

US DOL REGISTERED APPRENTICESHIP PROGRAM INITIATIVES

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Today's Objectives

- net.America Background
- What is an Intermediary?
- What is a Registered Apprenticeship Program (RAP)?
- Benefits of RAPs
- net.America's programs and role
- Career Pathway Examples
- Registered Apprenticeship Program Data
- Strategies and Demystifying Apprenticeships
- Success Stories and Opportunities



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“Coming out of this crisis only to be the same organization you were before is a lost opportunity.”

—Robert J. Corona DO, MBA, FCAP, FASCP CEO, SUNY Upstate Medical University and Community Hospitals

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Background

Information technology and professional service solutions in the following core areas:

- Software Development
- Program Management
- Healthcare Services
- Contact Center
- Grants Management

\$6M annual revenue

Locations:

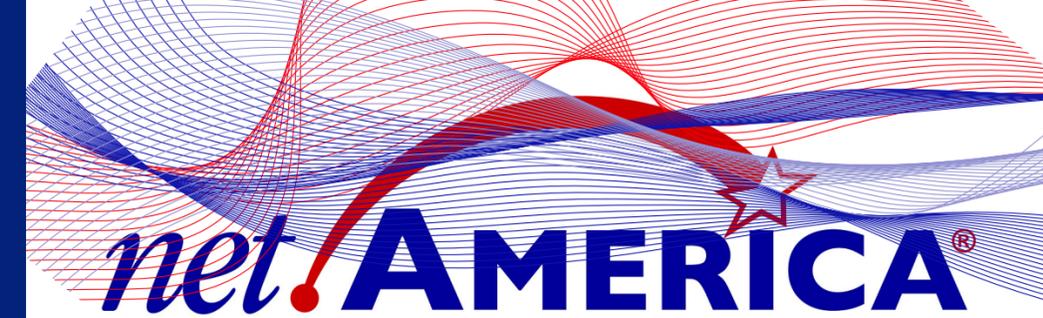
- Upper Marlboro, MD
- Alexandria, VA

Federal and State past and current clients:

U.S. Department(s) of

- Commerce
- Homeland Security
- Transportation
- Health and Human Services
- Housing and Urban Development
- Environmental Protection Agency
- Labor

- State of Maryland
- Prince George's County



Celebrating 20 Years

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What is a Registered Apprenticeship Program (RAP)?

A **Registered Apprenticeship Program (RAP)** is a proven model of apprenticeship that has been validated by the U.S. Department of Labor or a State Apprenticeship Agency. RAPs enable and energize more employers to participate and provide them access to larger talent pools that have been trained for entry-level to management positions, thereby meeting industry demands and reducing unemployment rates across the country.



What is an Apprenticeship Industry Intermediary?

Apprenticeship Industry Intermediaries serve as a conduit between employers and other industry partners and the Department's Office of Apprenticeship to accelerate apprenticeship program development and help create new sector-based apprenticeship partnerships at the regional and national level.



net.America's Apprenticeship Intermediary Efforts

Future is Health: net.America's goal is expand current and create new registered apprenticeship programs for youth, ages 16-21 with a commitment to signing up 900 apprenticeships by 2024.

Healthcare | Healthcare IT
futureishealth.com

Workforce Impact Network: net.America's goal is Expand current and create new Registered Apprenticeship Programs for career seekers with a 50% focus on minority and vulnerable populations. Our commitment is enrolling an average of 750 Registered Apprentices or more a year over the life of the contract.

Healthcare | Healthcare IT | Energy
workforceimpactnetwork.com

Get in touch

Healthcare Apprenticeship Program



High School Starting Su

Apprenticeship p
explore a career
school. This reso
is a helpful tool f

Learn More



Benefits of RAPs to Employers and Apprentices



Technical Assistance

Access to a nationwide network of expertise, customer service, and support at no charge.



National Credential

Graduates receive a national, industry-recognized credential.



Quality Standards

Signifies program meets the national standards for quality and rigor.



Tax Credits

In many states, businesses can qualify for tax credits.



Federal Resources

Access funding and other resources from federal programs.



