

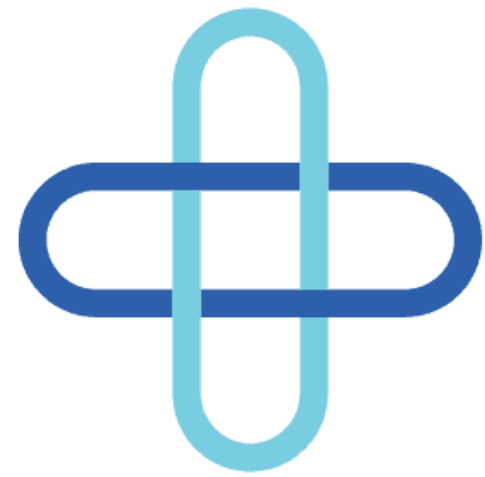
CHICAGOLAND
HEALTHCARE
WORKFORCE
COLLABORATIVE

Oct 30 2024

**Career Pathway Programs Across the Nation Series:
Trident Tech Leads Youth Pre-Nursing Apprenticeships
in Charleston, SC**

welcome!

**Please introduce yourself in the chat:
Name, title, organization**



CHICAGOLAND HEALTHCARE WORKFORCE COLLABORATIVE

MISSION

The Chicagoland Healthcare Workforce Collaborative unites employers and industry partners to support an inclusive healthcare workforce, provide accessibility for unemployed and underemployed populations, and develop innovative responses to the evolving needs of the healthcare industry.

