

Creating Healthcare Apprenticeships in Montana

Partnership between HealthCARE Montana, a \$15M US DOL TAACCCT IV Consortium project aimed at addressing rural healthcare workforce challenges, and the Montana Department of Labor & Industry Registered Apprenticeship Program.

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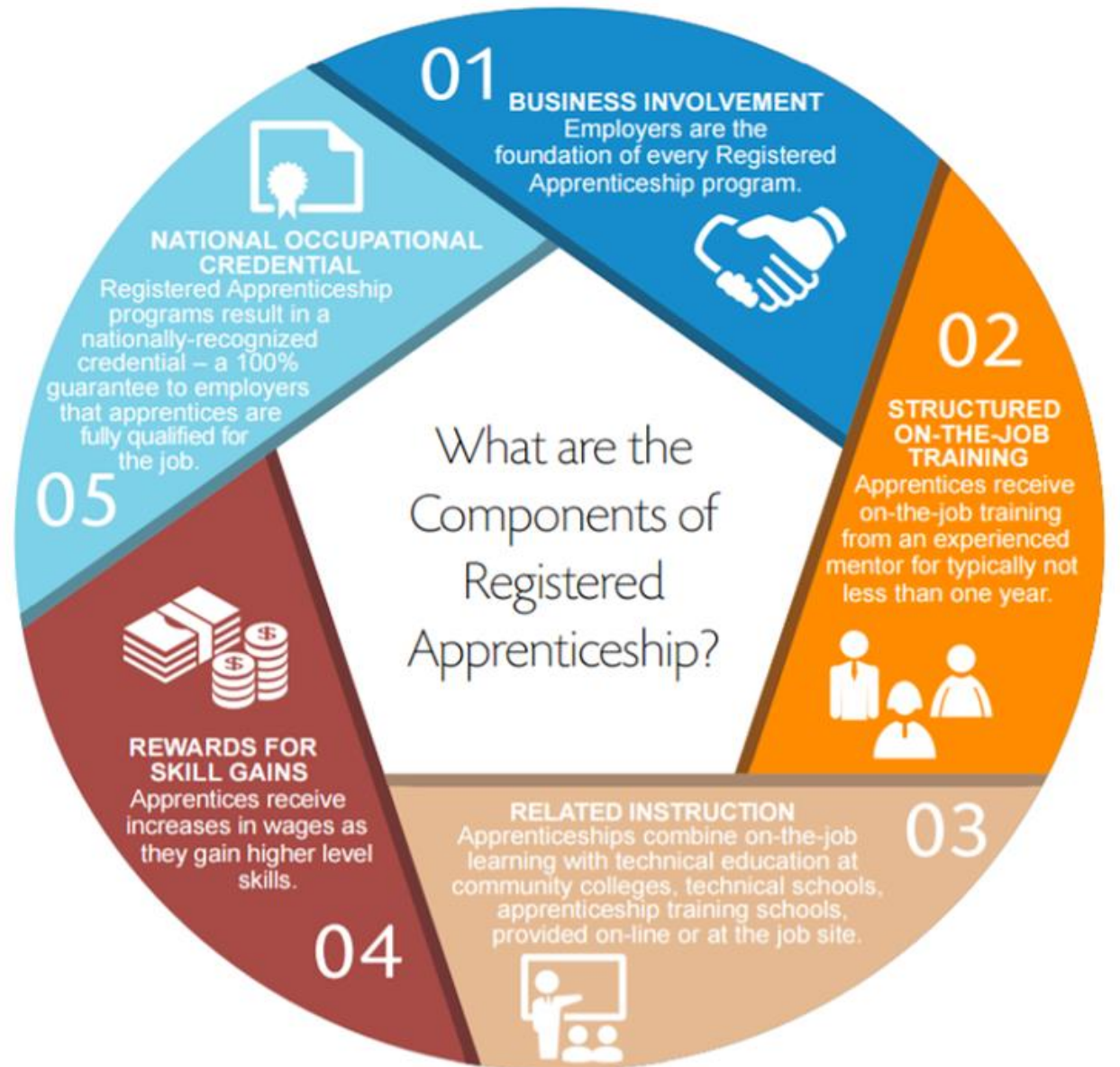
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Creating Access to Rural Education
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Components of Registered Apprenticeship



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Breaking the Mold – Rewiring Apprenticeship

1. Where do workers come from?

Incumbent
New employees
Cohort Based
Cream of the Crop

+

2. What is the ideal curriculum delivery?

Correspondence
Online
Classroom
Hybrid classroom and online

+

3. What's the curriculum source?

Textbooks
In house
Community-provided training
Industry-provided training
2 year college
4 year college

4. How do you structure the program?

Continuous work and curriculum
Front loaded curriculum
Varies

+

5. How do you pay for it?

Employer covers tuition
Apprentice covers tuition
State Workforce Programs (WIOA)
Tax Credit

+

6. How do you measure success?

Length of time in program
Competency assessment
Combination of the two

Strategies for Success

- Continuous employer engagement
 - On the ground staff
 - Workforce assessments
 - Statewide needs assessment
 - Rapid response surveys
- Bridging Colleges & Employers
 - Staff member at each college
 - Also provide non credit options to employers
- Rural Focus – initially



Strategies for Success

- Program Development
 - all new materials
 - employer toolkit
- Partner with licensing boards, professional organizations, and workforce development stakeholders
- State level leadership support
- Statewide scaling and sharing best practices



Challenges & Lessons Learned

- Transitioning from Trade to Healthcare Model
 - Adopting novel apprenticeship structures
 - Navigating complex education, licensing, and credentialing requirements
- Employers and Colleges did not have any understanding of healthcare apprenticeship potential
 - Explain Return on Investment; Testimonies from early adopters
- Colleges tend to be insular
 - Point person very important



Challenges & Lessons Learned

- College faculty concerned about clinical regulations, scope of work, quality of onsite training
 - Development of programs
 - Persistence and Education
- Supporting sponsors and apprentices in high turnover occupations
 - Case manager role; Frequent visits
 - Assist employers in identifying successful candidates
 - Clarifying expectations—curriculum, OJT, graduation requirements
 - Advocating for employee retention through career laddering



What did it look like for colleges?

