



Health Care

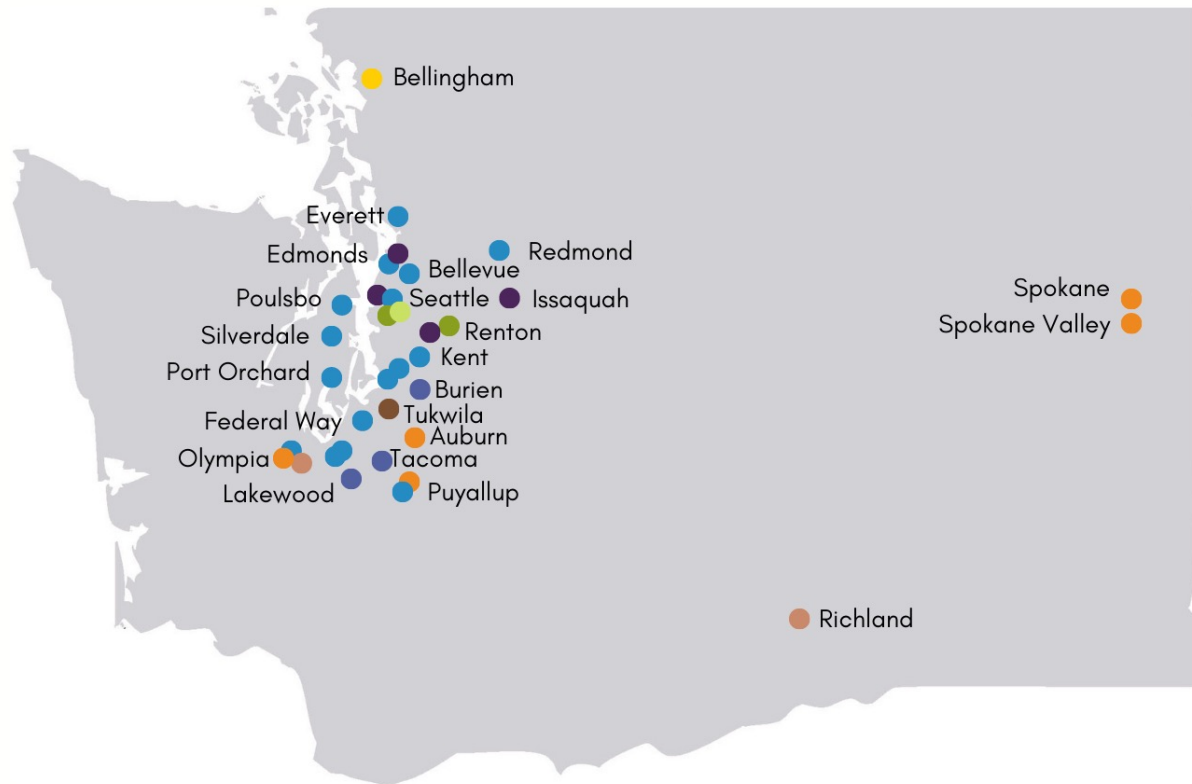
Apprenticeship Consortium

Where learning comes to life

Career Pathways building
a skilled & diversified Healthcare Workforce



Serving Our Members Across Washington



- **Cascade Behavioral Health**
- **Kaiser Permanente of Washington**
- **MultiCare Health System**
 - Auburn Medical Center
 - Good Samaritan Hospital
 - Deaconess Hospital
 - MultiCare Family Medicine - Olympia
 - Valley Hospital
- **Neighborcare Health**
- **PeaceHealth**
 - St. Joseph Medical Center
- **Providence**
 - St. Peter Hospital
 - Kadlec Regional Medical Center
- **Swedish (Providence)**
 - Swedish Medical Center
 - Swedish Medical Center Edmonds
- **UW Medicine**
 - UW - Northwest Hospital & Medical Center
 - Valley Medical Center
- **Virginia Mason Franciscan Health**
 - St. Anne Hospital
 - St. Clare Hospital
 - St. Joseph Medical Center



UW Medicine



Training Fund Mission

We support innovative training, education and career development for healthcare workers that maximizes their talents, proactively meets industry needs, and ensures high-quality patient care through a diverse and skilled healthcare workforce.



