

Background on the Healthcare Apprenticeship Consortium

Under the umbrella of the Governor's career-connected learning initiative, Career Connect WA, a broad group of stakeholders in the healthcare sector, including leaders in healthcare, labor, higher education and regional STEM networks, started meeting in the Spring of 2018 to develop solutions around:

- Increasing the numbers of those earning postsecondary credentials by age 26 from 31% to 70% by 2030.
- Tackling inequities and opportunity gaps for students of color and students from economically disadvantaged backgrounds.
- Supporting economic development by providing opportunities for state residents to earn a living wage and reinvest those earnings in their local economies, as they learn.

Together, the Healthcare sector group identified state registered apprenticeships a component to bridge the gap between supply and demand of skilled healthcare workers in Washington.

The Healthcare Apprenticeship Consortium

The Healthcare Apprenticeship Consortium is a multi-union, multi-employer partnership created to provide all healthcare employers within Washington State access to the benefits of skilled apprenticeship training for their workforce. Non-affiliated employers may participate.

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Growing Washington's healthcare workforce through Apprenticeship

Medical Assistant and Sterile Processing Apprenticeship Programs An Employer's Guide



Benefits of Apprenticeship for Employers

Apprenticeship combines on-the-job learning with classroom and lab work. Apprentices have a job while they learn. It works for young people and working adults alike.

- 1 Allows employers to make an economic impact in the communities they serve.
- 2 An affordable way for employers to build skills needed to succeed in today's global economy.
- 3 An exciting alternative to traditional college and strategically growing talent pipelines.
- 4 The apprenticeship model can be scaled to other critical healthcare occupations.



"Kaiser Permanente is proud to participate in the nation's first Multi-Employer, Multi-Union Apprenticeship Program as a way to impact the future workforce in

Healthcare. As a leading healthcare provider in Washington state and across the country, we are committed to offering economic opportunity to those in our local communities. By providing the space to earn and learn simultaneously, we're well-positioned to develop Medical Assistants that will make a difference in providing excellent service to members and patients we serve."

**Susan Mullaney, President
Kaiser Permanente of Washington**

Increased bottom line

- For every \$1 spent on apprenticeships, participating employers in apprenticeship see an average of \$1.52 back in increased productivity.
- Cost for open vacancies is reduced. Retention is materially improved among participating mentors.
- Stronger employer brand and increased talent attraction
- Apprenticeship increases access to equitable and sustainable healthcare by ensuring more communities are represented in the profession; apprenticeship means true local hires with diverse access to living wage jobs.

How does the Medical Assistant / Sterile Processing Program work?

Four areas of apprenticeship are 1) work time, 2) classroom/lab time, 3) dedicated on-the-job work-learning time, and 4) homework. Classroom/lab time will total 36 weekdays of time over the course of a year. On-the-job work/learning is full-time for the balance of each week, totaling to 2,000 hours, for at least one year working as a Medical Assistant or Sterile Processing Technician. Successful completion of the program also involves approximately three hours of homework each week. Tuition is paid by the program. Support for books, supplies, and clothing, is available based on need. Full participation and successful advancement are required to remain in the program.

Mentors work one on one with apprentices during the on-the-job work. Training and support for mentors increases their workplace engagement. Classroom/lab time may be conducted at Seattle Central College's Health Education Center at the Pacific Tower near downtown Seattle or at other locations depending on employer and candidate needs. Apprentices need reliable transportation to and from the classroom/lab and their place of work.

Employer Information/Apprenticeship Eligibility:

- Eligible employee members of the SEIU Healthcare 1199NW Multi-Employer Training and Education Fund (Training Fund)*, can receive additional support.
- All candidates must have a high school diploma or the equivalent, and test into, but not have completed, Community College Preparatory Mathematics at the 087/091 level (fully ready to start Algebra II) and Preparatory English/Writing at the 098 level (Level 5 or above English Learner Level).
- Participating Training Fund employers have tuition and member training fully covered by the Training Fund for their programs. Non-affiliated employers pay an annual fee per apprentice.

*Please visit www.healthcareerfund.org.