



## Health Care Apprenticeship 2020 Programs

**The Health Care Apprenticeship Consortium (HCAC)** is a partnership created to provide healthcare employers in Washington State access to skilled apprenticeship training for their workforce. Learn more and watch the overview video at [www.healthcareapprenticeship.org](http://www.healthcareapprenticeship.org).

**Through apprenticeship, employers gain** a pipeline of skilled workers, lower turnover for apprentices and mentors, skills matching your needs and culture, increased loyalty, and higher productivity. Employers choose their apprentices – remote learning near or at your location is available. The external costs for 2020 are covered by grants. Watch our video about implementation steps (2½ mins): [bit.ly/ApprenticeshipVideo2](http://bit.ly/ApprenticeshipVideo2).

Apprenticeships and Training Programs commonly attract **qualified, local, diverse applicants** at a 10 to 30:1 ratio to openings. Your community has able candidates for your positions who want long-term positions—they just need training. Participants obtain college credit for their schoolwork. About two months in, mentors will be at full efficiency and at 4-5 months, apprentices will be 50% or more productive.

**Apprenticeships and Preceptorships build retention among mentors.** Engaged support for mentors increases their skills and commonly doubles mentor retention, greatly increasing program productivity yields.

**AVAILABLE PROGRAMS IN 2020** (statewide via virtual classroom/supporting labs/hybrid learning):

- **Medical Assistant Apprenticeships**—September 28, 2020: one-year full-time work apprenticeship program with 2,000 hours on-the-job training (OJT), 288 hours of classroom and lab (RSI)
- **Central Sterile Processing Apprenticeships**—October 5, 2020: one-year full-time work apprenticeship program with 2,000 hours on-the-job training (OJT), 354 hours of classroom and lab (RSI).
- **Pharmacy Technician Apprenticeships** (approval pending)—September 21, 2020: one-year full-time work apprenticeship program with 2,000 hours on-the-job training (OJT), 264 hours of classroom and lab (RSI).
- **IHAP Phase 1: Introduction to Health Care Employment and Apprenticeships**—TBD: 45-hour health care employment introduction (3 weeks, 3 hours per day; stipend by HCAC) readying candidates for entry-level positions or Nursing Assistant-Certified training.
- **IHAP Phase 2: Nursing Assistant-Certified (NAC or CNA)** (approval pending)— Fall 2020: 90 hours of classroom and lab (3 weeks, 6 hours per day; stipend by HCAC, with acute care skills segments), plus 40 hours of supervised clinical work, candidates get their NA-C for work and subsequent advancement.