

## Pharmacy Technician Apprenticeship

### Occupational Overview for Employers

Expand and enhance your skilled workforce today! The Health Care Apprenticeship Consortium (HCAC) training program for Pharmacy Technicians helps you recruit and retain skilled pharmacy employees.

A certified Pharmacy Technician (CPhT) is a licensed staff person able to perform non-discretionary functions in a pharmacy.

### Benefits of Apprenticeships

Apprenticeship programs, in addition to adding new staff, are proven to build retention of current staff mentor/preceptor Pharmacy 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 Pharmacy Technicians. Apprentices earn college credit through our program partnership with North Seattle College’s stellar Pharmacy Technician program. Healthcare Apprenticeship positions typically attract more than 30 qualified candidate applications per opening.

Learn more by [visiting our website](#), and by watching these informative short videos:

[Healthcare Apprenticeship Consortium - Overview](#)

[Healthcare Apprenticeship Consortium -Employer Apprenticeship Implementation](#)

### Program Details

The apprenticeship program for Pharmacy Technicians involves:

- **264 hours** of classroom and lab sessions
- **2,000 hours** of work experience
- Passing the Pharmacy Technician Certification Exam leading to the Certified Pharmacy Technician (CPhT) registration, obtained through the Washington State Pharmacy Quality Assurance Commission (Pharmacy Commission).

### Process

Pharmacies employing Pharmacy Technician apprentices must complete simple Training Agent and Non-Discrimination agreements to register as an employer (“Training Agent”) with the Washington State Apprenticeship and Training Council ([we provide guidance to help you complete this requirement](#)).

Pharmacy Technician apprentices are supervised by the lead pharmacist and work with other pharmacy technicians who are trained as mentor/preceptors. Mentors at each location assist the Pharmacist with apprentices’ On-the-Job learning. Classrooms (virtual real-time) and Labs (in-person) are hybrid, with access available throughout Washington and adjoining communities.



**Employer program cost: \$4,100 per candidate**

This may be covered by WDC \$\$, so please [contact us](#) to learn more.

### Timeline

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

#### 2 – 3 months before program starts

- Sign agreements (TAA, EEO, etc.)
- Determine clinic, shift & lab details
- Establish implementation processes

#### 1.5 – 2 months in advance

- Candidate recruitment
- Mentor training
- Finalize OJT Plan
- Applicant review & interviews

#### 2 weeks in advance

- Enrollment & onboarding
- Mentor & apprentice assignment
- Register apprentices with regulatory agency(s)

#### Program starts

- Orientation
- Classes and clinic begin

The Pharmacy Technician program is governed by the Health Care Apprenticeship Consortium’s Pharmacy Technician Training Program Plan with the Pharmacy Commission (approved 7/2020) and the HCAC Apprenticeship Program Standards with the State Apprenticeship Council (approved 7/2020). Copies of our program standards are available upon request.

#### The Health Care Apprenticeship Consortium

The Consortium is open to all healthcare employers in Washington. The Health Care Apprenticeship Consortium (HCAC) is an all-employer (signatory and non-signatory) and multi-union Washington State-registered Joint Apprenticeship Training Committee, with program administration by the SEIU Healthcare 1199NW Multi-Employer Training and Education Fund.

**For more information, visit [healthcareapprenticeship.org](http://healthcareapprenticeship.org)**