

# Apprenticeship Solutions for the Healthcare Workforce Pipeline

*Wednesday, February 23, 2022*



**COLORADO**  
Department of  
Labor and Employment





# What's a Registered Apprenticeship?

Industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and **individuals can obtain paid work experience, related instruction, and a portable, nationally-recognized credential.**



# What's a High-Quality Pre-Apprenticeship?

- Documented partnership with 1+ registered apprenticeship program (RAP)
- Must incorporate 1+ industry recognized credential
- Starting point for under-represented career seekers/students in successful career path
- Help career seekers meet entry requirements for RAPs
- Ensure career seekers are prepared to be successful in apprenticeship

# Benefits of Registered Apprenticeship Programs

## Key Reasons EMPLOYERS Start Programs

- **Customized training** that results in highly skilled employees
- **Emphasis on safety training** that may reduce workers' compensation costs
- **Enhanced employee retention** with **91%** of apprentices that complete an apprenticeship still employed nine months later
- Creation of a stable and reliable **pipeline of qualified workers**
- **Lowers cost** associated with **recruitment and training**
- Help facilitate the transfer of knowledge from experienced employees to new recruits and help to plan for **employee succession**
- Provides **leadership opportunity** to current employees, increasing their engagement with company as they **mentor** apprentices



# Benefits of Registered Apprenticeship Programs

## Key Reasons APPRENTICES Join RAPs

- Gain the skills employers are looking for in their future employees - because apprentices are their future employees
- Receive wages increase as their skills and knowledge increase
- Practical on-the-job training and related instruction focused on the occupation - what the apprentice learns in the classroom is immediately applied on the job





### Wage Progressions

Wages increase during RAP as the apprentice's skills and knowledge increase

**Minimum of one interim wage progression**



### On the Job Learning (OJL)

Hands-on component of a RAP where apprentice develops competencies through structured learning in a work setting

**Minimum of 2,000 hours**



### Related Instruction (RI)

Educational component of a RAP that strengthens the apprentice's core knowledge

**Recommended 144 hours per year**

*Resource: RAP Fast Facts*

# Registered Apprenticeship Programs (RAP)

## Core Components

# 4 Key Roles Within Registered Apprenticeships



## Employer (OJL)

- Employs the apprentice and provides the OJL
- Drives Program Design - Both the OJL and RI
- Can provide RI



## Sponsor (Administrator)

- Responsible for Registering and administering RAP
- Can be provided by Employer, Sector Partnership, Industry Associations, Joint Labor-Management Organizations, Educational or Training Providers, Community Based Organizations, or Other Workforce Intermediaries



## Related Instruction

### Provider (RI)

- Provides RI
- Can be provided by Employer; Joint Labor-Management Organizations; Community Colleges, 4 Year Institutions, K12; or Other Training Providers



## Supportive Services

- Complements program design and supports apprentices and employers
- Can be provided by Workforce and Education Partners, and Non Profit Organizations



# Registered Apprenticeships Programs in Colorado

## Healthcare Apprenticeships in Colorado

- 258 active RAPs in Colorado
- 5,262 apprentice enrolled in RAPs in Colorado
- 36 of healthcare related RAPs in Colorado
  - 14% of RAPs in Colorado are in healthcare
- 370 of apprentices currently enrolled in healthcare RAPs in Colorado
  - 7% of Colorado apprentices are in healthcare RAPs



*Employers hosting apprentices include: Centura, Banner Health, CU Medicine, Columbine Health Systems, Kaiser Permanente, Kindred Hospital, etc.*



# Healthcare Occupations

## Behavioral Health Specialties

Substance Abuse and Behavioral Disorder  
Counselor: 21-1011.00  
Direct Support Specialist: 21-1093.00  
Community Health Worker/Peer Navigator:  
21-1094.00/21-1091.00

