Registered Apprenticeship and WIA - Building a Healthcare Workforce

Presenter:
Gerry Ghazi, President
Vermont HI TEC
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:

Gerry Ghazi, President
Vermont HI TEC, Inc.
156 Commerce Street
P.O. Box 1548 | Williston, VT 05495-1548
Telephone: (802) 872-0660 | Fax: (802) 872-0661
Email: gerry.ghazi@vthitec.org
Website: www.vthitec.org