

Health Care

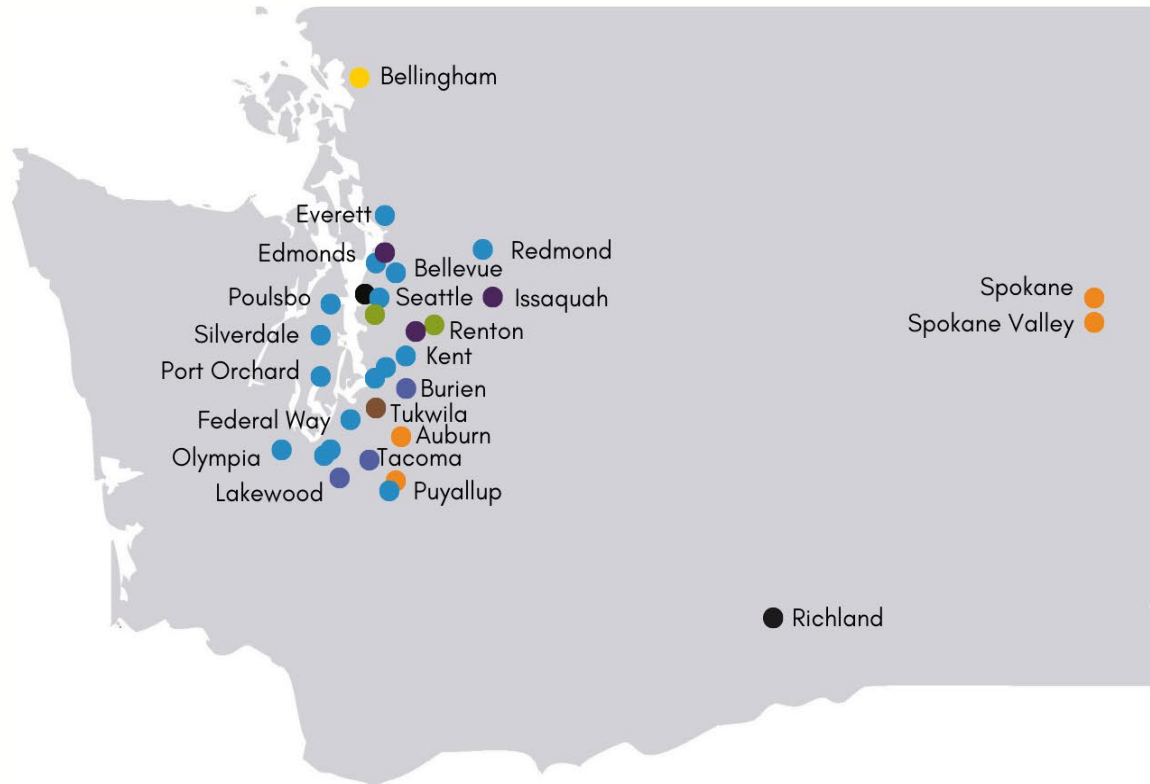
Apprenticeship Consortium

Where learning comes to life

Career Pathways building
a skilled & diversified Healthcare Workforce



Serving Our Members Across Washington



- **Cascade Behavioral Health**
- **Kadlec Regional Medical Center**
- **Kaiser Permanente of Washington**
- **MultiCare Health System**
 - Auburn Medical Center
 - Good Samaritan Hospital
 - Deaconess Hospital
 - Valley Hospital
- **PeaceHealth**
 - St. Joseph Medical Center
- **Swedish**
 - 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

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
- 16,500 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**



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



Apprenticeships: How

Program Structure:

On-the-Job Learning

+

Related Supplemental Instruction

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

Rouxbe LMS

Monitoring progress: OJT Plan & App to track competencies

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

My Courses



Progress: 0%

GO TO TASK 188

REPORT CARD

COURSE HOME



Progress: 0%

GO TO TASK 1

REPORT CARD

COURSE HOME

Apprenticeship Programs & Partners

Our Programs

CURRENT	NEW (Fall 2022)
Medical Assistant (MA-C)	Behavioral Health Technician (BH Tech)
Central Sterile Processing Technician (CSPT)	Peer Counselor
Pharmacy Technician (CPhT)	Substance Use Disorder Professional (SUDP)

Who can participate?

Apprentices: anywhere in WA

Employers: any healthcare employer

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

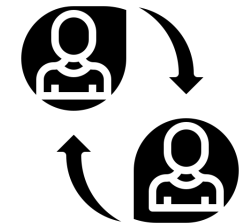
A sustainable solution to BH workforce crisis

- **Registered** statewide apprenticeship program



- **3 career pathways** - Starting Fall 2022

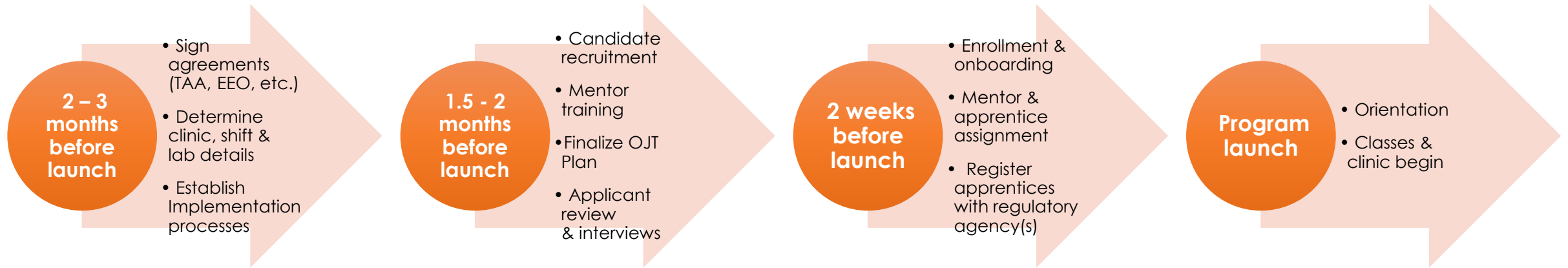
- Behavioral Health Technician 1 yr program
- Peer Counselor 1 yr program
- Substance Use Disorder Professional 2 yr program



- Building a **skilled & diverse** BH workforce pipeline

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:



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[Visit our website](#)