



Pharmacy Technician Apprenticeship – Occupational Overview for Employers – 6/2020

Employers, start adding to your skilled workforce today! The Health Care Apprenticeship Consortium (HCAC) training program for Pharmacy Technicians is the solution to help you recruit and retain your pharmacy employees.

A certified Pharmacy Technician is a licensed staff person able to perform non-discretionary functions in a pharmacy. Apprentices “learn while they earn”—working full time while gaining skills taught by experienced teachers, coaches, and mentors. Pharmacy Technician apprentices are supervised by the lead pharmacist and work with other pharmacy technicians who are trained as mentors. Classrooms and Lab are hybrid—virtual real-time classrooms and in-person labs, available throughout Washington and adjoining communities.

Details:

The apprenticeship program for Pharmacy Technician involves 264 hours of classroom and lab, and 2,000 hours of work experience.

To become Pharmacy Technicians, apprentices must pass the Pharmacy Technician Certification Exam leading to their Certified Pharmacy Technician (CPhT) registration, obtained through the Washington State Pharmacy Quality Assurance Commission (Pharmacy Commission).

Pharmacies employing Pharmacy Technician apprentices must file a Pharmacy Assistant Utilization Plan with the Pharmacy Commission and complete a simple Training Agent and Non-Discrimination agreements to register as an employer (“training agent”) with the Washington State Apprenticeship and Training Council (we can help you every step of the way).

Mentors at each location assist the Pharmacist with Apprentices’ On-The-Job learning.

Employer program cost: \$3,200 per apprentice (this is currently covered by grants, as of June 2020)

Countdown schedule to a Pharmacy Technician cohort start (depending on the hiring sequence and background check timing for each employer):

- Three months before the program starts:
 - Employer discussions with Program and Training Agent Agreement
 - Clinic, pharmacy, and lab arrangements
 - Local community & target recruiting start



- Two months in advance:
 - Marketing for candidates
 - Mentor training
 - Establish hiring process
 - Collect applications/conduct interviews
- One month out:
 - Enrollment and onboarding
 - Complete mentor training and placement
 - Assign apprentices/final details
 - Apprentices register with the Pharmacy Commission
- Program starts
 - Orientation
 - Pharmacy work and classes start

The Pharmacy Technician program is governed by the Health Care Apprenticeship Consortium's Pharmacy Technician Training Program Plan with the Pharmacy Commission and the HCAC Apprenticeship Program Standards with the State Apprenticeship Council. Let us know if you do not have copies of these plans.

The Health Care Apprenticeship Consortium

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

For more information, visit healthcareapprenticeship.org.