Session 5: Strategies for Scaling and Expanding Apprenticeship Programs

October 20, 3 PM ET
Session 5 Speakers

- Daniel Bustillo, H-CAP (Closing the Skills Gap)
- Ross Berger, MIDAS Grant Manager- Pennsylvania College of Technology (Scaling Apprenticeship)
- Moderator: Wanda Monthey, Scaling Apprenticeship TA Coach
Overview of Apprenticeship Programs (H-CAP)

- National labor-management organization across all sectors of healthcare
- Four years experience developing high-road registered apprenticeship programs
- 15 occupations registered nationally under National Center for Healthcare Apprenticeships (NCHA)
- Intermediary organization with a network of local intermediaries across 16 states and Washington, DC
Penn College MIDAS

- Modular, Industry-Driven Apprenticeship Strategies
- Mechatronics Apprenticeship Modules
- Mechanical Components
- Industrial Electricity
- Fluid Power
- Programmable Logic Controllers (PLCs)
Overview of Apprenticeship Programs (PCT)

- Penn College Experience with Registered Apprenticeship
  - 4+ years
  - 5 Registered Apprenticeships in Advanced Manufacturing
  - Serviced 221 apprentices with 35 companies

- MIDAS model
  - Core Competency Modules
  - Aligned to industry credentials – meet employers' needs
  - Flexibility in meeting employers' needs, grouping by consortium, remote RTI delivery and assessment

- Grant Subaward: New Jersey Institute of Technology New to Apprenticeship
  - No registered apprenticeships
Scaling up your apprenticeship program (HCAP)

- Strategies
  - Role as a national labor-management organization with employers on the board

- How this is accomplished
  - Leverage national occupational frameworks
  - Role of intermediaries with healthcare expertise

- Lessons Learned
  - Focus on high need occupations

- Challenges
  - Healthcare a heavily regulated and credentialed sector
  - COVID transition to online RTI and state approval
Scaling up your apprenticeship program (PCT)

**MIDAS Features for Scaling and Expansion**

- Registered Programs meet U.S. DOL National Standards
  - Eases offering Registered Apprenticeships in Federal states
- Modular Delivery
  - Flexibility in pacing and meeting employer needs
- Consortium Approach
  - Multiple employers – local geographic region, statewide, other states
- Remote Delivery
  - Simplifies allocation of resources, COVID conscious, appeals to employers (release time)
Scaling up your apprenticeship program (PCT)

Challenges and Lessons Learned

- **Consortium Approach**
  - Establishing a synchronous schedule for RTI
  - Managing multiple POC w/ employers - paperwork, data collection

- **Modular Structure**
  - Limitations on customization (consortium)
  - Some programs cannot deviate from order of modules

- **Remote Delivery**
  - Technology
  - Time Zones
  - Learning Styles of Apprentices
Resources:

- Toolkit for High Road Apprenticeships in the Health Care Industry
  - [https://www.hcapinc.org/toolkit](https://www.hcapinc.org/toolkit)

- National Library of Healthcare Apprenticeships
  - [https://www.hcapinc.org/library](https://www.hcapinc.org/library)

- Youth Apprenticeship Case Study and Reference Guide
  - [https://www.hcapinc.org/youth-apprenticeships](https://www.hcapinc.org/youth-apprenticeships)

- Mentorship Training Program
  - [https://www.hcapinc.org/mentorship-training-program](https://www.hcapinc.org/mentorship-training-program)

- Pennsylvania College of Technology Apprenticeships
  - [https://www.pct.edu/business/workforce-development/apprenticeships](https://www.pct.edu/business/workforce-development/apprenticeships)
Thank You!