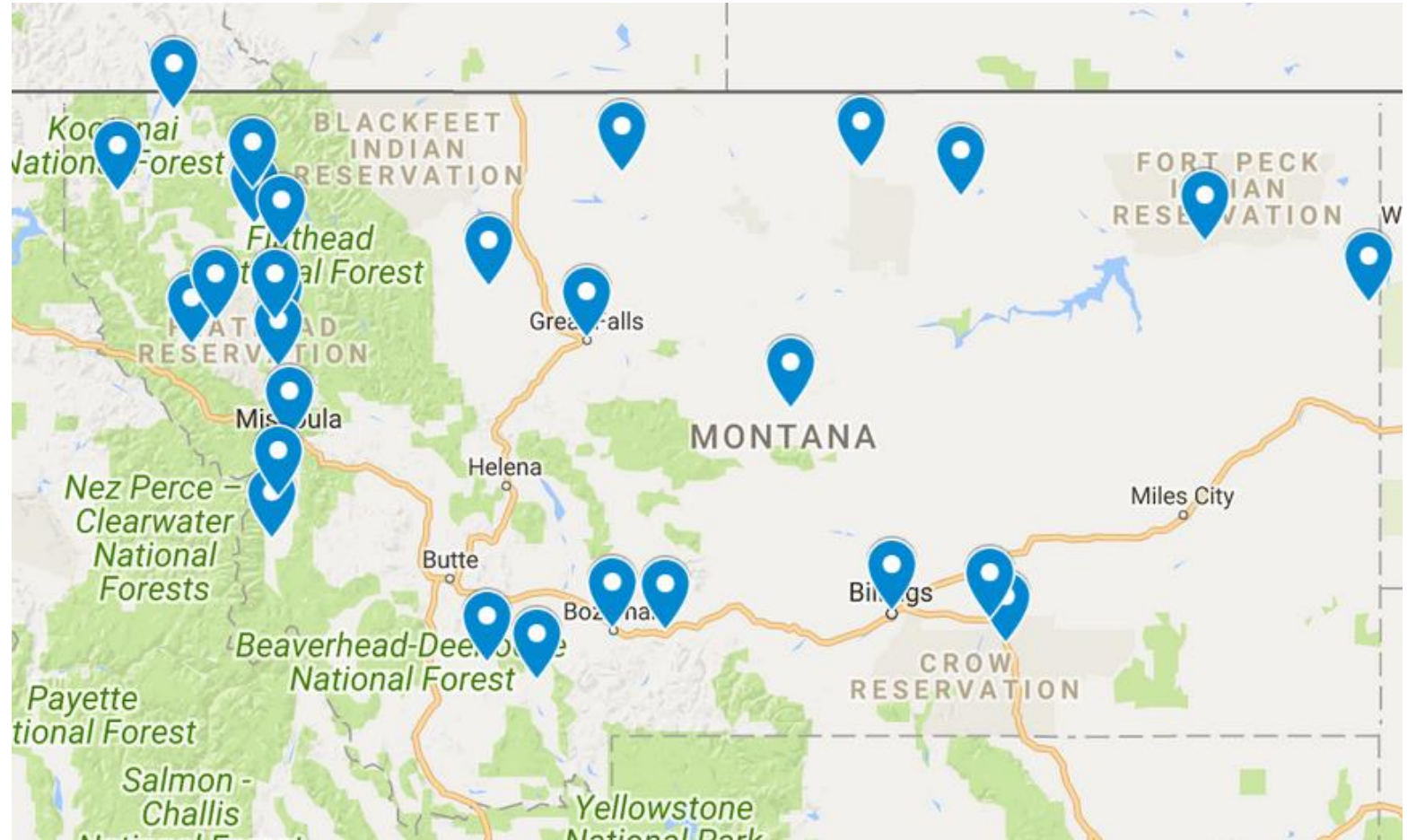
- Early adopters
- Not drastically changing programs – some states advocate for cohort models
- Ways to increase student enrollment and augment programs
- Released RFP for promoting distance education



Current Programs

Total Apprentices	107
Certified Nurse Aide	40
CNA Advanced	1
CNA Dementia	8
CNA Restorative	28
Medication Aide II	11
Medical Scribe	5
CT Tech	1
Administrator (Assisted Living)	3
Administrator (Long Term Care)	1
Pharmacy Tech	2
Medical Coding (Pre-Coder)	1
Medical Claims	2
Practical Nurse	1
Paramedic	2

40 Registered Employer Sponsors



College/Employer Distance & Apprenticeship Projects

- Highlands--Online Behavioral Health Certificate/Endorsement
- Great Falls College—Pharmacy Technician; Dental Assistant; Medical Assistant Program in Collaboration with Missoula College
- Flathead Valley Community College—Patient Relation Specialist
- Miles Community College—Medical Lab Technician; Phlebotomy
- Gallatin College—Surgical Technology Program in Collaboration with Great Falls College



Spotlight on Practical Nursing Apprenticeship

- PNs needed in Rural LTC facilities
- Distance delivery necessary
- Faculty concerns
- Utilization of step down role
- Apprenticeship strengthens training, allows career advancement without leaving workforce



Thank you and Questions

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- Apprenticeship.mt.gov
- Healthcaremt.org/more-info-for-colleges/

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