- Labor and Management partnership
- 17,000 eligible members

The HCAC: Who we are

- State-wide multi-occupation WA State registered healthcare apprenticeship program
- Open to **all** healthcare employers
- **Grant funded** through HCAP, DOL, LNI, UW/Ballmer Group, JP Morgan Chase & more
- Sponsored & administered by the **Training Fund**



Apprenticeship Programs & Partners



Our Programs: Washington State Registered Apprenticeship Programs

Medical		Behavioral Health	
Medical Assistant (MA-C)	1 year	Behavioral Health Technician (BH Tech)	1 year
Central Sterile Processing Technician (CSPT)	1 year	Peer Counselor	1 year
Pharmacy Technician (CPhT)	1 year	Substance Use Disorder Professional (SUDP)	2 year

Building a **skilled & diverse** healthcare workforce pipeline

Who can participate?

Apprentices: anywhere in WA

Employers: any healthcare employer

Healthcare Apprenticeships: Why

Employer Benefits

- Higher **ROI** - long-term savings from higher retention rates of both apprentices and their mentors
- Reduced **overtime** and increased **quality**
- Increased **employee loyalty** and **retention rates**
- Supports **EDI goals** & **diversifies** workforce



WHAT WE KNOW



RAMPING UP MEDICAL ASSISTANTS IN THE COVID-19 RECOVERY:

