

Apprenticeships Non-Traditional Industries: Health Care Jobs

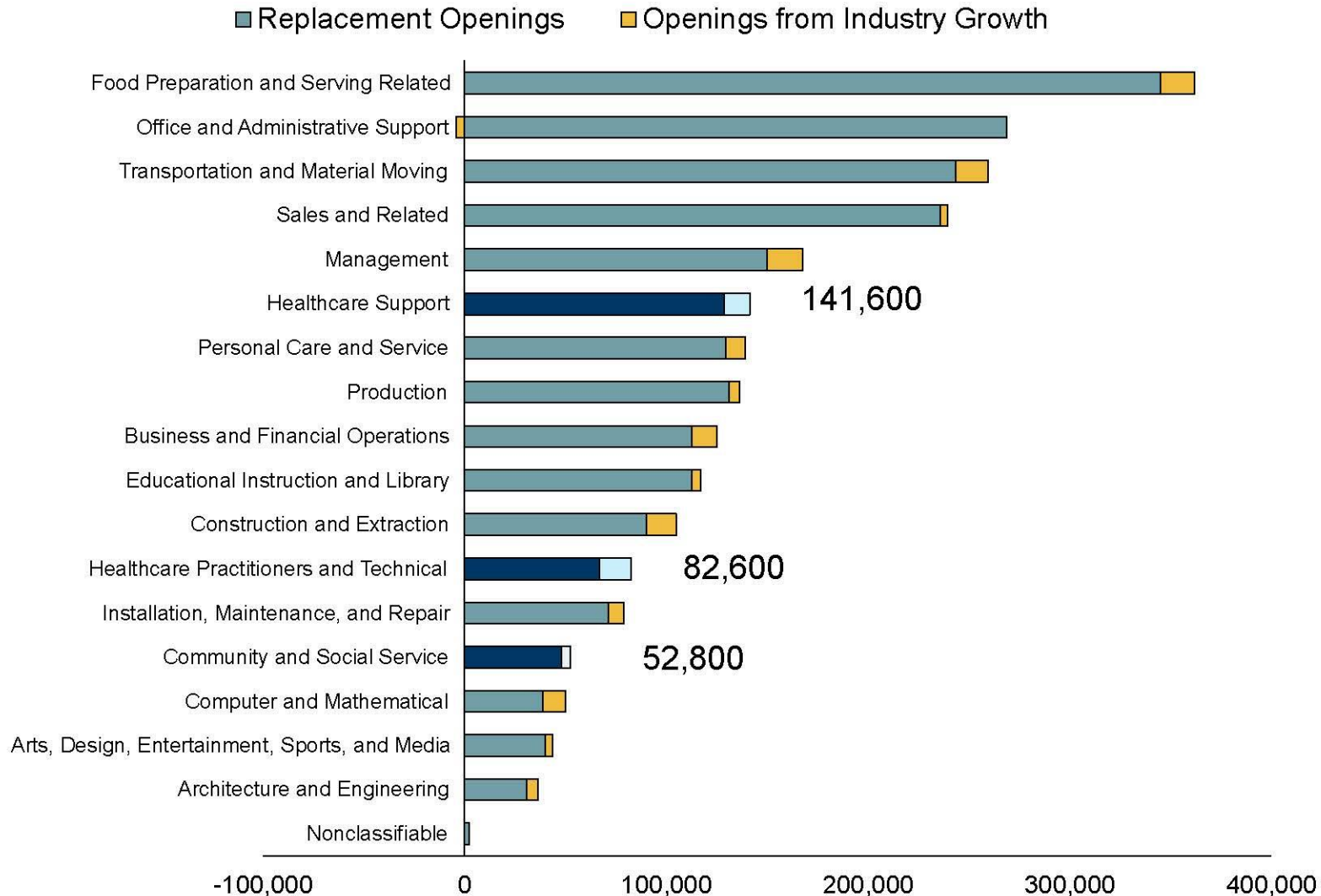
An Underutilized Tool for Workforce Development

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OVER 22,000 ANNUAL JOB OPENINGS PROJECTED IN HEALTH CARE OCCUPATIONS.

