APPRENTICESHIP IN HEALTH CARE?

California Division of Apprenticeship Standards (DAS)
Labor & Workforce Development Agency (LWDA)
What is Apprenticeship?

“Apprenticeship” is a formal, structured, rigorous training program comprised of:

Two Components:

• Supervised, paid, on-the-job training (“work processes”), and

• Formal, post-secondary classroom instruction (related and supplemental instruction – “RSI”) at a local educational agency (“LEA”) community college.
What is an “Apprenticeable Occupation?”

“An apprenticeable occupation is one which requires **independent judgment** and the application of manual, technical, or **professional skills** and is best learned through an organized system of **on-the-job training** together with related and supplemental instruction.”

(8 CCR 205)
Sample Health Care
Apprenticeable Occupations

• Emergency Medical Technician (EMT)
• Certified Nursing Assistant
• Licensed Practical Nurse
• Medical Assistant
• Orthotics Technician
• Medical Laboratory Technician
• Psychiatric Technician
• Surgical Technologist
• Paramedic
• Pharmacist Assistant
• Podiatric Assistant
• Prosthetics Technician
• Radiology Technician
• Phlebotomist
Benefits of Apprenticeship

• Meet current & anticipated skill shortages; incrementally replenish retiring workforce.

• Custom-designed, industry-driven training -- to meet *specific* employer needs – both for number of workers & particular skills needed.

• Create career pathways for existing employees which instill employee loyalty & reduce turnover.
Apprenticeship is Cost-Efficient

• For every $1.00 invested in an apprentice, that apprentice brings $1.40 in revenue – 40% ROI. (Canada, 2006)

• Graduated wage schedule keep costs down–pay is commensurate with skill/experience level attained. Wages rise as verified/validated skills and knowledge increase.

• Reduces recruitment costs & lowers employee turnover
State Resources Available

- Both the Health Care Industry & “Earn & Learn” models of training, such as apprenticeship, are strategic priorities of the CWIB and local WIBs.
- Employment Training Panel (ETP) has expanded its “Pilot Apprenticeship Program” funding.
- $5.06 per hour available for all registered apprentices to LEAs (community colleges) for RSI.
- State and local consultative services are available free from DAS for apprenticeship program design and linkage with local community colleges.
DOL-ETA Strategic Priorities: Apprenticeship & Health Care

U.S. Department of Labor, Employment & Training Administration, Office of Apprenticeship Strategic decision in 2003 -- to introduce the apprenticeship model to Health Care industry – as part of “Advancing Apprenticeship System” initiative of the President’s “High Growth Jobs Training Initiative.”
The Health Care Industry

• One of the nation’s largest industries.
• Anticipated growth of 30% (compared with 15% employment total growth).
• 10 of 20 occupations projected to grow the fastest are in health services.
• Most jobs in health care require less than 4 yrs college, but most require at least a 2-year technical degree.

DOL Grants in Health Care

• 2003 – “Council for Adult and Experiential Learning” (CAEL) received an 18-month grant to design & implement a nursing career lattice program (CNA-LPN-RN).

• (in Houston, Sioux Falls, South Dakota, Chicago, Washington State, Kentucky, Maryland, Georgia, Michigan, Virginia)

• In partnership with state and local Workforce Investment Boards (WIBs)
Conclusion

Apprenticeship in Health Care Occupations -- an idea whose time has come, to meet today’s skill shortages challenges, provide well-paid career opportunities for California workers, and build California’s economy.

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