Health Care Apprenticeship Consortium
Where learning comes to life

College in the High School Apprenticeship Opportunities

Career Pathways to Build a Skilled & Diversified Healthcare Workforce

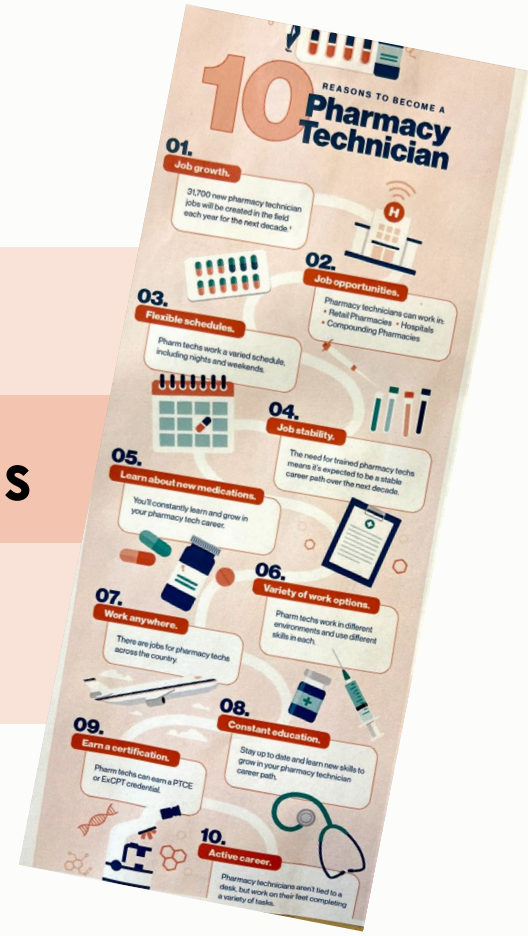
SEIU Healthcare 1199NW Multi-Employer Training Fund

WA Registered Apprenticeship

Welcome

Agenda

1. Introductions
2. TF/HCAC Overview
3. Apprenticeship
4. IHAP
5. Program Details
6. Q & A



Training Fund Mission

Our Mission

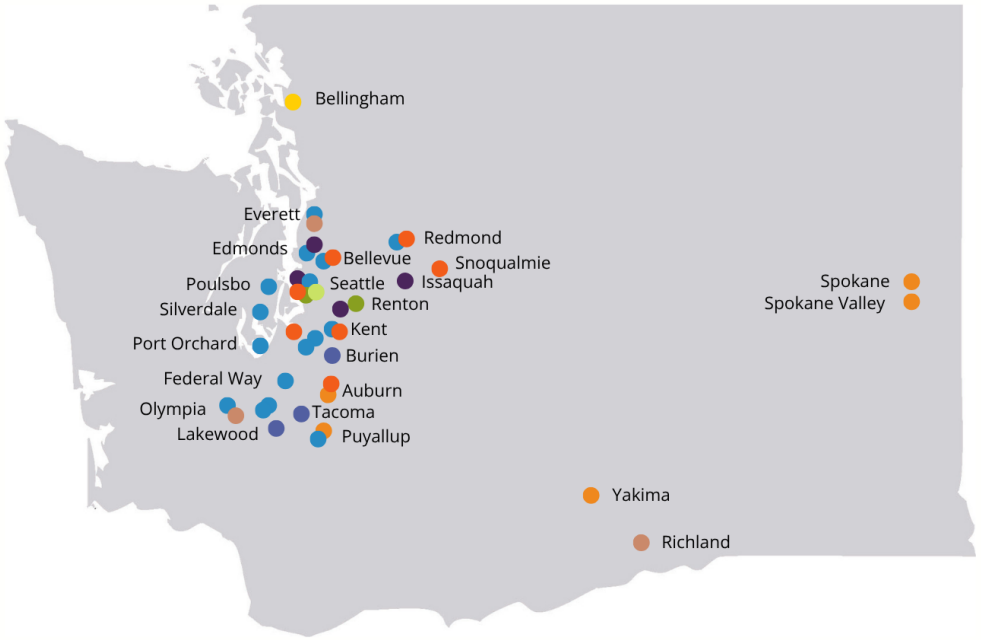
The Training Fund's unified labor-management partnership builds a diverse & empowered healthcare workforce through leadership, education, stewardship, innovation, and advocacy.