Job Openings Projected in Every Major Occupation Group



Job Openings Come from three major sources:

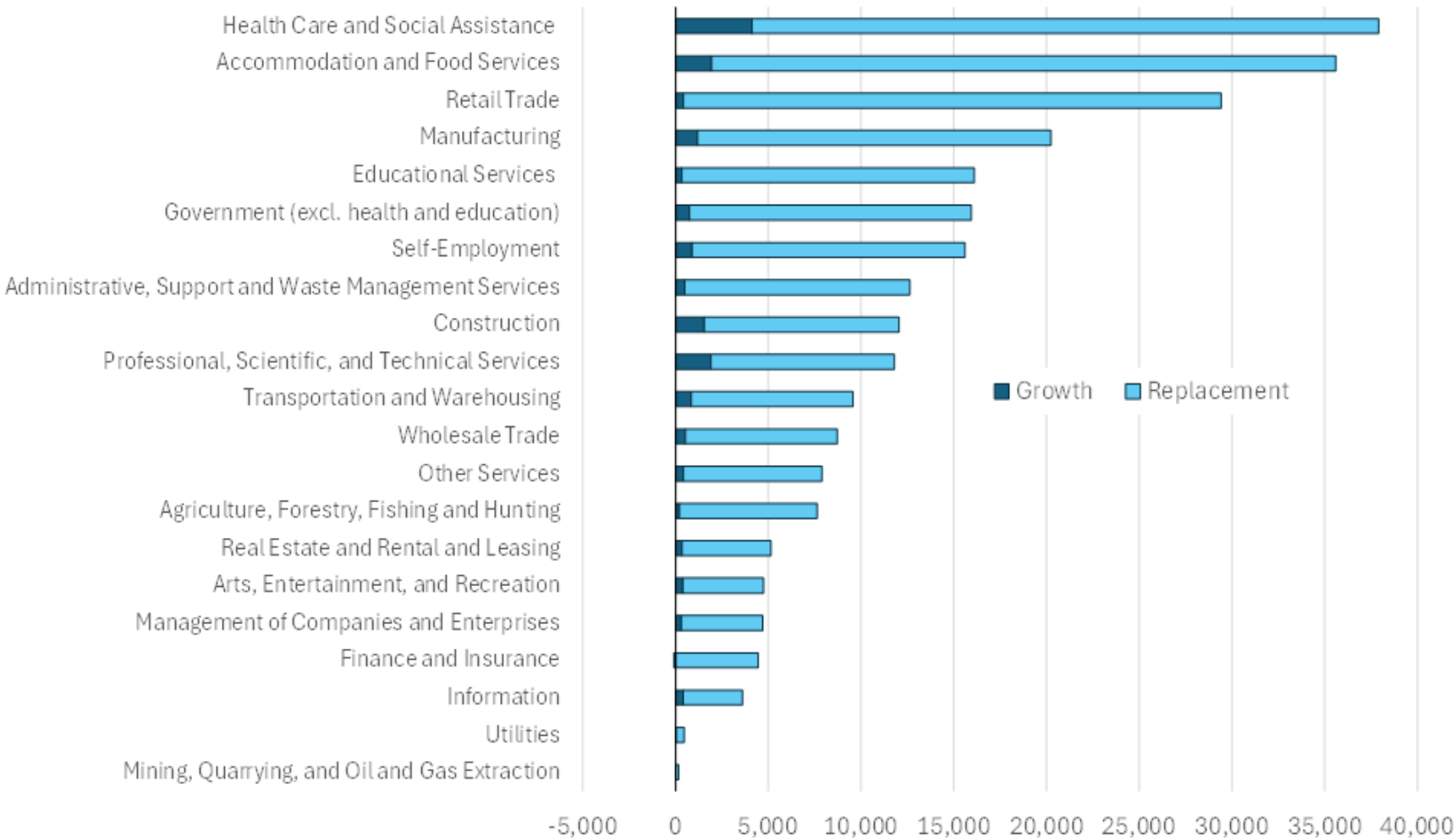
- Openings due to industry growth.
- Openings that arise when people retire and exit the workforce.
- Openings due to workers who transfer careers.

224,000+

Projected job openings in health care practitioner and support occupations between 2023 and 2033.

Health care will continue to lead job growth in Oregon.