A CASE FOR REGISTERED
APPRENTICESHIPS

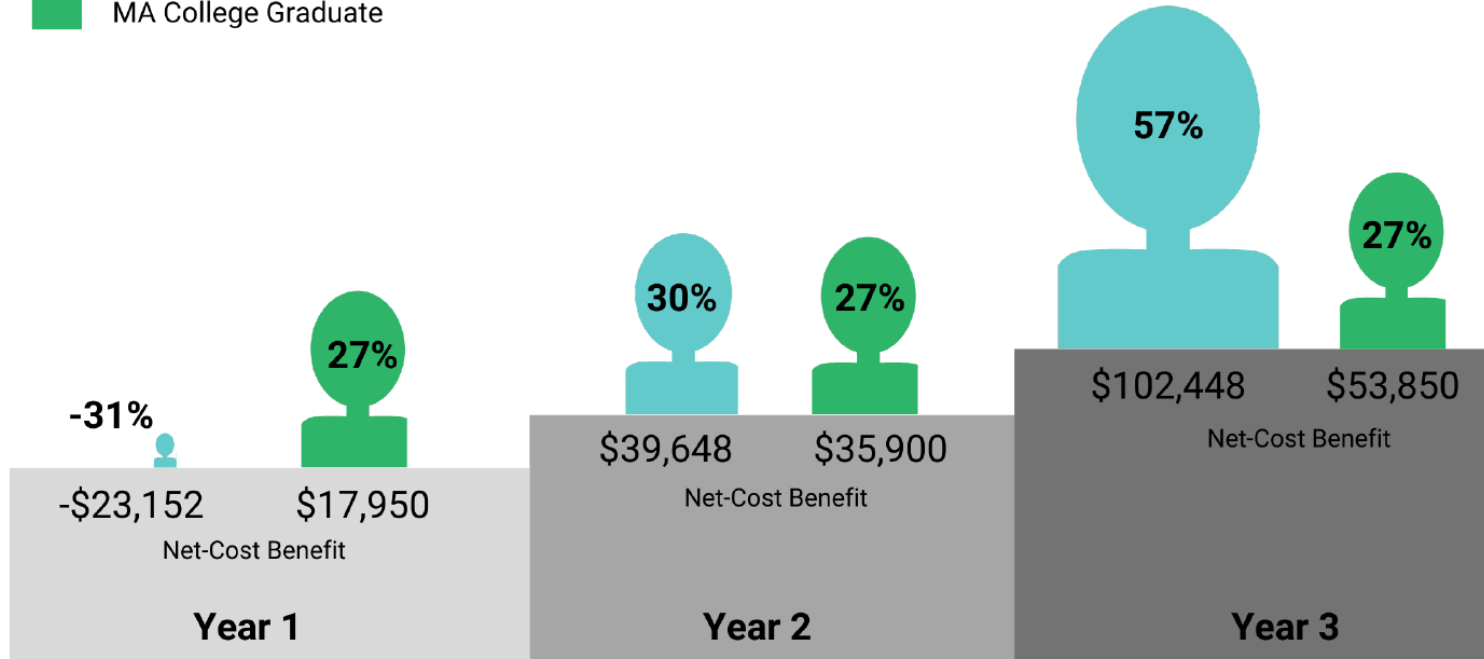


2020 ROI DATA



Our Preliminary ROI

- Apprenticeship Program
- MA College Graduate



2021 ROI DATA



“The analysis suggests that hiring an apprentice is more expensive than hiring a college-graduate MA in the first year of the program. However, in year two, the apprenticeship program pays for itself, and the ROI is slightly higher for the apprentice than for an MA graduate. Finally, with a return on investment of 40% and a net-cost benefit of \$72,767 after three years, the apprenticeship program is significantly more profitable than hiring college-graduate Medical Assistants (14% ROI and net-cost benefit of \$30,826).

The difference between apprentices and college graduates is caused by the additional benefits that the apprenticeship program offers, such as the larger expected output of apprentices and increased mentors' retention. Moreover, the apprentice is assumed to work for the same employer for three years, while a new college graduate MA has a 50% chance of quitting each year. This entails significantly lower hiring costs over time for apprentices compared to college graduates.”

- Ramping Up Medical Assistants In the COVID-19 Recovery: Seattle Jobs Initiative (2021)

Apprenticeships: How

Program Structure:

On-the-Job Learning

+

Related Supplemental Instruction

Hybrid format: Virtual live classroom sessions & in person labs (as applicable)

Monitoring progress: OJT Plan & App to track competencies

Resources: Mentors & mentor training (Mentors may or may not be supervisors)

My Courses



Rouxbe LMS

Coming soon: Behavioral Healthcare Apprenticeships

The Need



BH needs are increasing...

Diagnosed mental illness 19%
Significant mental illness 5%

Substance use disorder 80%

In WA:
Report having a mental illness 22%

WTB, 2020



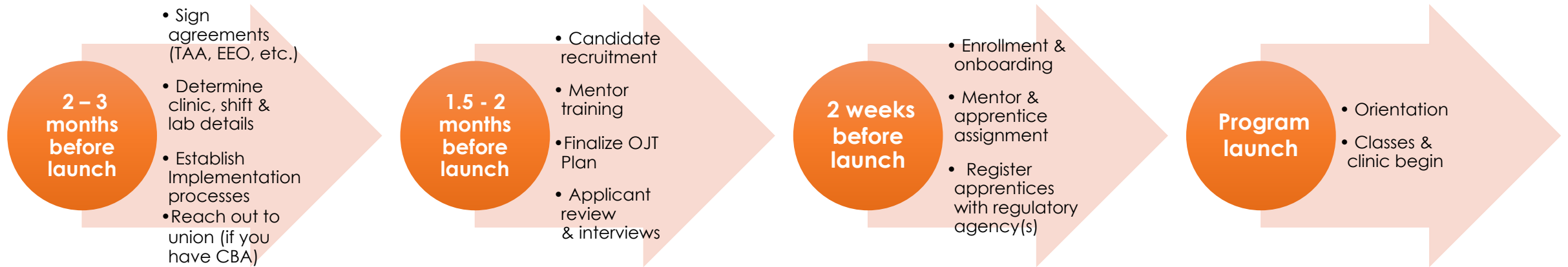
...but lack of an adequate, qualified, diverse workforce

Mental illness & unable to get care 57%

Unable to access care 25%

Behavioral Healthcare Apprenticeships

Timeline & Schedule



Employer Supports

Limited **early-bird grant-funded incentives** available for employers

[Contact us](#) to learn more & apply

Healthcare Apprenticeships: Goals & Takeaways

- **Anyone** can participate
- **Reasonable cost:** Limited early-bird **Employer Incentives** for BH Apprenticeships
- **Benefits**
 - Advance organizational **equity** goals
 - High **number of applicants** → build healthcare workforce
 - Align with existing strategic goals



Behavioral Healthcare Apprenticeships

Contact Us to Learn More:

Leigh Christopherson (Director of Strategic Partnerships)

lchristopherson@healthcareerfund.org | (425) 306-3848

Mark Beaufait (Director of Education Program)

mbeaufait@healthcareerfund.org | (425) 902-8654

Laura Hopkins (Executive Director)

lhopkins@healthcareerfund.org | (425) 306-0769

[Visit our website](#)