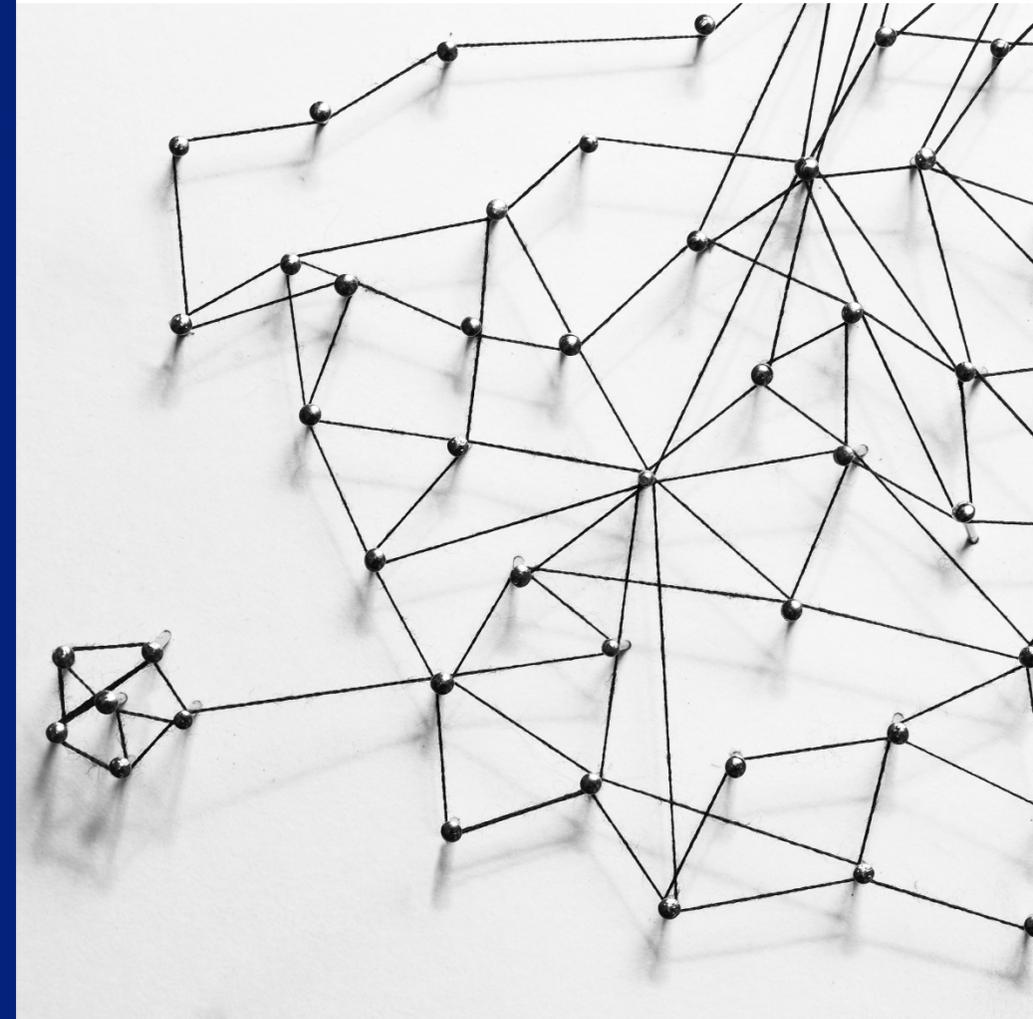
Recruiting Incentives

Veterans who qualify for the GI Bill benefits can receive a monthly stipend in addition to the wages they receive.



net.America's Role as an Intermediary

- Increase social brand awareness
- Support challenge competitions
- Host apprenticeship forums
- Incentive funding to registered apprenticeship programs
- Research knowledge, skills, abilities, competencies of entry-level career pathways (healthcare, health IT, energy sectors).
- Research employability skills that most employers seek in any job candidate.
- Provide opportunities for two-way sharing between employers and schools regarding current curriculum and future training needs.
- Facilitate workforce solutions meetings that identify key workforce challenges and initiate activities to address those challenges.
- Facilitate and coordinate activities of the initiative's subgroups and other key stakeholders in the community.



net.America's Role as an Intermediary (continued)

