

Healthcare Apprenticeships

Dr. Pamela Howze

Society of Human Resource Management

- The sector that will have the most openings and need for applicants in 2018 is Healthcare. The staggering growth rates forecasted for these jobs tells the story for the healthcare industry as a whole, which is expected to continue booming.

Association of American Medical Colleges

- **The Association of American Medical Colleges estimates a shortage of 45,000 primary care doctors and 46,000 surgeons and medical specialists by 2020, due in part to increased numbers of older people (who need more care) and the addition of millions of people with health insurance from the Affordable Care Act (ACA).**

AMN Health Care

- The AMN Clinical Workforce Survey found that 78 percent of hospital executives surveyed say they're seeing a physician shortage now, while 66 percent say there's a shortage of nurses, 50 percent say a shortages of nurse practitioners and physician assistants, and 43 percent note a shortage of allied healthcare professionals.

AMN Healthcare

- Executives report an average of nearly 18 percent vacancy rates for physicians at their facilities, 17 percent vacancy rates for nurses, 15 percent for nurse practitioners and physician assistants, and 13 percent for allied healthcare professionals. All or nearly all said that they consider such vacancies rates to be high for their facilities.

Society of Human Resource Management

- Five of the 10 toughest jobs to fill in 2018 are in healthcare, and appear here because of the high demand.

Society of Human Resource Management

- Nurse Practitioners, with a growth outlook of 31%, and Physical Therapists at 34%, are two of the most in-demand fields tracked in the Jobs Rated report. The American Physical Therapy Association has forecast shortages in the profession, and the solution may not be as simple as adding new Physical Therapists to the workforce, as it is retaining current workers.

Bureau of Labor Statistics

- In the decade leading to 2020, of the 30 occupations expected to see the most employment growth, nine are in healthcare.
- Job areas that will be especially hard to fill, the agency has said, include personal care aides, nursing aides, medical secretaries, licensed practical nurses and medical assistants.

PwC's Health Research Institute

- A significant and growing shortage of health information technology workers appears greater than previously estimated, according to a new analysis by PwC's Health Research Institute.

Healthcare IT News

- **The healthcare industry is vying for a limited number of IT professionals - and many companies are scrambling to fill the talent void by recruiting technology specialists from other industries.**

PwC's Health Research Institute

- **The challenge for healthcare is not just a shortage of people with technical skills. It's also a shortage of people with the skills to marry technological savvy with business strategy as healthcare becomes more connected, coordinated and accountable,**

ASHHRA

- The problem is two-fold. Not only is there a need to change recruiting strategies but look closely at retentions strategies as well.

Apprenticeships

- Employer driven, apprentices are actual paid employees
- Connects education (related instruction) and work simultaneously
- Combines OJT and job related instruction
- Results in industry recognized credentials

Apprenticeships

- A flexible training strategy that can be customized to meet the needs of any business
- Can be new hires or current employees (incumbent workers)

Benefits

- Results in highly skilled and highly productive employees
- Reduces turnover
- Lowers recruiting costs
- Increases safety in the workplace

Registered Apprenticeship

- There are over 1000 occupations that can be registered with the United States Department of Labor
- Both union and non-union organizations can benefit from registered apprenticeships
- Programs can last from 1 year to 6 years depending on the occupation

Registered Apprenticeship

- Workforce Investment and Opportunity Act funds can be used to pay for related classroom instruction for qualified individuals.
- Qualified Veterans may use the GI Bill for an Apprenticeship program.

Key Components

- Business involvement
- Structured on the job training
- Related instruction
- Rewards for skills gain
- Nationally recognized credential

Sponsors

- Single business
- Consortium of businesses
- A range of workforce intermediaries
- Community colleges
- Community based organization
- Sponsor is responsible for the overall operation of the program

Partners

6 Apprenticeship Toolkit



Possible
Apprenticeship Partners

Pre-Apprenticeships

- Approved training curriculum based on industry standards
- Educational and pre-vocational services
- Hands-on training in a simulated lab experience
- Hands-on training through volunteer opportunities
- Assistance with applying to apprenticeship programs

High School Youth Apprenticeships

- High School students can enter an apprenticeship at the age of 16
- Employers can hire youth through temporary staffing agencies if needed
- Under WIOA, local areas must spend a minimum of 20% of their youth program funds on work experience for qualified candidates

HealthCare Career Advancement Program (H-CAP)

- The mission of H-CAP, a labor/management organization, is to transform healthcare workforce development and education, to support and engage a well-trained and valued workforce to better meet the need for quality care in a rapidly changing industry.