STRATEGIC PILLARS

1

Local & Targeted Hiring

Focusing recruitment efforts in areas with higher concentrations of unemployment

2

Education & Training

Bridging the gap by uniting a variety of partners across the healthcare industry

3

Retention & Career Pathways

Offering education & training opportunities to new career pathways for employees

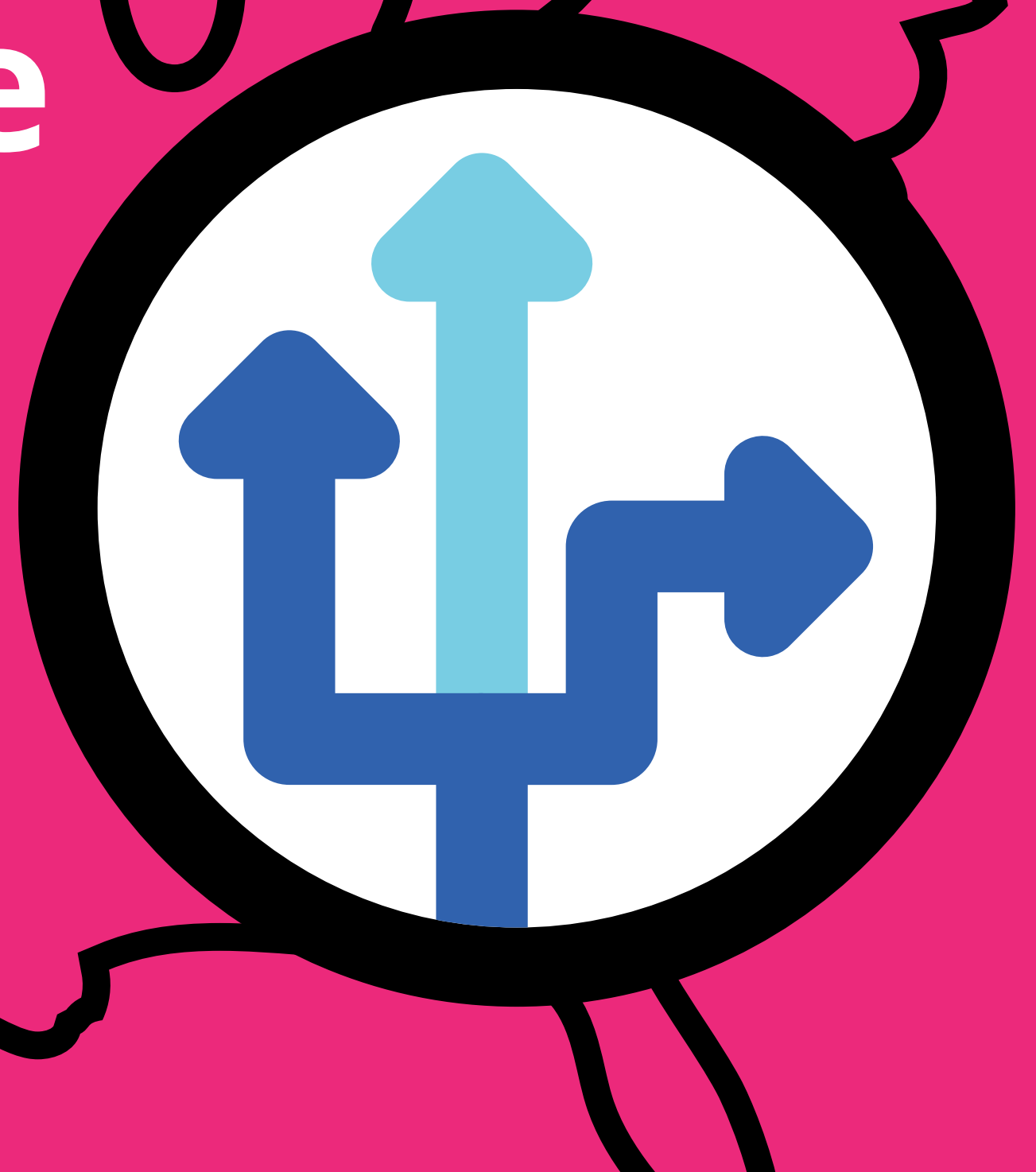
EMPLOYER-LED SECTOR PARTNERSHIP

- 12+ employer partners
- 20+ strategic partners



Career Pathway Programs Across the Nation Series

*exploring innovative talent solutions
from around the U.S.*



Upcoming Events

- **Career Pathway Programs Across the Nation Series: Oschner Health Partners With Rivet School to Offer Non-Clinical Upskilling Pathway**
 - November 20th, 3-4PM | Virtual | *registration available next week*
- **Youth Pathways Committee Meeting**
 - December 5th, 12-1:30PM | In-person, CCT | *email April to register*
- **Chicagoland Healthcare Workforce Collaborative's December Quarterly Meeting**
 - December 10th, 8:30-10am | Virtual | *register at chihealthworks.com*
- **Public Health Workforce Collaborative's December Quarterly Meeting**
 - December 12th, 1-2:30PM | Virtual | *email April to register*

Trident Tech Leads Youth Pre-Nursing Apprenticeships in Charleston, SC

Welcome **Mitchell Harp, Dean of Apprenticeship Programs at Trident Technical College**, who has built a community college-driven apprenticeship hub with over 175 apprenticeships in 25 in-demand occupations including EMT, medical lab tech, pharmacy tech, and medical office assistant.

Today, Mitch will talk about how he partnered with local hospitals to build a youth pre-nursing apprenticeship to address the rising need for nursing talent in the region. Trident is currently placing nearly 60 young PCTs on their way to earning an ADN each year through a collaborative multi-employer model, and Mitch has successfully worked with employers to navigate challenges such as age requirements, participant tracking, program oversight, and more.





**Charleston Regional
Youth Apprenticeships**
AT TRIDENT TECHNICAL COLLEGE

PRE-NURSING YOUTH APPRENTICESHIP





**Charleston Regional
Youth Apprenticeships**
AT TRIDENT TECHNICAL COLLEGE

AGENDA

- Purpose
- Youth Apprenticeship Definition
- Organizational Structure
- Why Pre-Nursing Youth Apprenticeship?
- Typical year and Intermediary roles
- Final thoughts





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Youth Apprenticeships**
AT TRIDENT TECHNICAL COLLEGE

PURPOSE

Created through a regional collaborative community partnership that came together to:

- Address the critical workforce needs within the region, and
- Mentor the next generation of skilled workers for the Lowcountry.



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Youth Apprenticeships**
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DEFINITION