- Identify and engage employers
- Apprentice recruitment / screening
- Convene interviews
- Onboarding and enrollment
- On-the-job and classroom training
- Apprenticeship completion, retention and advancement
- Continuous improvement
- Reporting
- Marketing, outreach and strategic engagement



U.S. DOL Intermediaries Provide Incentive Funding

net.America provides modest incentive funding which helps to offset some of the costs associated with:

- a. Registration of apprenticeship program(s) with USDOL;
- b. Costs related to design and start-up of apprenticeship;
- c. Classroom education or online training for apprentices;
- d. Outstanding costs related to on-the-job training (excluding wages);
- e. Train the trainer costs or activities;
- f. In consultation with DOL, training equipment for apprentices;
- g. Curricula development; and/or
- h. Financial assistance to support apprentices' persistence in apprenticeship (i.e., tools and supplies).

In the range of \$400 per apprentice.



Example Career Journey in Healthcare



Entry Level Positions

These positions often require a high school diploma and an industry-recognized certificate or an apprenticeship.

- Certified Nurses Aide
- Dental Assistant
- Dental Hygienist
- Home Health Aide
- Health Information Management
- Medical Assistant
- Medical Billing and Coding Specialist
- Medical Lab Technician
- Pharmacy Technician



Mid-Level Positions

These jobs often require an Associate's degree or industry-recognized certification, and 3 to 5 years of work experience or a Bachelor's degree.

- Dietician
- Health Care Social Worker
- Medical Social Worker
- Nurse Practitioner
- Physician Assistant
- Occupational Health and Safety Specialist
- Registered Nurse



Advanced Level Positions

These jobs often require a Bachelor's, Master's, Doctorate, or advanced professional degrees and 5 to 7+ years of work experience.

- Dentist
- Endocrinologist
- Endodontist
- Family Physician
- General Practitioner
- Internist
- Orthodontist
- Pediatrician
- Psychiatrist

Bright Outlook Career Pathway Examples in Healthcare

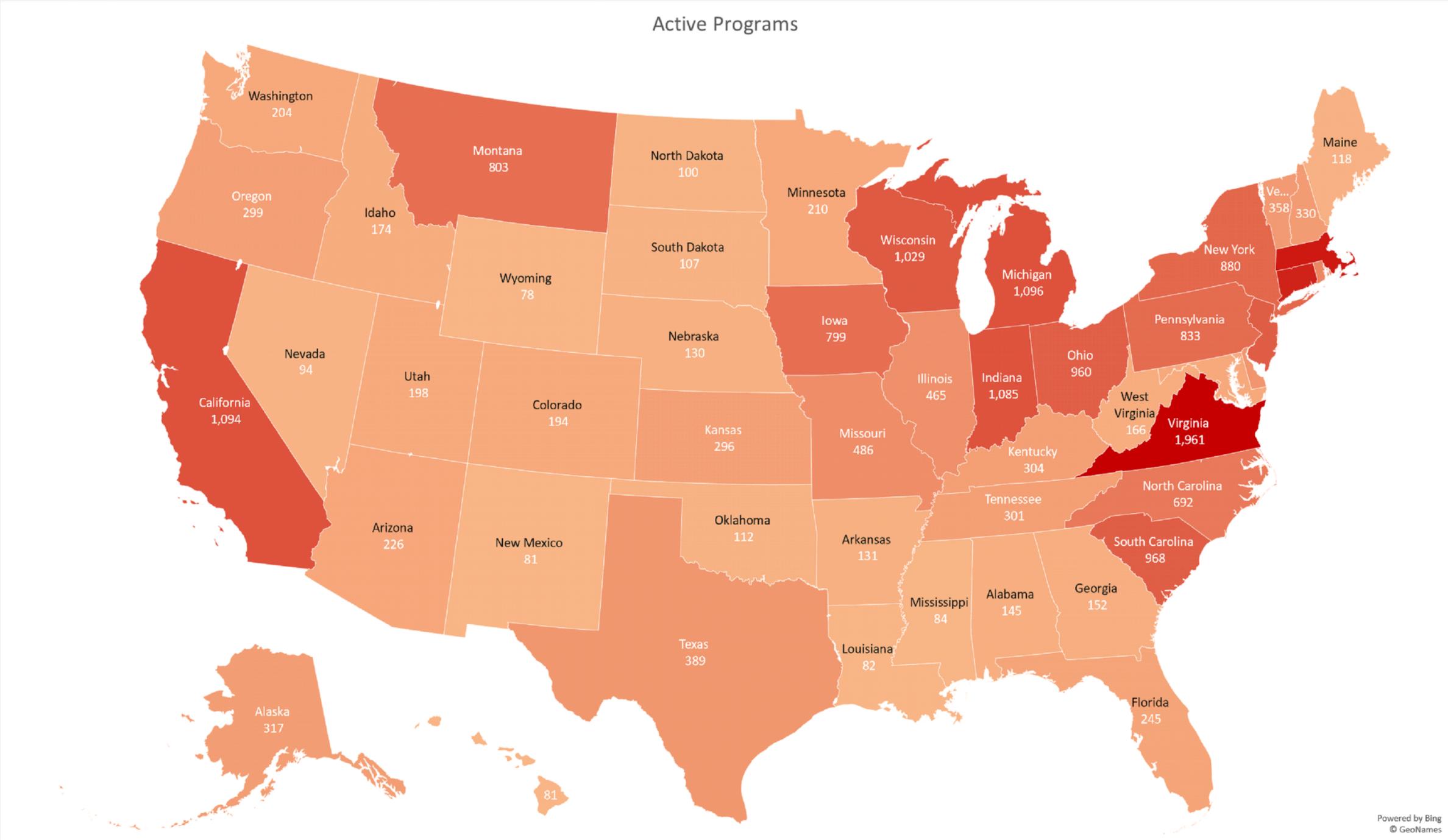
ROLES & SALARIES	HEALTH INFORMATION MANAGEMENT (HIM)	HEALTH INFORMATION TECHNOLOGY (HIT)	MEDICAL ASSISTANT
	\$42,630 (U.S. average)	\$52,270 (U.S. average)	\$34,800 (U.S. average)

