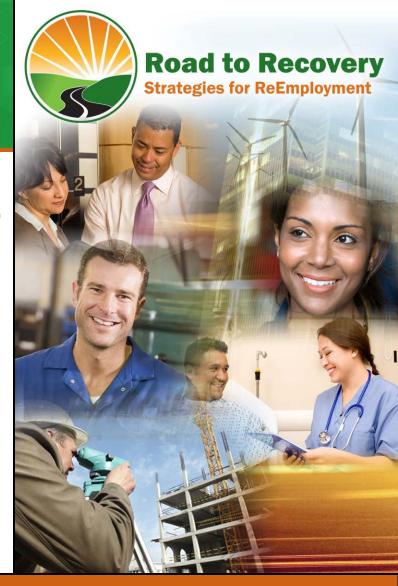
2010 National Reemployment Summit

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Registered Apprenticeship and WIA - Building a Healthcare Workforce

Presenter:

Gerry Ghazi, President 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)



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



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



Candidate Selection Process

- Open "management" application website
- Mandatory orientation session
- Aptitude assessments
- Programmatic interviews
- Instructor interviews
- Employer interviews
- Selection criteria matrix



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



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



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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