Our Purpose
Create opportunity and equity for our healthcare workforce community

+

Our Values
Partnership, Inclusion, Empowerment, Integrity, and Growth Mindset

Trust Employer Map



- **KAISER PERMANENTE OF WASHINGTON**
- **MULTICARE HEALTH SYSTEM**
  - Auburn Medical Center
  - Deaconess Hospital
  - Good Samaritan Hospital
  - Valley Hospital
  - Yakima Memorial Hospital
- **NEIGHBORCARE HEALTH**
- **PEACEHEALTH**
  - St. Joseph Medical Center
- **PROVIDENCE**
  - St. Peter Hospital
  - Kadlec Regional Medical Center
  - Providence at Home with Compassus
- **SWEDISH (PROVIDENCE)**
  - Swedish Medical Center
  - Swedish Medical Center Edmonds
- **UW MEDICINE**
  - UW Medical Center- Northwest Campus
  - Valley Medical Center
- **VIRGINIA MASON FRANCISCAN HEALTH**
  - St. Anne Hospital
  - St. Clare Hospital
  - St. Joseph Medical Center
- **SOUND BEHAVIORAL HEALTH**

SEIU Healthcare 1199NW United for Quality Care
PROVIDENCE Health & Services
UW Medicine
neighborcare health
MultiCare BetterConnected
PeaceHealth
Virginia Mason Franciscan Health
SOUND BEHAVIORAL HEALTH
KAISER PERMANENTE
Providence SWEDISH
KADLEC

Some of our Community Partners

DESC

MERIT "Steps to a Brighter Tomorrow" RESOURCE SERVICES

UW Medicine
UNIVERSITY OF WASHINGTON MEDICAL CENTER

Lifeline Connections
substance use & mental health treatment

Cascade SENIOR LIVING SERVICES

LAKESIDE-MILAM RECOVERY CENTERS

Sea Mar Community Health Centers
Clínica de la Comunidad
Exceptional service. Every person. Every time.

renew
Grant Behavioral Health & Wellness

CONSEJO Counseling and Referral Service

NWIH Integrated Health

Kusler's COMPOUNDING PHARMACY

Comprehensive HEALTHCARE

Walgreens

PeaceHealth

The HCAC: Who We Are

About

- State-wide multi-occupation WA State registered healthcare apprenticeship program
- Open to all healthcare employers
- Students earn college credits and fulfill licensure/certification requirements
- Sponsored & administered by the Training Fund

WA Registered Apprenticeship

Youth-Focused Apprenticeships: Why

Benefits:

- Career connected learning
- Builds a skilled, homegrown workforce
- Employer, school, and community alignment
- Supports EDI goals
- Creates equitable career pathways
- Earlier access to career pathways

Key Partnership Benefits

Industry Partners Advantages

- Grow Your Own Skilled Workforce
- Local Community Investment and Opportunity
- Support Regional Workforce Growth
- Build Commitment Through Experience
- Strengthen the Education-to-Employment Connection

CiHS Student Apprenticeship Eligibility

Eligibility

- ✓ *16+ years old
- ✓ Maintain an academic status (B or better) first semester; must maintain GPA throughout second semester
- ✓ Adherence to classroom policies including good attendance/punctuality

**Minimum age requirements for specific certifications*

- ✓ Skill Proficiency
- ✓ Maturity & Professionalism
- ✓ Complete an interview process and get hired by the approved worksite-apprenticeship site
- ✓ Immunization status/criminal background check/references

College in the High School (CiHS) Apprenticeship Program Advantages

Key Features and Benefits

Related Supplemental Instruction/Dual College Credit

On-the-Job Training

Professional Mentorship

Industry Certification /Licensure

Wrap Around Supports

Earn While You Learn

High School +1

Certificate	3-6 Mo.
Apprenticeship OJT	*18 Mo.
Associate's Degree	2+ Yrs.
Bachelor's Degree	4+ Yrs

**OJT Hours start in High School and increase post-graduation*

CiHS Pre-Apprenticeship & Apprenticeship Programs

Introduction to Healthcare Employment & Apprenticeship Program (IHAP)
Pre-Apprenticeship Program

Medical		Behavioral Health	
Pharmacy Technician (C-PhT)	2 yrs	Behavioral Health Technician (C-BhT)	2 yrs
Medical Assistant (C-MA)	2 yrs		

BATES TECHNICAL COLLEGE EST. 1940

CBC Columbia Basin College

NORTH SEATTLE COLLEGE

WA Registered APPRENTICESHIP

IHAP

Introduction to
Healthcare Employment
and Apprenticeship Programs

Introduction to Healthcare Employment & Apprenticeship Program (IHAP)