STACKABLE SKILLS	Medical Record & HIM Specialist to...	Computer User Support Specialist to...	Medical Assistant Role to...
	<ul style="list-style-type: none"> • Health Data Analyst • Clinical Documentation Improvement Specialist • Coding Manager/Auditor • Medical Records/HIM Director • Billing Manager • HIPAA Privacy and Security Officer • Compliance Manager/Officer 	<ul style="list-style-type: none"> • Network Security Analyst • Network Administrator • Computer Systems Administrator • Programmer • Information Assurance Specialists • Information Systems Security Officer • IT Security Analyst • Cybersecurity Project Manager 	<ul style="list-style-type: none"> • Medical Office/Group Practice Management • Registered Nurse (RN) • Nurse Practitioner (NP) • Other Registered and/or Licensed positions in Allied Health



Source: Bureau of Labor Statistics 2019 wage data

Active Apprenticeship Programs Nationwide



source: <https://www.dol.gov/agencies/eta/apprenticeship/about/statistics>



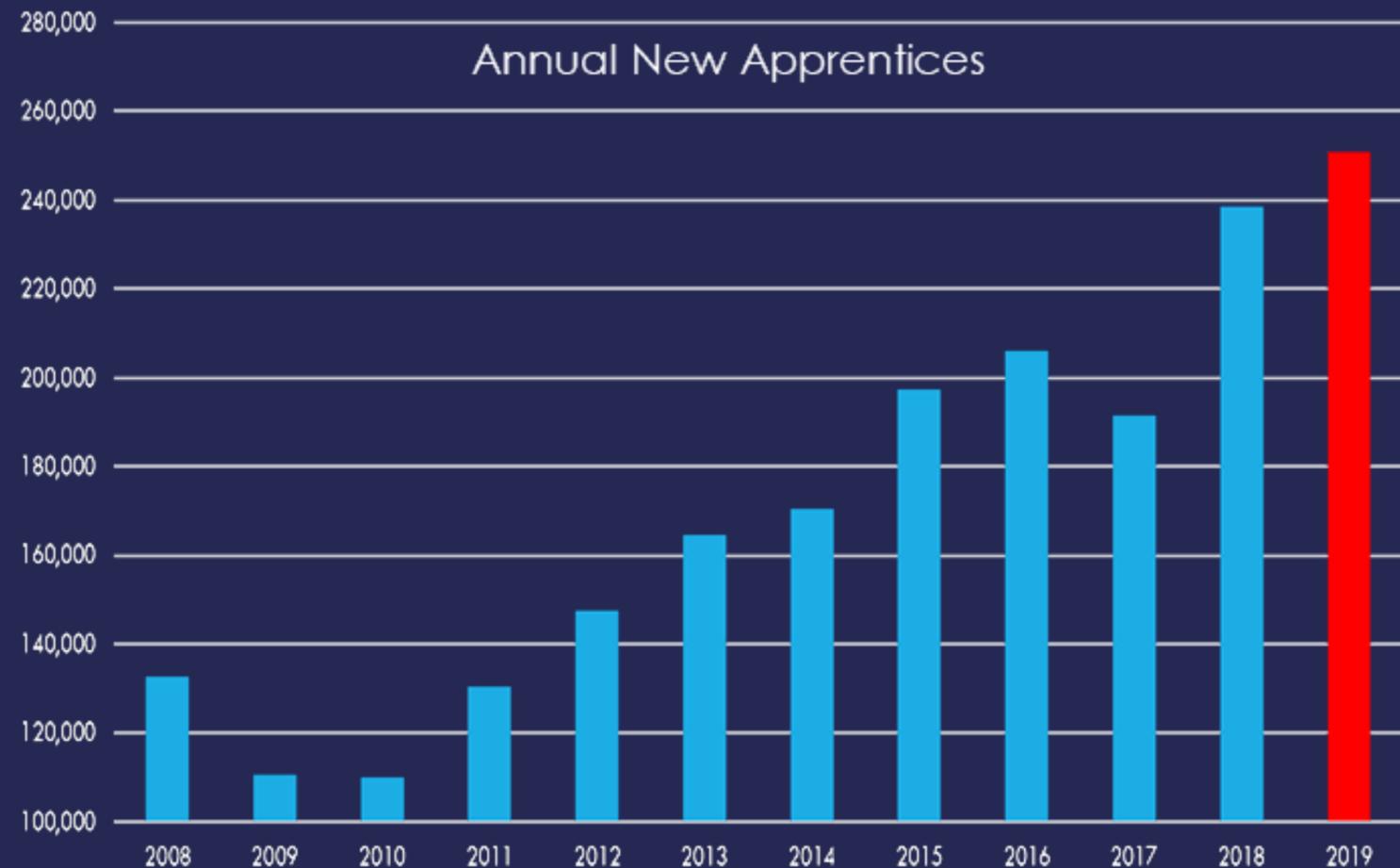
Year over Year Apprentices Growth

128%

Growth in New Apprentices Since 2009

Key Facts

- 705,000+ new apprentices since 1/1/17
- 38% more active apprentices than the previous 10-year average (633,000 vs. 459,000)
- 319,000+ participants completed an apprenticeship in the last five years
- 12,300+ new apprenticeship programs created in last five years



Source: <https://www.dol.gov/agencies/eta/apprenticeship/about/statistics>



Active Apprentices Nationwide



Source: <https://www.dol.gov/agencies/eta/apprenticeship/about/statistics>



Did you know about United Service Military Apprenticeship Programs?

The United Services Military Apprenticeship Program (USMAP) is a formal military training program that provides active duty Navy, Coast Guard, and Marine Corps service members the **opportunity to improve their job skills and to complete their civilian apprenticeship requirements while they are on active duty**. The U.S. Department of Labor provides the nationally-recognized Certificate of Completion upon program completion.



