

2010 National Reemployment Summit
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Registered Apprenticeship and WIA - Building a Healthcare Workforce

Presenter:

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Road to Recovery
Strategies for ReEmployment



U.S. Department of Labor
Employment and Training Administration

Vermont
HITEC





Who are we?

- **Vermont Healthcare & Information Technology Education Center**
- **Non-profit focused on workforce development**
- **Customized curriculum to match current job & career opportunities**
- **Intensive education & apprenticeship model**



Our Partners

- **US & VT Departments of Labor**
- **US & VT Depts. of Economic Dev.**
- **US & VT Apprenticeship Divisions**
- **Other government & nonprofit agencies**
- **Colleges and high schools**
- **Employers (hospitals/service providers)**
- **Unemployed and underemployed**



Our Guiding Principles

- **Start with jobs – end with jobs**
- **Subject-matter does not matter**
- **Passion for education & business**
- **Unlimited human potential**
- **Student-centric education mentoring**
- **Competency-based metrics**
- **No previous experience required**
- **Pay it forward**



Our Model

- **State-registered apprenticeship**
- **Serve unemployed and underemployed**
- **Employer-partners actively involved**
- **Behavioral & technical competency focus**
- **Readiness program prepares graduates for a one-year apprenticeship**
- **Guaranteed employment to all successful graduates**
- **Apprentices receive graduated salary and full benefits**



Our Programs

- **Medical Transcriptionists**
- **Practice Support Specialists**
- **Registration Representatives**
- **Medical Coders**
- **Phlebotomists**
- **EHR Go-Live Support Analysts**
- **EHR Data Abstractors**
- **Licensed Nurse Assistants (LNA)**



Nuts & Bolts

- **Curriculum Development Process**
 - Become “employee” of employer-partner
 - Perform all essential functions of position
 - Reverse engineer curriculum
 - Identify process improvements
 - Validate apprenticeship competencies
 - Submit for academic accreditation



Nuts & Bolts

- **Candidate Outreach Process**
 - Extensive outreach program
 - TV and newspaper articles (press release)
 - Radio and newspaper ads
 - Vermont DOL “joblink” direct mailing
 - VDOL one-stop career resource centers
 - VDOL unemployment insurance checks
 - On-line application process



Nuts & Bolts

- **Candidate Selection Process**
 - Open “management” application website
 - Mandatory orientation session
 - Aptitude assessments
 - Programmatic interviews
 - Instructor interviews
 - Employer interviews
 - Selection criteria matrix



Nuts & Bolts

- **Education Delivery Process**
 - Total immersion learning
 - 8 to 10 weeks of academics
 - 8-9 hrs of course work per day / 5 days per week
 - 3-4 hrs of course work each night plus weekends
 - Online, lectures, lab/clinical work, externships
 - Competency-based performance standards
 - Rigorous graduation requirements
 - National certification exams



Nuts & Bolts

- **Apprenticeship Process**
 - One-year apprenticeship
 - Technical and behavior competencies
 - Dedicated mentor for apprentices
 - Monthly evaluations conducted
 - Performance-based merit increases
 - US DOL Certificate of Apprenticeship



Nuts & Bolts

- **Candidate Support Services**
 - Provided at every step of the process
 - Numerous partners
 - VDOL One-stop Career Centers
 - VSAC (grants for living stipends)
 - VDOL WIA counselors and services
 - Vermont HITEC counselors
 - Employer's EAP
 - Student-centric approach ensures success



Open Discussion

For more information, please contact:

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