

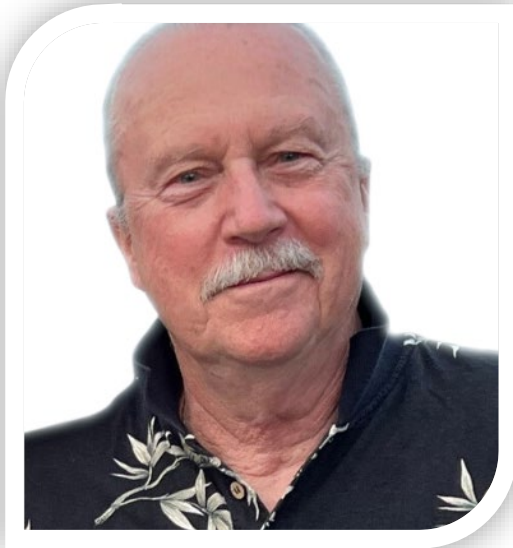
Engage Series

Uniting Registered Apprenticeship
Programs and Tribal Workforce/ College
Career Centers for Apprenticeship
Recruitment



June 6, 2024

Moderator



Gene Ellis

Senior Subject Matter Expert
Safal Partners



Center of Excellence Overview



- U.S. DOL initiative to increase systems alignment across apprenticeship, education, and workforce
- Led by Safal Partners; 5 national partners
- We provide no-cost assistance including:
 - Monthly webinars
 - Quarterly virtual office hours
 - Individual assistance/coaching sessions
 - Online resources (desk aids, guides, frameworks, etc.)



[Visit our website, request assistance](#)



U.S. DOL Guest Speakers



Kayla Hilario

Federal Project Officer

U.S. DOL Division of Indian and
Native American Programs



Corinna Pereira

Region 6 Multi-State Navigator

U.S. DOL Office of Apprenticeship



Today's Presenters



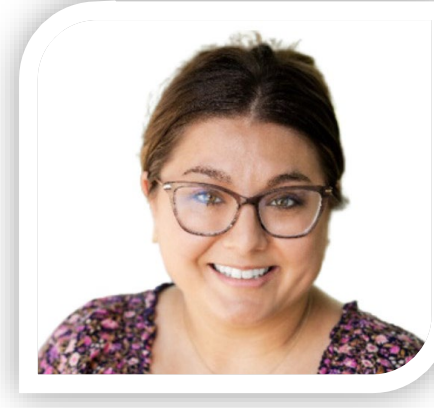
Angela Baker

Safal Partners
Cyber and Tech
Industry
Intermediary



Michele Barutha

Maritime Institute of
Technology and
Graduate Studies
(MITAGS)
Maritime
Apprenticeship
Workboat Mate
Program



Alyssa Burgess

Washington
Association for
Community Health
In Reach Career
Pathways



Brent Knight

The Certified Safety
Specialist
Apprenticeship
Program (CSSAP)



Agenda

- Welcome and Introduction
- Cyber and Tech Industry Intermediary Registered Apprenticeship Program
- MITAGS Maritime Apprenticeship Workboat Mate Program
- Washington Association for Community Health In Reach Career Pathways
- The Certified Safety Specialist Apprenticeship Program (CSSAP)
- Q&A



Cyber and Tech Industry Intermediary



U.S. DOL Cyber Leadership Offers:



- technical expertise to build and/or facilitate approval of a **customized program** for your organization's own sponsorship if preferred
- ongoing **assistance** to successfully launch and sustain your customized program
- connections to **federal, state, and local resources** including funding support through tax credits
- direct limited **incentive funding** on a per-apprentice basis to assist with non- wage program costs
- help **identifying potential candidates** through a network of partners including two- and four-year colleges and universities, military installations, workforce systems partners, and community-based organizations
- ongoing **program support** such as marketing and administrative assistance



MITAGS Maritime Apprenticeship Workboat Mate Program



MITAGS

MARITIME INSTITUTE OF TECHNOLOGY
AND GRADUATE STUDIES



Maritime Apprenticeship History



Originated in 2006 in recognition of upcoming mate and master shortages in the towing industry



Benefits

Participants: Efficient

All programs are approved as 2-year programs

- 360 required sea days
- About 6 months of classes



Benefits

Participants: Comprehensive

- Provides classes to adequately prepare apprentices for the license exams.
- Through partner companies, provides more and more in-depth on-the-job training. Apprentices are required to learn/do everything the crew does.



