

HPOG & Apprenticeship

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Contact Info

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Challenges & Opportunities

- ▶ There are **opportunities** to leverage existing state and federal infrastructure to support apprenticeship development in healthcare.
- ▶ There are also **challenges** to developing any new apprenticeship and unique challenges related to healthcare occupations.



Challenges

- ▶ Capacity
- ▶ Regulation & Credentialing
- ▶ Employer Engagement
- ▶ Start-up Costs
- ▶ Time



Our Approach

- ▶ Partnership in HPOG1 with state apprenticeship agency
- ▶ Compile best practices
- ▶ Develop a business case & collateral outreach materials
- ▶ Apprenticeship staff dedicated to healthcare to increase capacity
- ▶ Employer outreach



Employer Driven

- ▶ Outreach identified an emerging need in community health (MAs & implementation of PCMH model of care delivery)
- ▶ Opportunity to explore apprenticeship as a possible approach to meet the need
- ▶ Industry association as a vehicle for connecting to and working across multiple employers (key to sustainability)



Apprenticeship Development Work

- ▶ Partnership with the Washington Association of Community and Migrant Health Centers (WACMHC) to develop a new apprenticeship in Medical Assisting
- ▶ “PCMH” modules to teach additional skills/competencies needed on top of core MA skills
- ▶ “Technical skills” modules to teach core skills for new MAs
- ▶ Developed, registered, and pilot-tested under HPOG1



Next Steps

- ▶ WACMHC has sustained and grown the apprenticeship
- ▶ Partnership under HPOG2 to support development and validation of new apprenticeship program for Dental Assisting
- ▶ WACMHC also engaged in development work around behavioral health/peer specialist
- ▶ Potentially different applications of the MA apprenticeship in rural vs urban areas of our state