HealthCare Career Advancement Program (H-CAP)

- H-CAP has developed a clearinghouse on Registered Apprenticeship in healthcare to help employers, unions, industry associations, and apprenticeship sponsors as they develop their program. These documents prepare apprentices to achieve a nationally recognized certificate of competency and achievement.

H-CAP

- The American Institute for Innovative Apprenticeship provides nationally reviewed frameworks and approved standards for Registered Apprenticeship in healthcare occupations and other industries.

H-CAP

- USDOL Occupations

- <https://hcapinc.org/page/national-library>

H-CAP

- **Advanced Home Care Aid**
- **Behavioral Health Technician**
- **Central Sterile Processing Technician**
- **Clinical Documentation Improvement Specialist**

H-CAP

- **Community Health Nurse**
- **Community Health Worker**
- **Computer Tomography Technician**
- **Dental Assistant**
- **Direct Support Professional**

H-CAP

- **Emergency Medical Technician**
- **Health Information Management**
- **Home Health Aide**
- **In Patient Nurse**
- **Licensed Practical Nurse**

H-CAP

- Long Term Care Nurse Management
- Magnetic Resonance Technician
- Mammography Technician
- Medical Assistant
- Medical Claims Service Specialist

H-CAP

- Medical/Hospital Coder
- Nurse Aid/Assistant
- Nurse Assistant Lattice
- Physical Therapy Aide
- Registered Nurse

NYACH

- **New York Alliance for Careers in Healthcare**
- **In partnership with 1199SEIU Training and Employment Funds, Bronx Lebanon Hospital Center, and LaGuardia Community College, NYACH supported the development of a nationally registered Community Health Worker Apprenticeship Program**

NYACH

- **This program is one of the first to provide a standard certification and training for the CHW position through a competency based learning approach, and one of the first registered apprenticeships in New York.**

NYACH

- Upon successful completion of the six-month program, participants receive a national credential from the U.S Department of Labor Office of Apprenticeships and were promoted to the CHW position at Bronx Lebanon Hospital.

Dartmouth-Hitchcok

- Dartmouth-Hitchcock in Lebanon, New Hampshire, found that apprenticeship was essential to a major expansion and re-organization of its provision of medical services.

Dartmouth-Hitchcock

- The apprenticeship program cost of \$59,700 per medical assistant (MA) apprentice was offset by a \$48,000 per-apprentice reduction in overtime costs and \$7,000 per apprentice in increased revenue from medical appointment bookings. The program nearly paid for itself within the first year and had an internal rate of return of at least 40 percent. In addition, reducing the long-term use of overtime helped relieve staff burnout and turnover.

Fairview Health

- Fairview received a Department of Labor apprenticeship grant of \$750,000 to support 150 nurses and other healthcare workers advance on career ladders.

Fairview Health

- **Minnesota**
- **The project supports two-year degree nurses in obtaining four-year degrees and better wages, which is a critical element to its goal of hiring more Central Corridor residents.**

Mercy

- **Mercy is the country's fifth-largest Catholic healthcare system. Its network comprises more than 40 hospitals (both acute care and specialty) and 350 outpatient facilities. Mercy employs tens of thousands of people in four different states, and was named one of the five best-performing large health systems in the country by Truven Health Analytics in both 2016 and 2017.**

Mercy

- **School at Work Program (SAW)**
- **Developmental Education Program**
- **Mercy's intention in offering SAW is to move its lowest- paid workers, such as nurse aides, into more advanced clinical and support roles.**

Mercy

- **Mercy employees who earn \$12 an hour or less are eligible to have up to 50 percent of their tuition paid up front. To expand educational opportunity**

Norton Healthcare

- **The Student Nurse Apprenticeship Program (SNAP) is a program for exceptional student nurses that provides a priceless opportunity to learn and work directly with Norton Healthcare.**
- **The program welcomes student nurses during their junior year of a Bachelor of Science in Nursing program or with one semester completion in an Associate of Science in Nursing program.**

Contact Information

○ phowze@nationalfund.org

○ www.nationalfund.org