supports Subcommittee** of the permanent Commission on the Status of Persons with Disabilities. This subcommittee will collect data and analyze initiatives that address the workforce crisis for people who provide services to individuals with disabilities.

Members Participating Remotely	
1	Rachel Kaprielian – Triangle, Inc.
2	Leo Sarkissian – The Arc of Massachusetts
3	Hon. Denise Garlick – Commission Chair
4	Chris White – Road to Responsibility, Inc
Members Not Present	
5	Angela Ortiz – MA Health Council
6	Representative Vanna Howard – House of Representatives
7	Rep. Jay Livingstone – House of Representatives
8	Oz Mondejar – Mucho Gusto Consulting
9	Victoria Gill – Disabled Persons Protection Commission

Action items	Person responsible
1 Reach out to Undersecretary Cutler regarding health and human services apprenticeship pathways	Chris (all set for February meeting)
2 Reach out to Executive Office of Economic Development Assistant Secretary Vega regarding: <ul style="list-style-type: none"> <li>▪ Statewide workforce development and partnership strategies to address disability service workforce shortages and</li> <li>▪ Explore community-based workforce models serving BIPOC communities to understand local recruitment and retention approaches.</li> </ul>	Chris (two emails sent)
3 Lurie Disability Center nationwide direct care workers survey results and findings (spring 2026)	Imene
4 Explore a panel of 2-3 peer states (Indiana, New Jersey, Maryland, North Carolina) to share strategies addressing workforce shortages in disability services. (Imene – SAME, Leo – The Arc.)	Leo & Imene

5	Develop proposal for a panel on the profile of WS staff, including workforce size, lived experience and working conditions, workplace stressors, compensation and value, and opportunities for career pathways and professional development (internal and external).	All
6	Hosting informational sessions or panels featuring: <ul style="list-style-type: none"> <li>- A sector with an existing apprenticeship program (e.g., sterile processing).</li> <li>- A member of the state apprenticeship liaison team.</li> <li>- A current industry sponsor to provide practical perspectives.</li> </ul>	Co-Chairs & Imene

**Advisory Council: Joe Buizon**

**Agenda**

1. Welcome, Roll Call, Approval of Minutes
  - Approved
  
2. Advancing Apprenticeship Pathways in Human Services: Planning Discussion and Subcommittee Members Input on Proposed Provider Education Session
  - Members discussed ongoing workforce shortages impacting disability service providers and the importance of developing sustainable workforce pathways to better support individuals with disabilities.
  - Discussion focused on apprenticeship models as a potential strategy to support recruitment, retention, training, and career development within human services and disability-serving sectors.
  - Members reviewed planning efforts for a proposed provider education session in partnership with the Executive Office of Labor and Workforce Development (EOLWD) focused on registered apprenticeship programs.
  - The proposed session would provide disability service providers with information regarding apprenticeship program development, employer engagement, competency standards, training structures, funding opportunities, and implementation considerations.
  - Members discussed the importance of highlighting apprenticeship models and workforce initiatives already occurring in sectors such as childcare, home health, behavioral health, and related human service fields.
  - Discussion included the role intermediaries, educational institutions, workforce boards, and employer partnerships can play in supporting apprenticeship implementation and workforce development efforts.
  - Members also discussed the success of certain internship models and explored how lessons learned from those programs may inform future apprenticeship

efforts within disability-serving organizations.

### 3. Adjournment

#### **Next meeting dates**

- May 28, 2026
- \* Monday, August 31<sup>st</sup> 2pm-3pm
- November 19, 2026