Benefits

Participants: Student Services

- Help establishing payment and/or VA benefits
- Ownership of training
- Assistance with USCG applications Support in the classroom
- Industry connections



Benefits

Participants: Respected

- The Workboat program has been running since 2006; amongst the current partner towing companies, the crews aboard the vessels respect what the program has been able to accomplish.
- In two cohorts with WSF, there is a growing understanding and respect for what the apprenticeship program can accomplish.



Partner Companies

To complete the apprenticeship program, applicants are hired by a partner company to get their sea time and hands on training.

Current partner companies include:



Workboat Mate Partner Companies



Centerline Logistics

**Oil transport, ship assist,
general and rescues
towing**



Foss Maritime

Variety of services including
ship assist, offshore wind,
ocean towing



Western Towboat

Variety of services including
ship assist and ocean
towing



Sause Bros

Variety of services including
ship assist and ocean
towing



Unlimited Inland Mate Partner Companies



Washington State Ferries

Puget Sound



Grand River Navigation

Great Lakes



Occasional Partner Companies

These companies have participated in the past but not every year



Overseas Shipholding Group (OSG)



Washington Association for Community Health In Reach Career Pathways





Medical Assistant Apprenticeship Program

Sponsored by Washington Association for Community Health

WWW.INREACHPATHWAYS.ORG

About Us



- Primary Care Association
 - 28 FQHC's in WA
- First healthcare apprenticeship program in Washington (2014)