2023 - 2033 Projected Annual Job Openings by Industry in Oregon



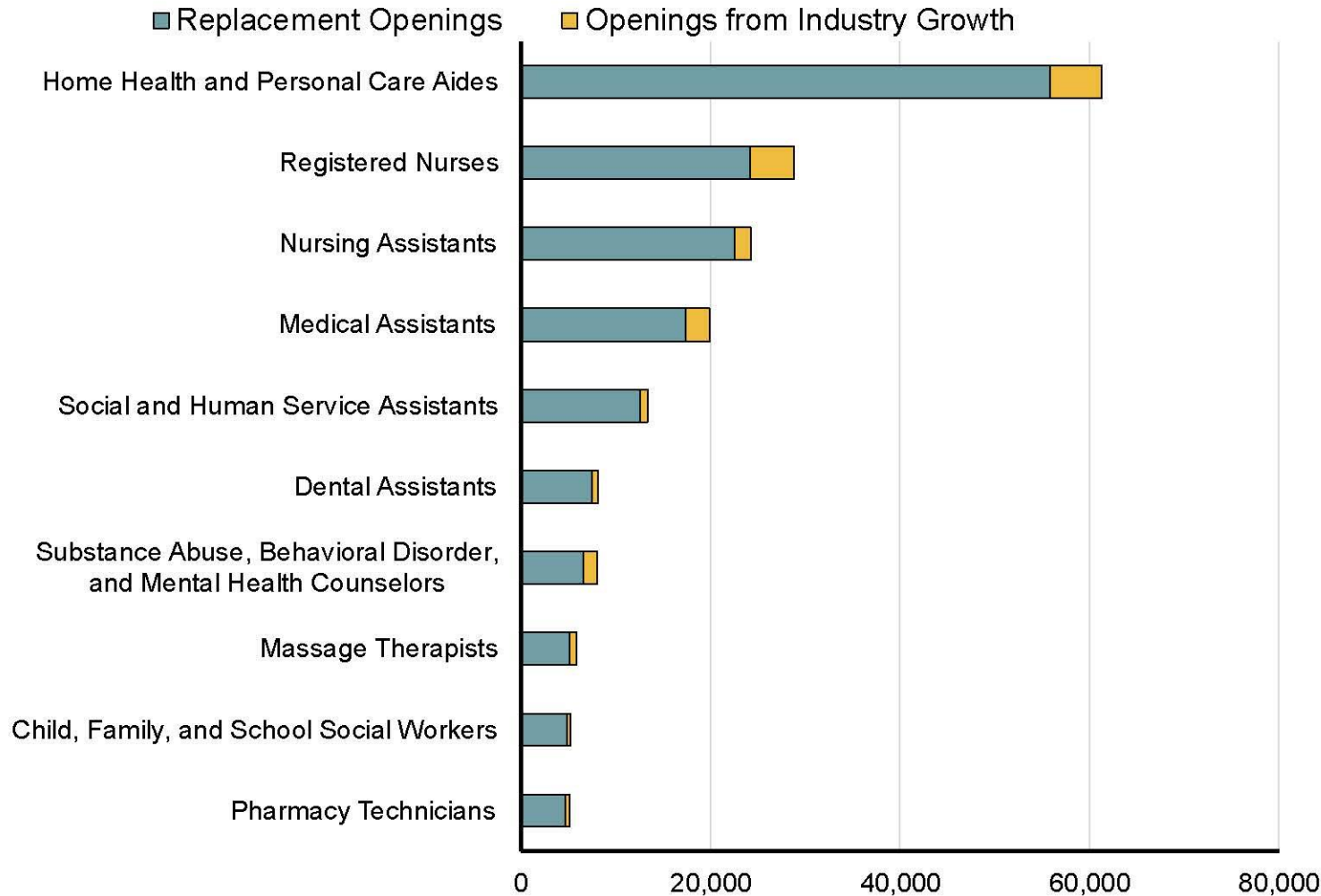
Nine out of every 10 job openings over the decade will be due to the need to replace retiring workers, or those who leave the labor force, or make major occupational changes.

In health care, there will be eight replacement openings for every one new job added by 2033.

Source: Oregon Employment Department, 2023-2033 Employment Projections

MANY OPENINGS PROJECTED FOR CAREERS IN HOME HEALTH AND NURSING.

Health Care and Behavioral Health Occupations With the Most Openings



Many occupations with the most openings can be seen as entry-level occupations to health care.

