



# Apprenticeship RHODE ISLAND

*Providing Workforce Solutions for the RI Health Care System*

## Benefits of Apprenticeship for Healthcare Employers

### ▶ Addressing a Talent Shortage

As baby-boomer nurses and other medical professionals begin to retire, healthcare organizations are turning to the apprenticeship model as a creative recruitment strategy as well as an opportunity to up-skill current employees. Apprenticeship provides experienced workers a chance to pass along their knowledge to the next generation.

### ▶ Creating Consistency in Practice

With an overlap in occupational titles and job responsibilities system-wide, apprenticeship can create a consistent system for on-the-job learning as well as related training.

### ▶ Enhancing Skills

For certified and licensed professions, apprenticeship offers a structured way to up-skill the entire workforce to the required professional standards.

### ▶ Developing Career Pathways

The model of apprenticeship lends itself to creating lateral or upward career pathways as well as cross-training between different occupations.

### ▶ Measuring Outcomes

Studies show increased ROI and improved talent recruitment. 97% of apprenticeship sponsors would recommend the model to others.

### ▶ Expanding into New Occupations

- Biomedical Equipment Technician
- Case Manager Specialist
- Community Health Nurse
- Community Health Worker
- Certified Peer Recovery Counselor
- Fetal Echo Ultrasound Technician
- Licensed Practical Nurse (LPN)
- Medical Assistant
- Medical Coder
- Medical Interpreter
- Pharmacy Technician



**David L. Casey, Vice President, Workforce Strategies & Chief Diversity Officer**

CVS Health apprenticeships are comprehensive training pathways that combine mentored on-the-job learning with related instruction. Apprenticeship makes sense for CVS Health because it allows us to recruit more broadly and hire staff that look like the communities we serve.



Results are more than anecdotal...the department saw a lower bill hold last quarter...our results show more cross-functional work between coders.

**Women and Infant's Hospital  
Medical Coding**



Brown Medicine's program is the only apprenticeship tied to an LPN curriculum in the nation. We are grateful for this highly collaborative effort that results in a significant career growth opportunity for our staff. Apprenticeship RI worked with Brown Medicine to design and develop the apprenticeship phase of the program, acting as intermediary between us and the state, registering the apprenticeship and assisting with required documentation.

**Dr. Louis B. Rice,  
President and CEO**



**BROWN MEDICINE  
BROWN PHYSICIANS, INC.**

# 5 Core Components of Registered Apprenticeship

## 1. Employer Designed & Driven



- Classroom instruction combined with on-the-job learning in a program designed and driven by employers
- Customized to meet specific employer needs

## 2. Structured On-the-Job Learning



- Generally a 1-3 year program, depending on the occupation
- On-the-job learning at the employer's job site
- Measurable evaluation points, designed by the employer, based on competencies, hours worked, or a combination

## 3. Job-Related Education



- Related education reinforces skills learned on-the-job. Apprenticeship requires 144 hours of education per year.
- Can be provided by a college, in-house trainer, vendor or combination.
- May include college-level learning articulated for college credit

## 4. Wage Progression



- Paid work starting the first day on the job
- Wages increase, from a training wage to full occupational wage, in documented steps as the Apprentice gains skills

## 5. Valued Credentials



- Nationally recognized credential issued by the State of Rhode Island
- Credential is portable and travels with employee wherever they go

 Care New England

**SEIU** Healthcare 1199NE  
United for Quality Care



## Let us Help You

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