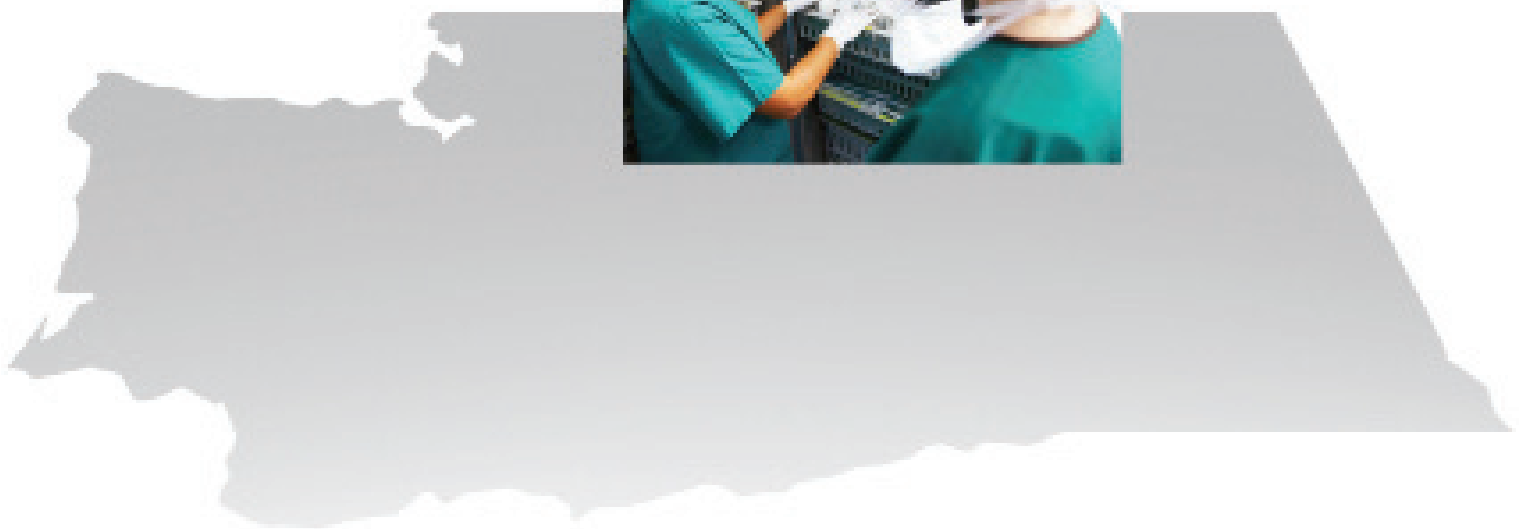


# Growing Washington's healthcare workforce through apprenticeship

An Employer's Guide



Employers, invest now for skilled workers for the long term! The Health Care Apprenticeship Consortium is the solution to recruit and retain employees. The Consortium was created to provide all healthcare employers within Washington State access to the benefits of skilled apprenticeship training for your workforce.



## Benefits of Apprenticeship for Employers

Apprenticeship combines on-the-job learning with classroom and lab work. Apprentices have a job while they learn. It works for young people and working adults alike.



**1** Allows employers to make an economic impact in the communities they serve.



**2** An affordable way for employers to build workforce skills needed to succeed in today's healthcare economy.



**3** An exciting alternative to traditional college and strategically growing talent pipelines.



**4** The apprenticeship model can be scaled to meet your needs, with options for adding emerging-need programs.

**Additional benefits:** reduced turnover for apprentices and mentors, pipeline of skilled workers, better matching of skills with your needs and culture, increased bottom line, employee loyalty, and higher productivity.