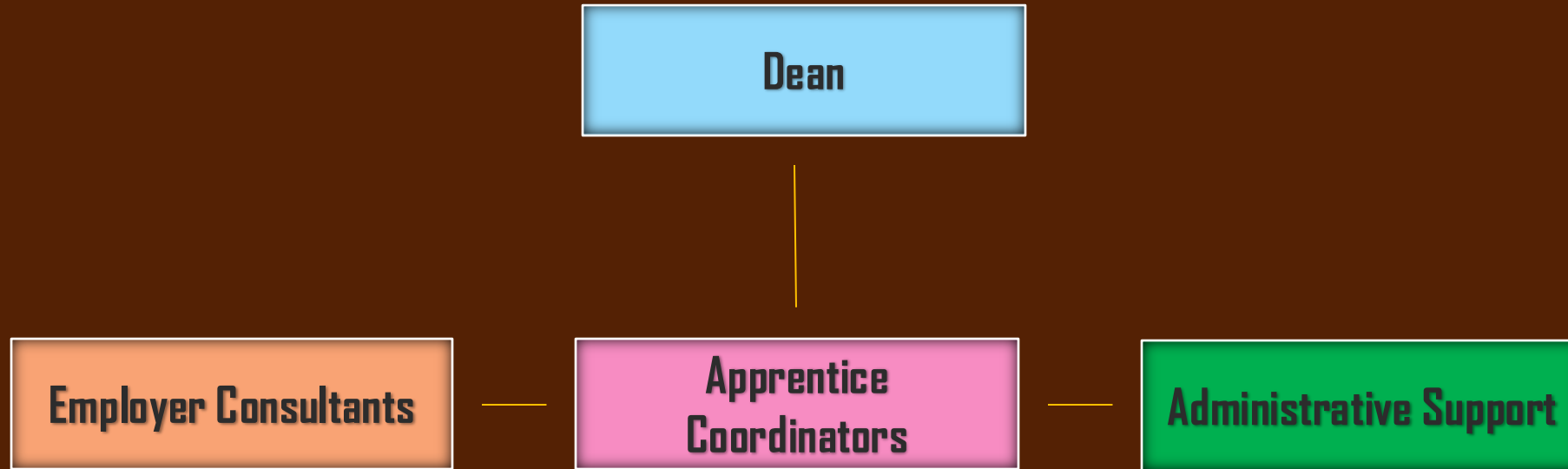


- Job-Related Education
- On-the-Job Training
- Paid Wage



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ORGANIZATIONAL STRUCTURE





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Youth Apprenticeships**
AT TRIDENT TECHNICAL COLLEGE

WHY PRE-NURSING?





TYPICAL CALENDAR YEAR

| September | October | November | December |
|-------------------|------------------------|-------------------|-------------------|
| Recruit Employers | Recruit Employers | Recruit Employers | Recruit Employers |
| | Meet with High Schools | | College Closed |

| January | February | March | April |
|-------------------|--------------------|--------------------|--------------------|
| Kick off Event | Recruit Candidates | Recruit Candidates | Recruit Candidates |
| Screen Candidates | Screen Candidates | Screen Candidates | Screen Candidates |

| May | June | July | August |
|-------------------|--------------|-------------|------------------------|
| Pre-Nursing Draft | C.N.A class | Signing Day | Begin Work |
| | P.C.T. class | | Continue JRE (2 years) |



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Youth Apprenticeships**
AT TRIDENT TECHNICAL COLLEGE

INTERMEDIARY ROLES

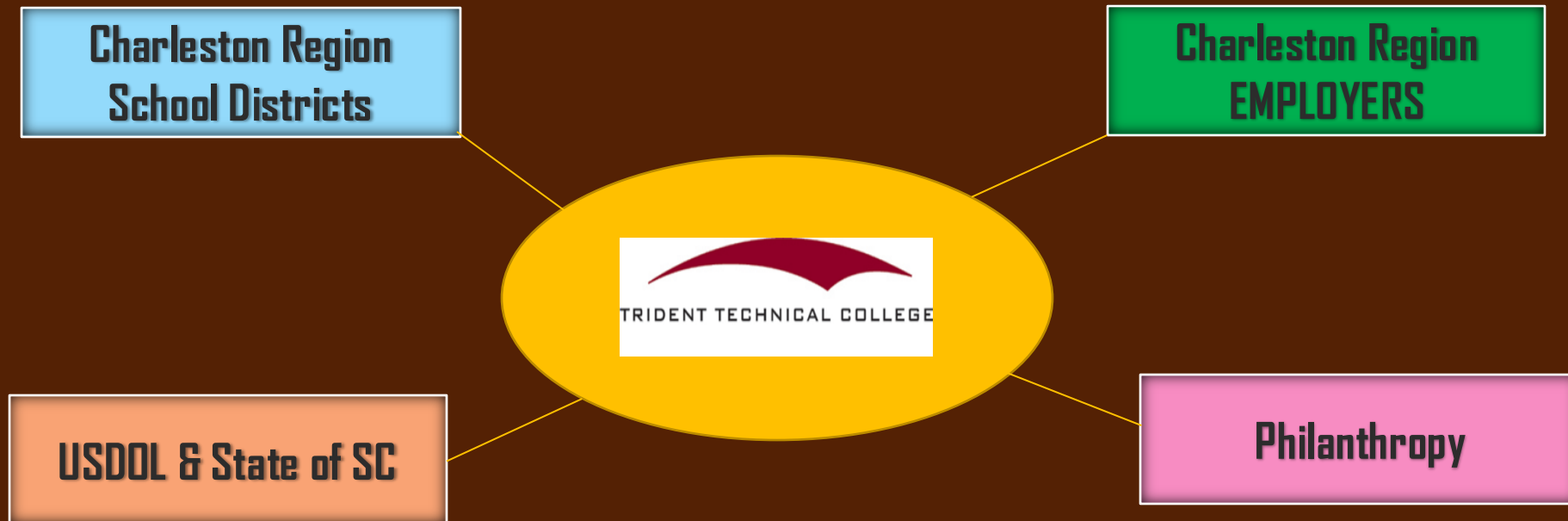
- Job-Related Education Provider
- Broker (Hub in the Wheel)
- Salesperson
- Developer
- Talent Scout
- Matchmaker
- Promoter
- Coach
- Informant
- Mediator
- Analyst