Introduction to Healthcare Employment & Apprenticeship Program (IHAP)

IHAP

Introduction to Healthcare Employment and Apprenticeship Programs

- ✓ Explore healthcare careers
- ✓ Enhanced with Behavioral Health foundations
- ✓ Develop relevant job skills
- ✓ Earn Certificates: Basic Life Support & Teen Mental Health First Aid
- ✓ 80+ hour curriculum

High School Program Opportunities

9th-12th Grades

- **Introduction to Healthcare Employment and Apprenticeship Program (IHAP)**
- Certificate: Basic Life Support and Teen Mental Health First Aid

11th-12th

- **CiHS Programs**
  - Pharmacy Technician (Pharmacy Technician License)
  - Medical Assistant (Certified Medical Assistant)
  - Behavioral Health Technician (Certified Nursing Assistant)

CiHS Behavioral Health Technician Apprenticeship (BhT)

CiHS Behavioral Health Technician: Related Supplemental Instruction

Year 1		
Course Name	**Hours**	
IHAP (Intro to Healthcare Employment and Apprenticeship Programs)	80	
BHT Professional Development	10	
Motivational Interviewing	20	
Working with Others	10	
Professional and Ethical Conduct	10	
Cultural Competency and Individualized Care	20	
Documentation	10	
Providing Services	20	
Trauma-Informed Care	25	
De-escalation and Crisis Management	20	
Medication Management	15	
TOTAL	**240 RSI Hrs**	**16 Credits**

Year 2		
Course Component	**Hours**	
NAC Lecture	66	
NAC Lab	32	
NAC Clinic	40	
TOTAL	**138 RSI Hrs**	**8 Credits**

RSI = Related Supplemental Instruction
High School classroom hours are generally 2.5 times greater than RSI hours

CiHS Behavioral Health Technician: Timeframe & Schedule

Timeframe & Outline	
YEAR 1	**YEAR 2**
SEPTEMBER – FEBRUARY • Courses taught onsite M-F. • Students must maintain 60% for HS Credit and 75% grade to earn college credits and keep active apprenticeships	**OCTOBER-JUNE** • **Monday–Friday (apprenticeship)** • Receive NA-C Training • on-the-job training with approved **BHT training-agent employers** to earn required hours toward licensure. • **OJT Hours**: Students complete **2,000 on-the-job training hours** with BHT training-agent employers by the end of Year 2. • **Milestone**: Pass the tests for NA-C skills and written test.
MARCH-MAY • **Milestone for Seniors** - High School Diploma • **Milestone** - College credit awarded by Bates Technical College • **Milestone** – Complete 40 supervised clinical hours at a partner healthcare facility	
JUNE **COLLEGE CREDIT AWARDED** • Opportunity for BHT apprenticeship (2,000 hrs) offered for students who meet requirements. Participation starts after graduation	

CiHS Medical Assistant Apprenticeship (MA)

CiHS Medical Assistant: Related Supplemental Instruction

Semester 1		
Course Name	**Hours**	**Credits**
AMAP 131: Intro to Medical Assisting • Intro To Medical Terminology • Medical law & ethics • Professional MA • Infection Control	44	3
AMAP 132: Fundamentals of Administrative Medical Assisting* • Intro To Health	22	2
AMAP 133: Fundamentals of Clinical Medical Assisting * • Body Systems (Part 1) • Clinical Procedures (Part 1)	44	3
AMAP 137: Medication Administration and Pharmacology* • Intro To Pharmacology (Part 1 & 2)	55	4
** Coursework to carry over into Spring*		
Semester 1 Total	**165 RSI Hrs**	**12 Credits**

Semester 2		
Course Name	**Hours**	**Credits**
AMAP 134: Billing & Coding Procedures • Essentials of medical Finances • Billing & Coding	24	2
AMAP 135: Phlebotomy and Lab procedures • Clinical Procedures (part 2) • Clinical Specialties and medical procedures	66	4
AMAP 136: Administrative and Clinical Practice /Test Review • Disease & Disorders • Psychology, wellness and human needs • Comprehensive NHA review	33	3
Test Review & Preparatory Time		NA
Semester 2 Total	**123 RSI Hrs**	**9 Credits**
TOTAL	**288 RSI Hrs**	**21 Credits**

RSI = Related Supplemental Instruction
High school classroom hours are generally 2.5 times greater than RSI hours

