



Pathways to a Brighter Future

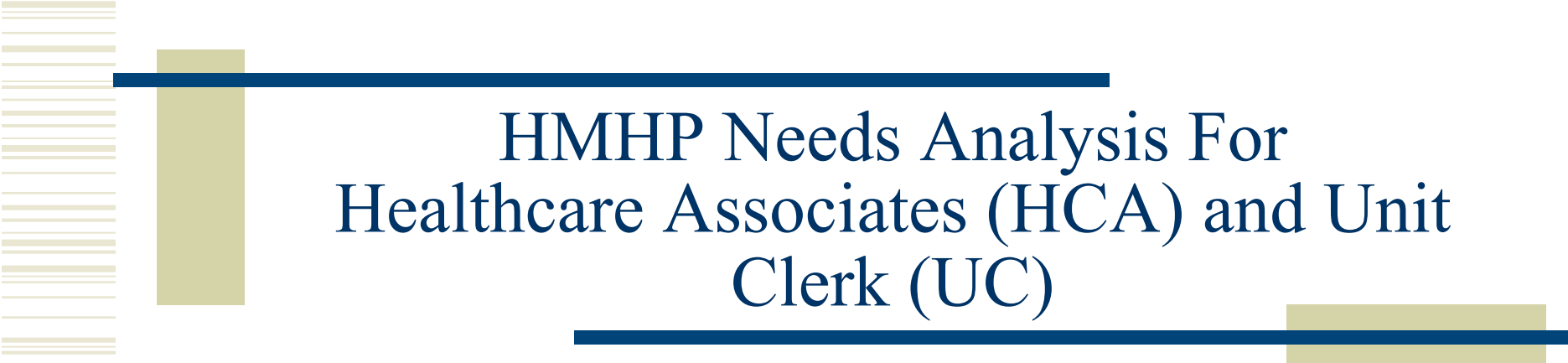
Earning Apprenticeship Credentials for Work-Based Learning

Humility of Mary Health Partners
Youngstown, Ohio



Humility of Mary Health Partners

- ◆ Three hospital region of Catholic Healthcare Partners (unionized and non-union)
- ◆ Two LTC facilities
- ◆ Inpatient Hospice
- ◆ Continuing Care Community
- ◆ Largest health system in Ohio; seventh largest in the U.S.
- ◆ First Magnet Hospital in Ohio
- ◆ Level 1 Trauma Center
- ◆ Employee Career Resource Center



HMHP Needs Analysis For Healthcare Associates (HCA) and Unit Clerk (UC)

◆ Employer

- Maximize and grow existing talent of all associates
- Training/education opportunities – Skill gaps
- Increase retention
- Meet demand for qualified new hires

◆ Employee

- Opportunities for career advancement
- Developmental education
- Can't decrease work hours
- Access to FT hours/benefits
- Work/life balance



Our Learning Model



- ◆ Work-Based Learning embedded in apprenticeships
 - Design apprenticeships around wbl techniques which bridge employees from little to no formal skills training along a developmental pathway
 - Incorporate training in the work-day



HMHP Apprenticeships

- ◆ Apprenticeship for HCA and UC
 - Competency-Based
 - Related Technical Instruction (RTI)
 - OJT embedded in **wbl** techniques
 - Job Shadow
 - Field Observations
 - WBL Competencies
 - Learning Circles/Journals

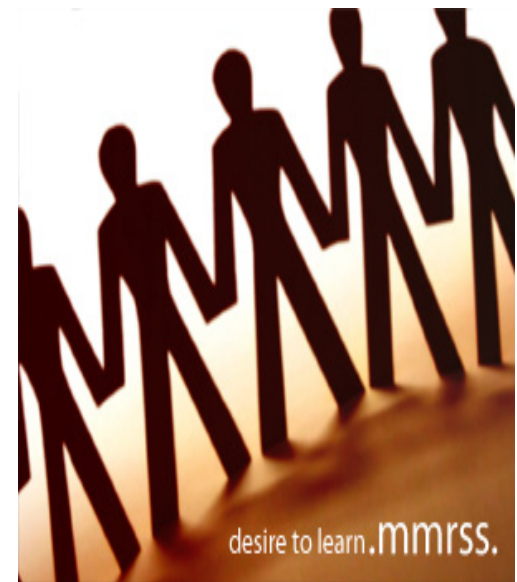
WBL Competencies

- ◆ Collaborative Effort between:
 - HMHP Organizational Education
 - Career Technical Centers
 - Apprenticeship Service Provider



HCA & UC Apprenticeships

- ◆ WBL Competencies
 - Demonstrated on pilot units with Learning Coach
 - Work with preceptors on units
 - Assessed by Learning Coach





Benefit of Apprenticeship

◆ Employee Benefits

- Nationally recognized, portable credential
- Sustainable wage and benefits
- Career Pathway
- Work/Life balance with education
- Increases desire to continue learning
- Access to employer tuition assistance policies
- More engaged worker increases retention
- History of articulation for college credit



Benefits of Apprenticeship

◆ Employer Benefits

- Greater employee productivity
- Improved quality by standardizing level of care
- Increase employee retention
- Systematic approach to skill upgrade
- Cover skill gaps
- Engaged employee = satisfied patient!
- Patient Satisfaction = reimbursement \$\$\$\$



Questions??

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