## Patient Care Specialties

Medical Assistant: 31-9092.00  
Medical Secretary: 43-6013.00  
Certified Nurse Assistant: 31-1131.00  
Licensed Practical Nurse (LPN): 29-2061.00  
Registered Nurse Resident: 29-1141.00  
Emergency Medical Technician: 29-2042.00  
Paramedic: 29-2043.00  
Home Health Aide: 31-1121.00  
Physical Therapy / Rehabilitation Aide: 31-  
2022.00

## Surgical Support

Surgical Technician: 29-2055.00  
Sterile Processing Technician: 31-9093.00

## Imaging Specialties

Radiology Technician/Technologist: 29-  
2034.00  
MRI Technologist: 29-2035.00

## Lab Specialties

Phlebotomist: 31-9097.00  
Medical Laboratory Technician: 29-2012.00  
Dental Lab Technicians: 51-9081.00

## Health Information and Management Specialties

Hospital Coder: 29-2072.00  
Public Health Informatician | Computer  
Systems Analyst: 15-1211.00  
Health Information Technology Specialist: 15-  
1232.00  
Health Unit Coordinator: 43-9061.00  
Medical and Health Services Managers: 11-  
9111.00  
Business / Management Analyst: 13-1111.00

## Other Specialties

Pharmacy Technician | Registered Pharmacy  
Technician: 29-2052.00  
Dental Assistant | Certified Dental Assistant:  
31-9091.00  
Hearing Aide Specialist: 29-2092.00  
Optician Dispenser: 29-2081.00  
Prosthetics Technician | Medical Appliance  
Technician: 51-9082.00  
Activity Director: 39-9032.00



# Support for Registered Apprenticeships

## RAP Funding Opportunities

- Scale-Up Grants
  - CDLE will issue grants (\$10K-50k) for launching and expanding RAPs. Sponsors, related instruction providers, employers, and intermediaries are eligible
- CO-HELPS
  - Support in the design and development of healthcare apprenticeship programs.
  - Employer incentives for small employers (under 50 employees)
  - Apprentice support services
- Apprenticeship Scholarships
  - Funding (\$500-3000) is available for eligible apprentices



# Examples of Apprenticeships Occupations in Healthcare in Colorado

- Medical Assisting
- Pharmacy Technician
- Sterile Processing Technician
- Surgical Technology
- Medical Office Administration
- Certified Nursing Assistant/Certified Medication Aide (in progress)
- Patient Care Technician
- Medical Lab Technician



# Industry Partners in Northern Colorado



# Apprenticeships: Partnership with Industry and Education

Institutions of Higher Ed provide related instruction (min of 144 hours with registered apprenticeships)

Can be sponsors for Registered Apprenticeship

Provide related instruction on campus or on site

Related instruction delivered in a compressed model with classes typically one day per week

At FRCC, most related instruction delivered in 20 weeks

# Sterile Processing Technician Apprenticeship

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FRCC with UCHealth, AIMS with Banner

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FRCC assists in recruitment

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Employer selects and hires apprentices

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Many employers provide tuition support

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FRCC onboards, provides orientation to related instruction

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Classes are one day per week in person for 15 weeks , 5 weeks of test prep remote learning

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Apprentices work Full Time while completing related instruction

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After 20 weeks of related instruction, eligible to sit for CRCST exam

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Receive pay raise

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Complete total of 2,000 hours as an apprentice



# Certified Medication Aide- Starting late Spring 2022

Industry Partners: Columbine and Pathways

Employer can upskill current CNA workforce with apprenticeship

CNA's with 1,000 hours of work experience are eligible

FRCC to provide training- 60 hours of didactic training, 40 hours of clinical training on site

5 week didactic training on Saturdays and online format

FRCC seeking program approval by State Board of Nursing

Employer and  
Apprentice  
Video about  
Apprenticeship  
Pathway for  
Medical  
Assisting

- <https://youtu.be/MoWz5kixS20>



Questions?





# Contact Information

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