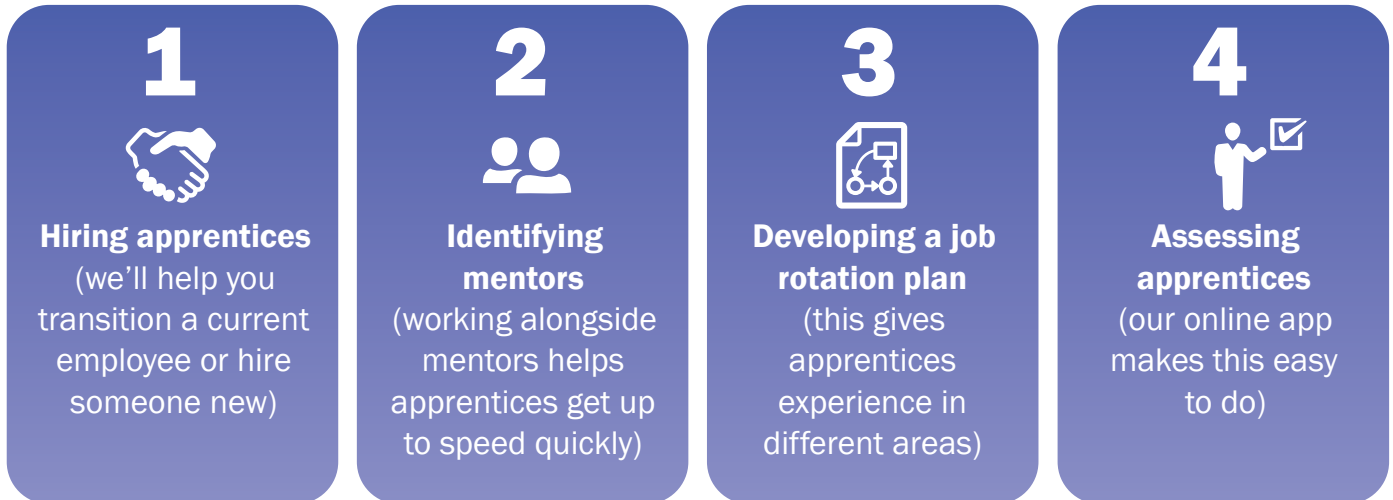
*“Kaiser Permanente is proud to participate in the nation’s first Multi-Employer, Multi-Union Apprenticeship Program as a way to impact the future workforce in Healthcare. As a leading healthcare provider in Washington state and across the country, we are committed to offering economic opportunity to those in our local communities. By providing the space to earn and learn simultaneously, we’re well-positioned to develop medical assistants that will make a difference in providing excellent service to our members, the patients we serve, and our community as a whole.”*

– Susan Mullaney, President, Kaiser Permanente Foundation of Washington

## How does it work?

The Health Care Apprenticeship Consortium will partner with you to create and implement an apprenticeship program. We'll help you create a new program or join an existing program—for one of the occupations below or something different. Don't worry about recruiting a full cohort; we can put together a blended one for you.

We'll walk you through the implementation steps, helping where and when you need it.



The Consortium also coordinates with colleges to ensure apprentices earn credit, learn theory, and attend necessary labs.

## What kind of apprentices do you need?

Apprenticeship cohorts will be starting soon:

- Medical Assistant
- Central sterile processing
- Pharmacy technician
- Acute care certified nursing assistant (CNA)

We're currently planning for these programs:

- Surgical technician program
- Behavioral health technician program
- And more...

As these occupations are being built, we will continue to identify and frame a full and robust healthcare apprenticeship pathway.

Visit [healthcareapprenticeship.org](https://healthcareapprenticeship.org) for more details.

## Interested?

We'd be happy to meet with you to discuss how we can help solve your workforce challenges.



Please contact **Mark Beaufait, Apprenticeship Director**, at [apprenticeship@healthcareerfund.org](mailto:apprenticeship@healthcareerfund.org) or 425-255-0315.





## The Health Care Apprenticeship Consortium

The Health Care Apprenticeship Consortium is open to all healthcare employers in Washington. Its Washington State-registered Joint Apprenticeship Training Committee is a multi-employer and multi-union partnership sponsored by SEIU Healthcare 1199NW Multi-Employer Training and Education Fund.

Our vision is to build a state-wide healthcare educational pathway through multiple apprenticeship opportunities for healthcare employers across the state. Apprenticeship pathways promote accessibility, retention, and stability within the healthcare workforce.

[healthcareapprenticeship.org](http://healthcareapprenticeship.org)

### APPRENTICESHIP PARTNERS

