

# Be Part of the Solution Become a Sponsor

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**SUNY**  
SCHENECTADY  
COUNTY COMMUNITY COLLEGE



# On The Job Training (OJT)

*Defined as “Hands on experience in a defined area of professional training leading to skill development”*

Three types:

- Clinical rotation
- Internship/externship
- Apprenticeship

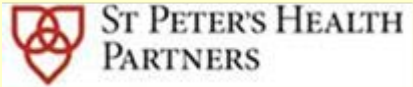
# Clinical Rotation

- *Short exposure to actual job*
- *Usually in hospital and long term care facility*
- *Mandated by certifying agency (CNA 30 hours)*

# Internship

- *Work based learning*
- *Scope defined by educational institution and details worked with workplace*
- *Receiving course credits upon completion*
- *Most of the time unpaid*
- *Not longer than three months*

# Schenectady County Community College St. Peter's Health Partners & Ellis Medicine



SPHP – two counties (Albany and Rensselaer), 4 hospitals, 7 nursing homes, hospice, homecare medical practices



Ellis Medicine – Two counties (Schenectady and Saratoga) 2 hospitals, 2 health centers

Connected to both groups with prior relationships



Both groups provided:

## Guidance

- Definition of internship's scope

## Technical Assistance

- Safety guidelines to establish the program
- Class presentations "A day in the life of.."

# Lessons learned and Win-Win-Win

- Listen to the employer needs (Grey tsunami)
- Ask questions on future roles (Sustainability)
- Invite to be part of teaching group (Share expertise)
- Follow each employer's rules (Pre admission test)
- It takes time and responsiveness (Touch base, facilitate)
- Engage students (Future jobs)

# Apprenticeship

- Work based training
- Scope defined by employer and details worked with educational institution
- Could lead to certificates or degree upon completion
- Always paid - “Learn while you Earn”
- Typically one year minimum



# Healthcare Apprenticeship in NYS

- Governed by NYS Department of Labor
- Only three healthcare occupations
  - ✓ Direct Service Professional – Competency based
  - ✓ Hospital Medical Coder – Hybrid
  - ✓ Community Health Worker – Hybrid
- Funding for employers and for trainers available

# Community Health Workers (CHW)

## Who are they?

*CHW are a vital link to promoting health and wellness in the community.*

*They are crucial adjuncts, an informal bridge for the integration of social and clinical work*

*Assist in lowering health care costs*

# Outreach at many levels



# Apprenticeship for CHW

Training at SUNY Schenectady was developed in 2014.

- We have experience in related instruction

95% of current curriculum matches NYS DOL requirements

- No need to re-invent the wheel

We have a sponsor :“Empower Health” and seeking more

**Be part of the solution**

**Become a sponsor**

# Questions?

THANK YOU