CiHS Medical Assistant: Timeframe & Schedule

Timeframe & Outline	
YEAR 1 **Juniors & Seniors**	**YEAR 2** **(Returning Students)**
SEPTEMBER – FEBRUARY Courses taught onsite at skills center *Students must maintain 75% grade to earn Bates Technical college credits.*	**SEPTEMBER** Courses taught onsite at skills center
MARCH-MAY Students onsite at skills center Students may start earning OJT (on the job training) hours from employment opportunities.	**OCTOBER-JUNE** Starting October, performing additional leadership skills, test prep and assisting with course labs. Student may start earning OJT hours from employment opportunities. Once 500 hours are earned from externship and apprenticeship, students may take the NHA exam and apply for National & State certification.
JUNE **COLLEGE CREDIT AWARDED**** **SENIORS**: May offer employment opportunity to work up to (2,000 hrs) for graduates who meet requirements. **JUNIORS**: Opportunity to return in the Fall for second year	*Note: Additional college course(s) may be offered by Bates Technical College for second year students*

CiHS Pharmacy Technician Apprenticeship (PhT)

CiHS Pharmacy Technician: Related Supplemental Instruction

Semester 1	
Course #	**Credits**
PTAP 115: Orientation to Pharmacy	1
PTAP 117: Medical Terminology I	1.5
PTAP 130: Over the Counter Drugs	1
PTAP 150: Pharmacology I	2
PTAP 120: Pharmacy Calculations I	2
PTAP 146: Communications in Pharmacy Practice	1
PTAP 160: Pharmacy Tech I	0.5
PTAP 170: Pharmacy Records Management	2
TOTAL	**11**

Semester 2	
Course #	**Credits**
PTAP 118: Medical Terminology II	2.5
PTAP 151: Pharmacology II	2
PTAP 121: Pharmacy Calculations II	1
PTAP 140: Sterile Products & Aseptic 1	2
PTAP 141: Sterile Products & Aseptic II	1.5
PTAP 180: Healthcare Systems Third Party & Billing	1
PTAP 185: Pharmacy Law/Ethics	2
PTAP 161: Pharmacy Tech II	0.5
PTAP 191: National Exam Prep I	0.5
TOTAL	**13**

CiHS Pharmacy Technician: Timeframe & Schedule

Timeframe & Outline	
YEAR 1 **Juniors & Seniors**	**YEAR 2** **(Returning Students)**
SEPTEMBER – FEBRUARY Courses taught onsite M-F at Sno-Isle. *Students must maintain 60% for HS Credit and 80% grade to earn college credits and perform pharmacy externships and apprenticeships*	**SEPTEMBER** Students start M-F in September at Sno-Isle
MARCH-MAY Students onsite Mon & Tue. W-F, students complete 100 externship (unpaid) hours at a local pharmacy	**OCTOBER-JUNE** Starting October, onsite Mondays, performing additional leadership skills, test prep and assisting with course labs. T-F working at apprenticeship site to obtain required hours for licensure and Pharmacy Technician Certification Board (PTCB). Once 536 hours are earned from externship and apprenticeship, student may sit for the PTCB exam
JUNE **COLLEGE CREDIT AWARDED**** **SENIORS**: Opportunity for apprenticeship (2,000 hrs) offered for students who meet requirements. Participation starts after graduation **JUNIORS**: Opportunity to return in the Fall for second year	*Note: Additional college course(s) may be offered by North Seattle College for second year students*

Year 2 or After Graduation: Work as a LPT for an additional 1,464 hours to complete the full 2,000-hour apprenticeship program.

Key Partnership Benefits

Education Partner Advantages

- Enhances CTE program offerings and student outcomes
- Boosts program completion and graduation rates
- Strengthens collaboration with colleges and workforce partners
- Aligns with OSPI's vision for career-connected learning and dual credit expansion

Apprentice Voices

"This apprenticeship program has impacted my life by creating the opportunity for me to apply my love for healthcare and helping others into the real world,"

Arizona Kerker

Graduate of the Pharmacy Technician College in High School program

"This program really helps me apply what I learned from the books to real life. That first semester is really going through the books like math, pharmacology, memorizing all the kind of drugs. And on the second semester it was more on hands on training where we go on an apprenticeship, getting to work in a real-life setting."

Shalom Ayele

Graduate of the Pharmacy Technician College in High School program

Thank You

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College in the High School Youtube Video