Source: <https://www.dol.gov/agencies/eta/apprenticeship/about/statistics>



Recruitment Strategies and Outcomes

Strategies

1. Start targeting middle/high school students.
2. Identifying Champions to assist in recruitment (e.g. Career Source Florida & Michigan's Dept of Labor).
3. Continue the delivery of benefit statements to workforce, educational, and community serving organizations.
4. Leverage consortiums and workforce groups as platforms to demystify apprenticeships
5. Tallo (new Platform for us 2021)

Outcomes

715 of 750 Apprentices Recruited (within 6 months)
53% of apprentices from underrepresented populations

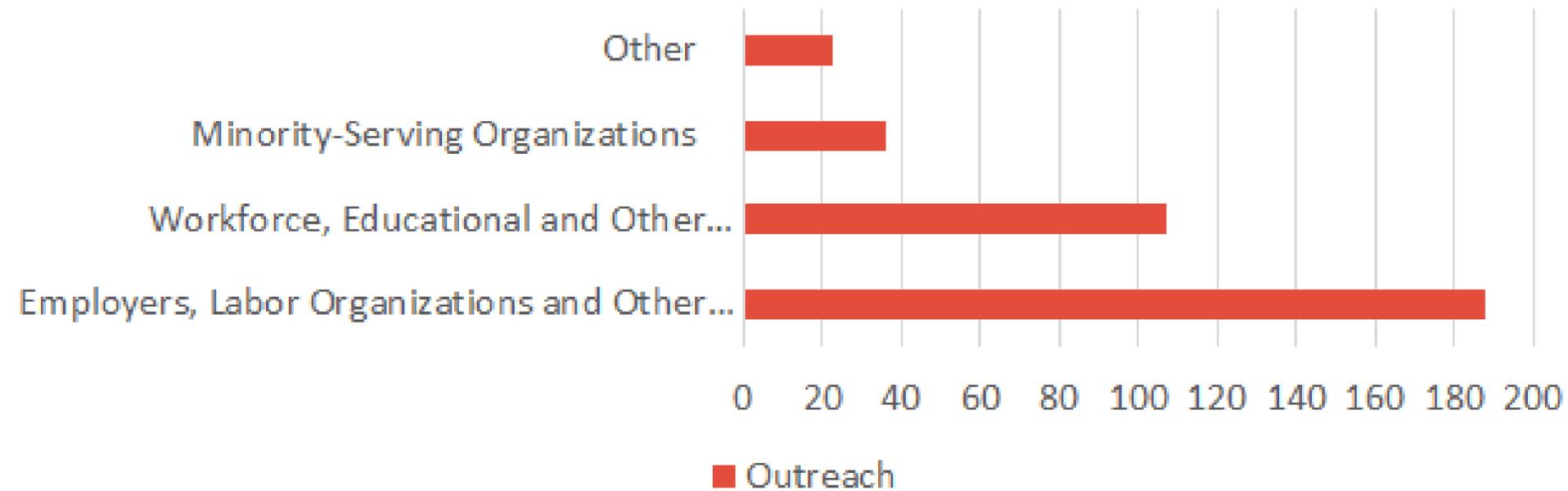


Sector-Based Outreach Strategies, Partnership & Outcomes

Strategies

1. Hold informational sessions to demystify apprenticeship and expand reach.
2. Leverage initial outreach to expand additional opportunities.

Outcomes



Success Stories in Challenging Times (2019-Present)

Organization	Program/Occupation/State
Access to Wholistic and Productive Living Inc.	Community Health Workers (First COHORT in MD)
Bayada, NJ	Certified Home Health Care, CMMA -Orthotics, Physical Therapy
Hallmark Health Solutions, Inc., NJ	Healthcare Integration Developer, Healthcare Integration Analyst
Mango	a. Pharmacy Technicians b. Certified Nursing Aides c. Health Care Information Technology d. Community Health Workers e. Clinical Medical Assistants f. Certified Home Health Aid (other not listed)
Mobility Clinic and Ideal Healthcare, NJ	Office Administrator (Prosthetics)
PARAM, NJ	Certified Medical Assistant
Philadelphia Works	Behavioral Health Worker/ Direct Support Professional
Tranzed, Md	Medical Assistant, MD
UPMC Pinnacle, Pa	CHW, Medical Navigator
Audenreid Charter School	Medical Assistant, PA Pharmacy Tech
ACS	Solar Energy
CVS Pittsburgh	Pharmacy Tech
HSCG	Healthcare Manager in Training





Questions?



Contact Us!



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futureishealth.com

workforceimpactnetwork.com

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