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BROKER





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AT TRIDENT TECHNICAL COLLEGE

SALESPERSON

- Sector Partnership Strategy
 - Key to sustainability
- Goal
 - To make it easy for employers to participate
- Boots on the ground – Consultants
 - Explain the Apprenticeship Concept
 - Legal Issues
 - Main Point of Contact
 - Sell the Partnership





DEVELOPER

- Job-Related Education Provider
- Suggest classes
 - Noncredit
 - Credit
 - Corporate training
- Suggest on-the-job training
 - Work processes

| 1 st YEAR | | 2 nd YEAR | |
|---|--|---|--|
| FALL | | FALL | |
| Certified Nurse Aide Course (Coned) | | Anatomy and Physiology I | |
| Patient Care Technician (Coned) | | College Algebra or Probability and Statistics | |
| Paid On the Job Training By Employer | | Paid On the Job Training By Employer | |
| SPRING | | SPRING | |
| General Psychology | | Anatomy and Physiology II | |
| English Composition | | Human growth and Development | |
| Paid On the Job Training By Employer | | Paid On the Job Training By Employer | |
| Summer in between 1 st and 2 nd year work full time at participating employer | | | |



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Youth Apprenticeships**
AT TRIDENT TECHNICAL COLLEGE

TALENT SCOUT

- Recruitment Strategy
 - Individual Graduate Plans
- Annual meeting with high school counselors
 - (24 high schools)
- Kick off information event
 - 600 to 1000 kids/parents attend
 - 40 to 60 employers
 - Application process





**Youth Apprenticeships are not about competing for talent.
It's about growing talent.**



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AT TRIDENT TECHNICAL COLLEGE

PROMOTER



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COACH

How do professionals get better at what they do?

Traditional View

Go to school, you study, you practice, you learn, you graduate and then you go out into the world and make your own way.

Contrasting View:

Comes from sports and they say you are never done. Everybody needs a coach even the greatest in the world.



TED Ideas worth spreading



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AT TRIDENT TECHNICAL COLLEGE

MEDIATOR

Complaints, Issues, and Problems

- Parents
- Apprentices
- Mentors
- Faculty
- High schools
- Employers
- Donors





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AT TRIDENT TECHNICAL COLLEGE

ANALYST

- RAPIDS enrollment
- 6-month probationary evaluation
- Track operational data (JRE and OJT)
- Evaluate apprentices at completion
- File management
- Grant Reporting
- Compliance Officer (USDOL rules)

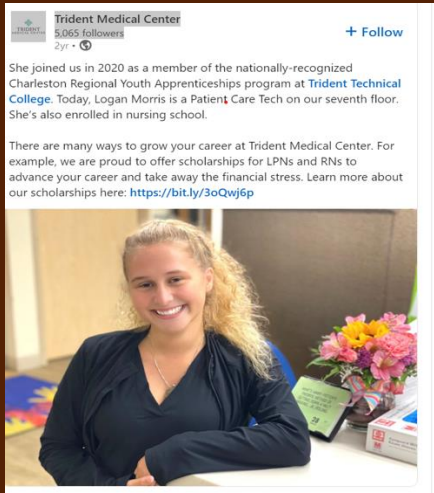




Charleston Regional Youth Apprenticeships

AT TRIDENT TECHNICAL COLLEGE

FINAL THOUGHTS



Not very often I get so excited I could open the front door and scream - 🙌 but today you'll hear me! I am SO PROUD of Caroline. She has been selected as a Pre-Nursing Youth Apprentice by the Roper St Francis Berkeley Hospital. This summer she will take CNA training and start the PCT (Patient Care Technician) training. For her junior and senior years, she will take classes at high school and Trident Technical College, while working as a paid employee by the hospital. At the end of two years, she'll have her high school diploma, 30 hours of college credit, and 1000+ hours of clinical work experience. 🙌 (And almost certainly have a better idea what she wants to do with her life!) 🗨️

