Inclusive Work-based Learning Programs

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Work based learning programs need to be an integral solution in developing an inclusive and equitable workforce.
What is Work-based Learning?

“Work-based learning is generally defined as training that takes place within the context of a wage earning, long-term employment relationship between a business and a worker in which the learning worker has the opportunity to develop measurable skills through instruction at the work site and, where appropriate, in a school or training program. This measurable acquisition of skills should lead to incremental higher wages and potentially an industry recognized credential.”

– National Skills Coalition

✓ paid internships
✓ on-the-job training (OJT) programs
✓ apprenticeships
So Why WBL and Registered Apprenticeship in Healthcare?

- An industry with a history of apprenticeship like training models...without the formal Registered Apprenticeship system
- **Increases** the supply of skilled healthcare workers to support a changing healthcare delivery system
- **Creates** a pipeline that brings people with disabilities, women, people of color, immigrants, and experienced low-wage workers into an accessible advancement program
- **Builds** internal training capacity and creates an opportunity to focus on competency: highly flexible and customizable
- **Codifies** and standardizes workforce evaluation and assessment across departments
- **Allows** for non-traditional approaches to workforce education with real career pathways
- **Reduces** turnover and related costs
- **Benefits** employers, workers, and patients
- **Increases** access to federal, state and/or local workforce resources
The Healthcare Landscape: Continued Expansion

Current H-CAP Registrations:
- Advanced CNA: LTC
- Advanced Home Health Aide w/Specialties
- Ambulatory Coder
- Central Sterile Processing Technician
- Community Health Worker
- Emergency Medical Technician
- Home Care Supervisor
- Hospital Coder
- Medical Assistant
- Surgical Technologist
- Assistant Case Manager

In the Pipeline:
- Pharmacy Technician
- Behavioral Health
- LPN
Key Components of Inclusive WBL Programs

- Earn and learn
- Mentorship
- Eco-system of strong partnerships with business, community-based organizations, local workforce boards, and secondary and postsecondary education providers
- Linkages to career pathways either through future employment opportunities or future education and training opportunities
- Many successful work-based learning programs are operated by a workforce intermediary in order to facilitate these necessary partnerships
- Institutional and public policy investment and accommodation for supportive services
Diversifying apprenticeships offers new talent development opportunities for people with disabilities (PWD).

As a way to expand these career pathways, DOL’s Office of Disability Employment (ODEP) Policy has recently launched the Apprenticeship Inclusion Model (AIM) to increasing the employment rate for people with disabilities (PWD) to research, develop, test, and evaluate innovative strategies in existing apprenticeship programs that provide skills training to people with disabilities.
Apprenticeship Inclusion Model (AIM): H-CAP Pilot Site

H-CAP has been selected as an ODEP pilot site on the AIM initiative. A key product from this pilot will be the development of an “occupational map” identifying a variety of entry level occupations with career ladders based on required competencies that may be a good match for different types of disabilities.

Objective:

✓ Build apprenticeship pathways that target youth and adults with disabilities into high-demand, well-paying careers

✓ Gain insights on how to scale up inclusive apprenticeship

✓ Contribute ideas and actionable practices to the national conversation on apprenticeship
Tools for Healthcare Registered Apprenticeships

Toolkit for High Road Apprenticeships in the Healthcare Industry
A guidebook for healthcare industry partnerships interested in planning, starting, and expanding quality Registered Apprenticeships, which includes an explanation of the steps to implementing a program and links to materials and template documents that can be adapted to fit local requirements.

Mentorship Training Program
Prepares mentors for supporting, coaching, and guiding apprentices to achieve excellence in the healthcare workplace. Topics covered include Registered Apprenticeship basics, the role of mentors, culture and communication, problem-solving, conflict resolution and reflective learning. This resource includes a curriculum, facilitator’s guide, and handouts.

National Library
An online clearinghouse of Registered Apprenticeship healthcare occupational outlines to help stakeholders and apprenticeship sponsors as they develop programs.
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