Washington Association for Community Health

Community Health Centers
Advancing Quality Care for All

WHAT WE BELIEVE

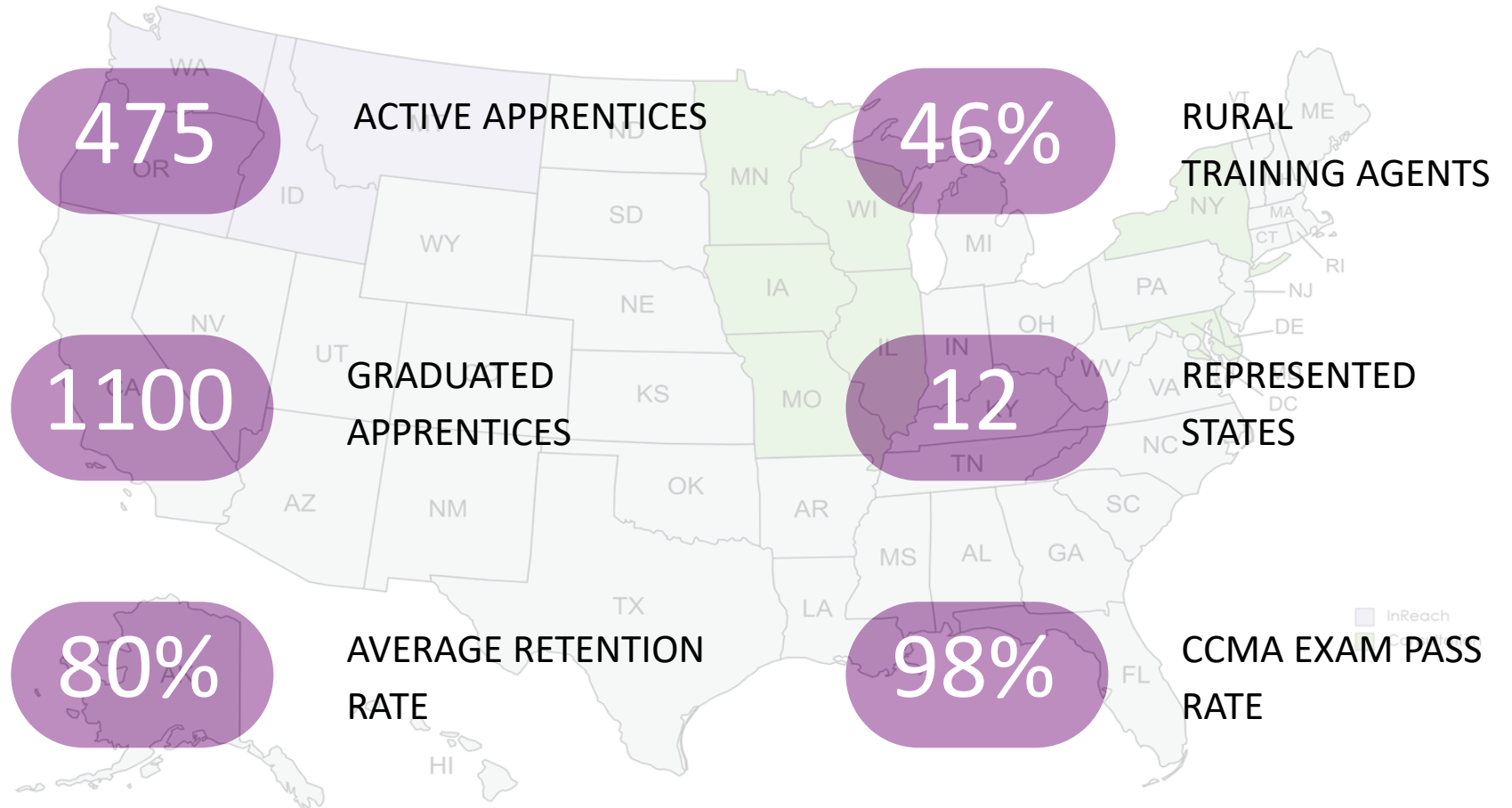
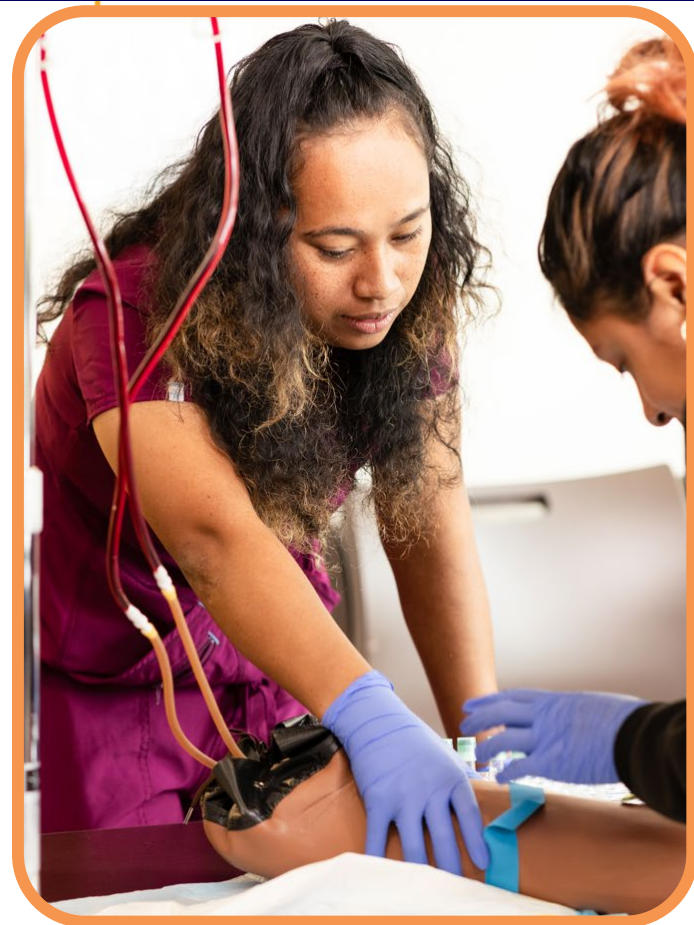
Mission + Values

Our mission is to cultivate an equitable and sustainable community health workforce through innovative education and training programs.