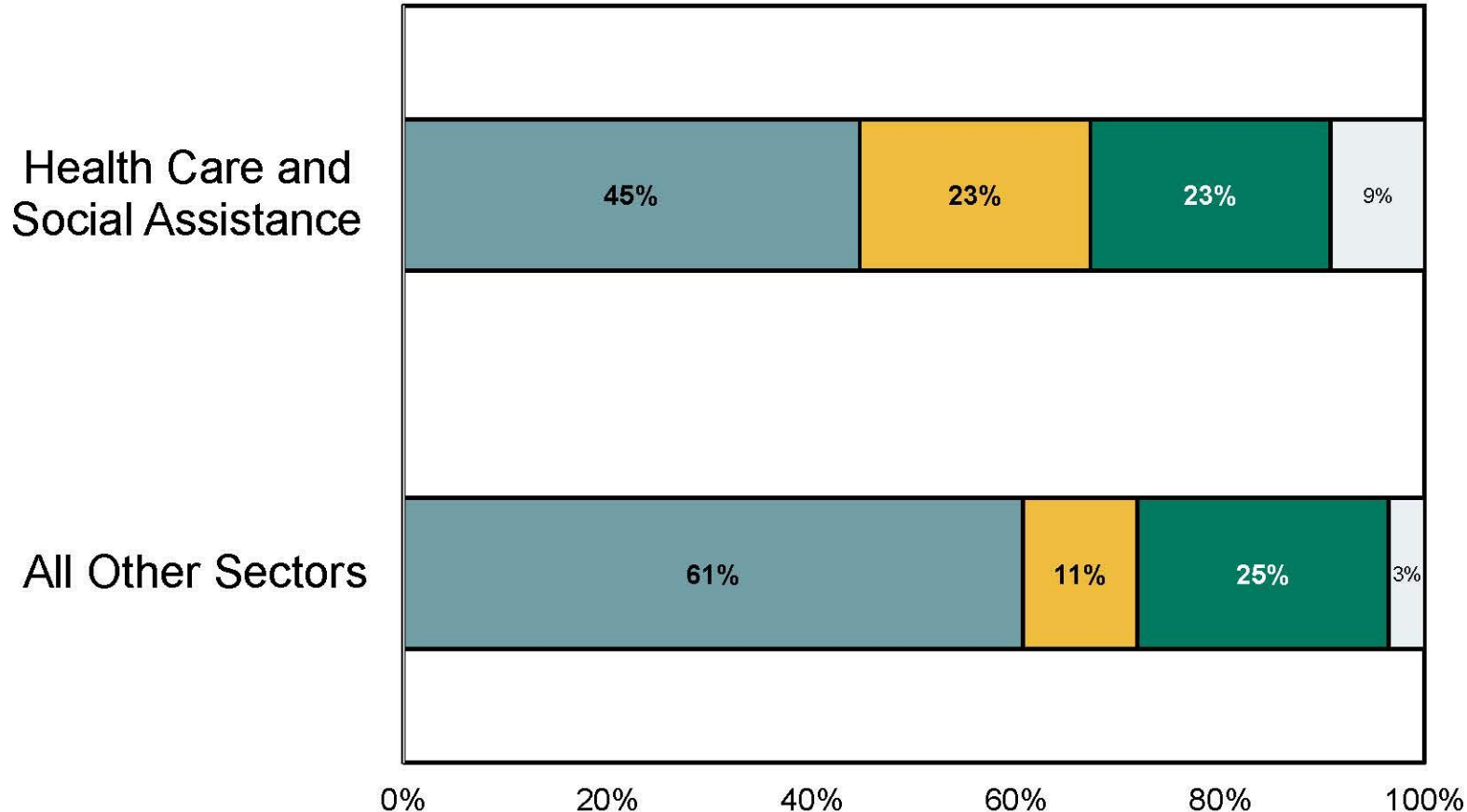
Large occupations can have a lot of openings, even if they do not have much turnover.

We can also see that many behavioral health, and community service occupations will be in high demand as well.

HEALTH CARE SECTOR REQUIRES A HIGHLY EDUCATED WORKFORCE.

Projected Openings in Health Care Rely More on Educated Workforce than Other Sectors

■ High School or Less ■ Postsecondary training or Associate's degree ■ Bachelor's degree ■ Advanced degree



The health care sector relies on a highly skilled, talented workforce.

A higher share of jobs in health care require some form of postsecondary training (55%) than what we generally see for all other industries in Oregon (39%).

The current workforce reflects this need. According to recent U.S. Census estimates over 80% of workers in Oregon's health care sector have some form of postsecondary education.



