

Introducing Healthcare Apprenticeships to Montana

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HealthCARE Montana: Addressing the rural healthcare workforce crisis

\$15M US Department of Labor TAACCCT Grant

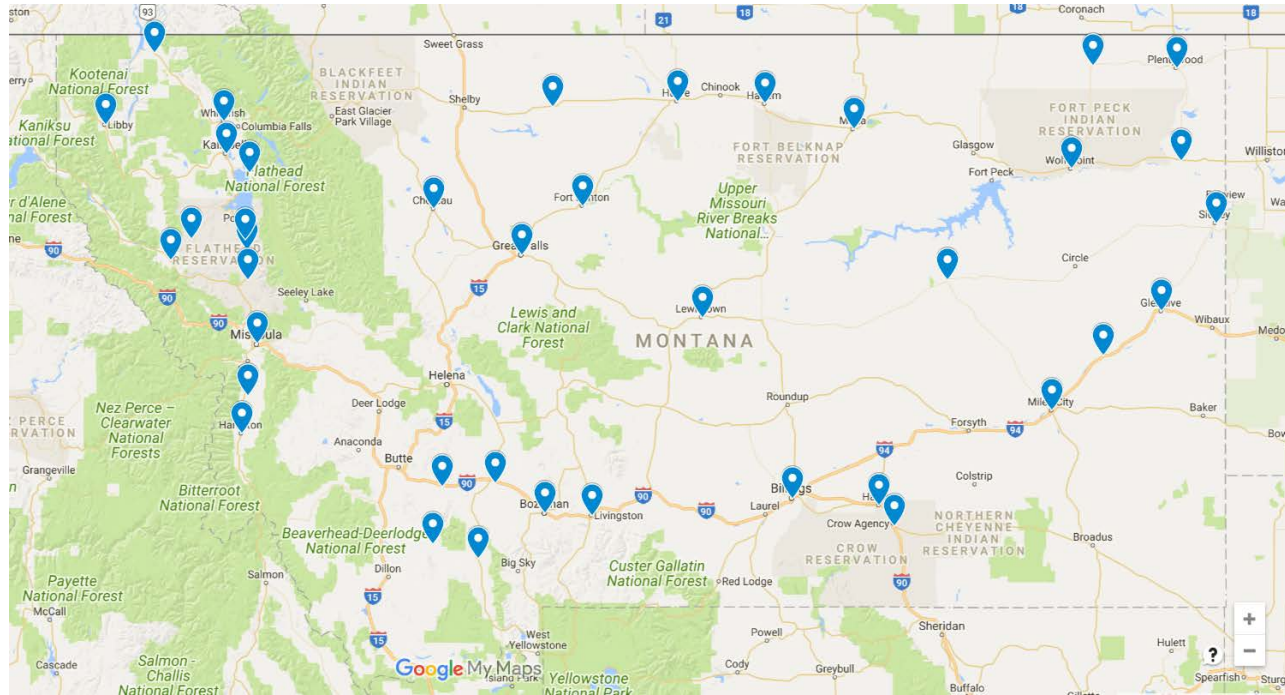
Partners:

- 15 colleges
- Department of Labor & Industry
- Regional Area Health Education Centers
- 100+ facilities

Objectives:

- Workforce Coordination
 - Includes apprenticeship
- Distance Education
- Update Curriculum
- Student Support

Scope of Healthcare Apprenticeship Initiative



- Baseline: 0
 - Significant knowledge gap and apprehension with facilities
- Results after 3 year effort:
 - 200+ individuals registered as apprentices
 - 53 employers (rural, urban, and tribal)
 - 21 occupations
- Blue icons indicate locations that implemented apprenticeships

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

Spotlight on Practical Nurse Apprenticeship

- Background
 - PNs needed in rural long term cares; rely heavily on travelers
 - Colleges many hours away – no way to “grow your own”
- Successes
 - Aligned with curriculum conversion to distance format
 - Apprenticeship did not add significant changes
 - Utilization of “step down” role
- Challenges
 - Faculty concerns over clinical regulations, scope of work and quality of onsite education
 - No educational/promotional materials

Spotlight on Restorative Care Apprenticeship

- Background
 - Need workforce better skilled to meet patient needs
 - Restorative skills create career progression & wage increase
- Successes
 - On the ground needs assessment – not in the initial plan
 - Rural focus
- Challenges
 - Related curriculum not available – later developed
 - Supporting sponsors and apprentices –case management, frequent visits, clarity on expectations and timeline

Additional Successes & Challenges

- State level leadership support – Governor Steve Bullock
- Transparency with licensing boards, professional organizations, and workforce partners
 - Navigating complex licensing and educational requirements
 - Promotion
- Developing employer partners
 - Patience & persistence - hold multiple meetings
 - Explain return on investment and other benefits
 - Share testimonials from early adopters

What's next?

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- Healthcare Apprenticeship Implementation Toolkit
<https://www.skillscommons.org/handle/taaccct/15216>
- Webinar: Flexible Apprenticeship Models that work
<https://www.workforcegps.org/events/2017/10/17/15/15/From-Design-to-Implementation-Flexible-Apprenticeship-Models-That-Work>
- Free Resources for Apprenticeship & Work Based Learning:
<https://www.workforcegps.org/events/2018/03/12/15/04/Free-Resources-for-Apprenticeship-Work-based-learning>
- Apprenticeships on HealthCARE Montana:
www.healthcaremontana.org/apprenticeships-2
- Quick start Toolkit for Building Apprenticeship Programs:
https://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf
- Federal resources: <https://www.doleta.gov/oa/federalresources/playbook.pdf>