EXCELLENCE | COMMUNITY | EMPOWERMENT



By The Numbers



Program Overview



2000 on the job training
hours



434 related technical
instruction hours



3 skills lab days



Overview of required skills for this program:

- Medical Asepsis
 - Vital Signs
 - Physical Exam
 - Eye & Ear Assessment & Procedures
 - Gynecological Exam & Prenatal Care
 - Colon Procedures
 - Pediatric Exam
 - Physical Agents used to Promote Tissue Healing
- Minor Office Procedures
 - Sterilization & Disinfection
 - Administration of Medications
 - Cardiopulmonary Procedures
 - Medical Microbiology
 - Urinalysis
 - Phlebotomy
 - Blood Chemistry & Immunology

Employer Requirements



- Recruit & select apprentices
- Apprentice wages: \$20/hr. avg
- 1:1 Coach
- Tuition: \$4850
- Skill practice
- General support
- Contact person



Benefits



EMPLOYER:

- Grow your own
- Increased retention
- Clinic flow & re-training
- MA-C Cost
- 10 Week trial period

APPRENTICE:

- Remain local
- No student debt
- FTE Wages & Benefits
- Hands on learning
- Valued care team member



Cohort Cycles



1 | JANUARY

2 | APRIL

3 | JULY ★

4 | OCTOBER

Public Cohorts

- 1-10 Apprentices
- Quarterly

Private Cohorts:

- Minimum of 12 Apprentices
- Off cycle of public cohorts
- Plan 2-3 months ahead of time

Next Opportunity to Join!

- Enroll by 6/7/24
- Select Apprentices by 6/28/24



Getting Started



- Email us to connect with a dedicated program coordinator
 - workforce@wacommunityhealth.org
- New Employer Onboarding
- InReach provides...
 - Recruitment Guide
 - Cost Benefit Analysis
 - Program Syllabus
 - Wage & Recruitment Data
 - Convened Peer Groups
 - Coach Training Course
 - And more!



Contact Us



Alyssa Burgess
Director of Career Pathways
aburgess@wacommunityhealth.org

WWW.INREACHPATHWAYS.ORG



The Certified Safety Specialist Apprenticeship Program (CSSAP)



CSSAP



CSSAP History

- The Certified Safety Specialist Apprenticeship Program (CSSAP) was created and developed for mostly non-traditional students, by the safety industry, to marry the academic knowledge obtained in the classroom with the “real world” health and safety management application on the job. The CSSAP exists to educate and supplement industry needs and to prevent work related accidents and injuries.
- Conceptualized in 2014
- Officially registered in Washington in 2017
- Licensed under the USDOL in 2020
- Edmonds/Pierce OSH Advisory Board
- DOL AAI grant



What is CSSAP?

- The CSSAP is a two-year program with 4500 hours of On-the-Job (OJT) training accompanied by related supplemental instruction (RSI) provided through online education by Edmonds and Pierce Colleges. Training agents host an apprentice and the sponsor, ISS verifies progression through the program to completion.
- Combines theory with application
- 4500 OJT, roughly 28-30 months
- All RSI/RTI is online
- Available in all 50 states



Apprentice Application Process

- Open enrollment
- Register at Edmonds or Pierce Colleges and declare OSH focus
- [Apply to CSSAP](#)
- Participate in an online, on demand, one-way interview
- Apprentice candidates selected and ranked



Ideal Apprentice Candidates

- Strong written and verbal communication skills
- Outgoing with the ability to engage people
- Strong mathematical skills
- Good investigative and inspection skills
- Organized, detail oriented with the ability to meet deadlines
- Passion for Safety and the desire to help people
- Injured workers



Ready for Placement

- Very affordable to employers
- Benefits provided by employer (Training Agent)
- \$3-5/hour to CSSAP
- Journey wage of \$72,500/yr.

Step	Hour Range or Competency Step	Hourly rate + Training Agent Company Benefits
1	0000-1125 hours	\$20.91
2	1126-2250 hours	\$24.40
3	2251-3375 hours	\$27.88
4	3376-4500 hours	\$31.37



Related Training Instruction (RTI)

- All classes are online and on demand through either Edmonds or Pierce Colleges
- Apprentices receive a 50% tuition discount on required classes
- Apprentices receive a certificate in occupational safety and health
- Certificate includes 40 credits comprised of 13 courses



Questions and Answers



Contact Us, Become a Partner

- ✓ **Receive** no-cost expert assistance and materials
- ✓ **Network** with potential partners nationwide
- ✓ **Be** nationally recognized for your work

Scan for
Partner Form



THANK YOU FOR JOINING US

Email us your questions at RA_COE@SafalPartners.com

For more information, visit: dolcoe.safalapps.com