Approaches to Filling Health Care Jobs

- Traditional School – K-12, Post-Secondary
- Career Pathways and Upskilling Incumbent Workers
- Recruitment Incentives (e.g. Loan Repayment)
- Temporary Staffing Agencies
- Registered Apprenticeships

What is a registered Apprenticeship? (From US DOL)

- ▶ Industry Led – Programs are industry-vetted and approved to ensure alignment with industry standards and that apprentices are trained for highly skilled, high-demand occupations.
- ▶ Paid Job – Registered Apprenticeships are jobs! Apprentices earn progressive wages as their skills and productivity increase.
- ▶ Structured On-the-Job Learning – Programs provide structured on-the-job training to prepare for a successful career, which includes instruction from an experienced mentor.
- ▶ Supplemental Education – Apprentices are provided supplemental classroom education based on the employers' unique training needs to ensure quality and success.
- ▶ Diversity – Programs are designed to reflect the communities in which they operate through strong non-discrimination, anti-harassment, and recruitment practices to ensure access, equity, and inclusion.
- ▶ Quality & Safety – Apprentices are afforded worker protections while receiving rigorous training to equip them with the skills they need to succeed and the proper training and supervision they need to be safe.
- ▶ Credentials – Apprentices earn a portable, nationally recognized credential within their industry.

Components to Success

- **Employer Involvement**

- Involved in placements
- Committed to Paid Learning Experience
- Provides clinical and workplace supervision.
- Joins a Labor Management Apprenticeship Committee to provide oversight.

- **Pathway to career advancement**

- 2000 hours on the job training at a minimum.
- Recommended 144 hours per year classroom education.
- Wage progress with training advancement.
- Portable and transferrable skills

Oversight for standards

- BOLI

- Approves apprenticeship standards through the Apprenticeship and Training Council.
- Provides Technical Assistance to Committees

- HECC

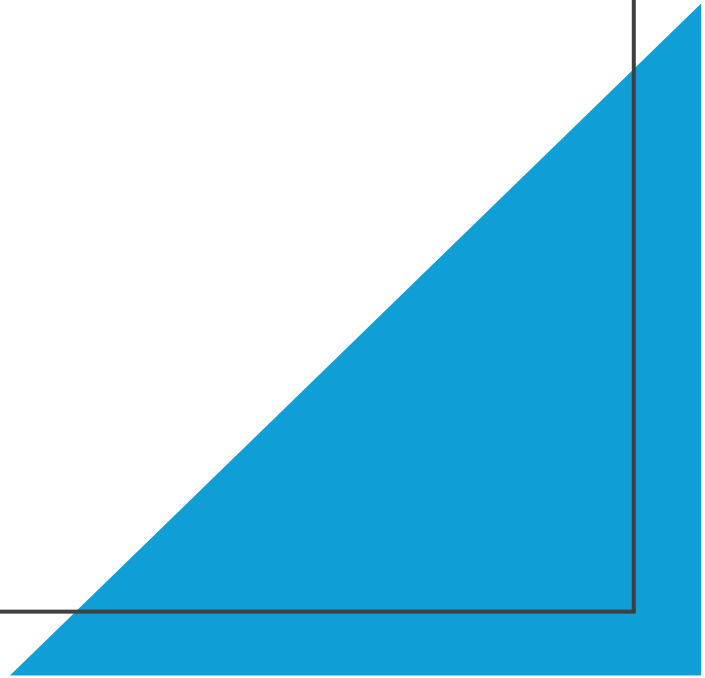
- Approves curriculum and standards for post-secondary institutions
- Provides support for Industry led partnerships.

- Licensing Boards

- Approves education and training standards in scopes of practice.
- Ensures that licensed providers meet appropriate standards for public safety, health and proficiency in their field.

Current BOLI Registered Apprenticeships in Health Care

- Certified Drug and Alcohol Counselor
- Certified Nursing Assistant
- Dental Assistant
- Medical Assistant
- Qualified Mental Health Associate
- Qualified Mental Health Professional
- Surgical Technologist



Selection of Federal and Other State Recognized Apprenticeships in Health Care

- Advanced Nurse Assistant
- Ambulatory Coder
- Behavioral Health Aide
- Behavioral Health RN
- Behavioral Health Technician
- Central Sterile Processing Technician
- Clinical Documentation Improvement Specialist
- Community Health Worker
- Emergency Medical Technician
- Fetal Ultrasound Echo Technician
- Health Information Business Analyst
- Health Home Aide and Specialties
- Hospital/Medical Billing Coder
- Interventional Radiologist
- Licensed Practical Nurse
- Magnetic Resonance Imaging Technologist
- Mammography Technician
- Pharmacy Technician
- Phlebotomist
- Physical Therapy Aide
- Psychiatric Technician

Challenges



How can policy makers help?

- Study ways that we can work with licensing boards and employers to make them “apprenticeship ready”.
 - Encourage licensing boards, the HECC and industry partners to create a blueprint for the incorporation of apprenticeship opportunities in health care.
 - Explore funding support for training partnerships that are scaling up apprenticeship offerings.
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