

## What is the Health Care Apprenticeship Consortium?

The Health Care Apprenticeship Consortium is a multi-union and multi-employer Washington State-registered Joint Apprenticeship Training Committee. We are open to all healthcare employers in Washington.

The Health Care Apprenticeship Consortium is sponsored by SEIU Healthcare 1199NW Multi-Employer Training and Education Fund. The Joint Apprenticeship Training Committee membership includes partners from healthcare employers, labor unions, and Washington State (see below for specific partners).

Our vision is to build a state-wide healthcare educational pathway through multiple apprenticeship opportunities, that is used by healthcare employers across the state and promotes accessibility, retention, and stability within the healthcare workforce.

## What are the Behavioral Health Apprenticeships?

To meet the urgent statewide need for vital behavioral health services, the Health Care Apprenticeship Consortium launched a new Behavioral Health Apprenticeship program in Fall 2022. : Substance Use Disorder Professionals, Behavioral Health Technicians, and Peer Counselors.

This innovative apprenticeship program combines flexible educational coursework requirements with supervised on-the-job training and provides financial incentives to employers that agree to early participation. It currently offers three career pathways:

- Behavioral Health Technician: One-year program
- Peer Counselor: One-year program
- Substance Use Disorder Professional: Two-year program



## Apprenticeship Partners



Seattle Jobs  
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Media Kit:  
logos, flyers,  
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Frequently  
Asked  
Questions



## Behavioral Health Technician Apprenticeship

The **Behavioral Health Technician Apprenticeship** is a one-year training program where apprentices combine on-the-job work experience with classroom and lab sessions. Apprentices are trained to assist clinics, treatment centers, and hospitals in providing behavioral healthcare for patients.

The apprenticeship program for Behavioral Health Technician involves:

- 250 hours of classroom and lab sessions
- 2,000 hours of work experience
- Passing the NA-C exam, and complete specific classroom and lab coursework for their behavioral health related duties.



## Benefits of Apprenticeships

Apprenticeship programs, in addition to adding new staff, are proven to build retention of current staff mentor/preceptor Behavioral Health Technicians and increase their leadership skills.

Apprentices “learn while they earn”—working full time while gaining skills taught by experienced teachers, coaches, and assigned mentor/preceptor Behavioral Health Technician. Apprentices earn college credit through our partnership with Clover Park Technical College’s Behavioral Health Technician program, and also sign a two-year post-graduation service commitment agreement. Healthcare Apprenticeship positions typically attract more than 30 qualified candidate applications per opening.

## Testimonial



The apprenticeship program is something we would highly recommend. It’s obvious that the instructors care about our programs. They care about our staff, their students. They work with them closely to engage them in a way that’s going to be beneficial to them and keep them interested in the dialog...There is remote learning that doesn’t take the employees out of the workplace for long periods of time. This nice for the employer, but it’s also nice for the employees, because their paychecks and some of the work they’re doing day to day remains consistent. And they’re able to apply what they’re learning very quickly!

**Chad Solvie**

President & CEO, Cascade Senior Living Services

## Peer Counselor Apprenticeship

The **Peer Counselor Apprenticeship** is a one-year training program where apprentices combine on-the-job work experience with classroom and lab sessions. Peer Counselor apprentices help clients identify goals that promote resiliency and recovery, and develop activities and services to achieve personal recovery milestones. As part of the program, apprentices will take the Washington State Health Care Authority Certified Peer Counselor test.

The Peer Counselor Apprenticeship program involves:

- 250 hours of classroom and lab sessions
- 2,000 hours of work experience
- Passing the Washington State Health Care Authority Certified Peer Counselor test



## Benefits of Apprenticeships

Apprenticeship programs, in addition to adding new staff, are proven to build retention of current staff mentor/preceptors and increase their leadership skills.

Apprentices “learn while they earn”—working full time while gaining skills taught by experienced teachers, coaches, and assigned mentor/preceptor Peer Counselor. Apprentices earn college credit by completing a 1 - 1.25 year program through our educational partners, and also sign a two-year post-graduation service commitment agreement. Healthcare Apprenticeship positions typically attract more than 30 qualified candidate applications per opening.

## Testimonial



As an employer with seven offices, it's been a great help to be able to fill the shortage of workers that we've had. It's been a great opportunity to be able to look at longevity and be able to retain individuals so that we can continue operating and serving our patients...We've been able to hire Spanish-speaking counselors, we've been able to attract counselors to serve the Indigenous population and individuals that are traditionally underserved.

**Pedro Lopez**

Treatment Director, Merit Resource Services, Central Washington

## Substance Use Disorder Professional Apprenticeship

The **Substance Use Disorder Professional (SUDP) Apprenticeship** is a two-year training program where apprentices combine on-the-job work experience with classroom and lab sessions. Upon completion of the program, apprentices may take the National Certified Addiction Counselor Level I (NCAC I) certification exam, which permits Washington SUDP certification.

The SUDP apprenticeship program involves:

- 560 hours of classroom and lab sessions
- 4,000 hours of work experience
- Passing the National Certified Addiction Counselor Level I (NCAC I) certification exam upon program completion, which permits Washington SUDP certification.



## Benefits of Apprenticeships

Apprenticeship programs, in addition to adding new staff, are proven to build retention of current staff mentor/preceptors and increase their leadership skills.

Apprentices “learn while they earn”—working full time while gaining skills taught by experienced teachers, coaches, and assigned mentor/preceptors. Apprentices earn college credit by completing a 2 - 2.5 year program (depending on an apprentice’s prior experience) through our educational partners, and also sign a two-year post-graduation service commitment agreement. Healthcare Apprenticeship positions typically attract more than 30 qualified candidate applications per opening.

## Testimonial



As an employer, the benefit of the partnership program is that you have something very specific to offer to you and to your staff. When a person come to us and is an applicant and is looking for a job, we're able to say: "If you come to work with Sea Mar, this is what we are able to offer. We offer benefits. We support your education. If you are here, we can help you to go to school. And we would provide the supervision while you go to school."

If you or your organization are in the behavioral health field, and you are experiencing difficulties to find staff, don't wait for tomorrow. Look at the apprenticeship program!

**Claudia d'Allegri**

Sea Mar Senior VP, Chief Behavioral Health Officer