



Creating Pre-Apprenticeship Programs Leading to Credentials and Meaningful Employment



What is Registered Apprenticeship?



- Paid Job
- Industry/ Business Led
- Structured On-the-Job Learning and Mentorship
- Supplemental Education
- Diversity
- Quality and Safety
- Credentials

Why Registered Apprenticeship?

Benefits for Employers

- Improved recruiting
- More diverse workforce
- High productivity and few accidents
- Connection to training funds
- Customized to meet employer needs
- Formalized approach that enhances existing business practices

90% of apprentices who complete their program are still working with their employer after one year.

Why Registered Apprenticeship?

“I believe that this opportunity opens many doors for my future and a great career in this field. Absolutely worth the effort.”

Margaret, Electrical
Apprentice

Benefits for Apprentices

- Increased skills
- Paycheck while learning
- Higher wages
- Mentor support
- Job security
- Safer workplace
- Nationally recognized credentials

Registered Apprenticeships in...



What is Certified Pre-Apprenticeship?

- **Hands-on training** to prepare individuals to successfully enter a Registered Apprenticeship Program
- **Up to 6 months in length** (unless in high school or correctional facility)
- **Includes safety training**
- May be **paid or unpaid**



Who Can Participate?

Apprentices

- 16+ years old
- Work authorization required

- Additional employer requirements will vary

Pre-Apprentices

- 16+ years old

- Additional requirements vary by program



How to Contact MAP

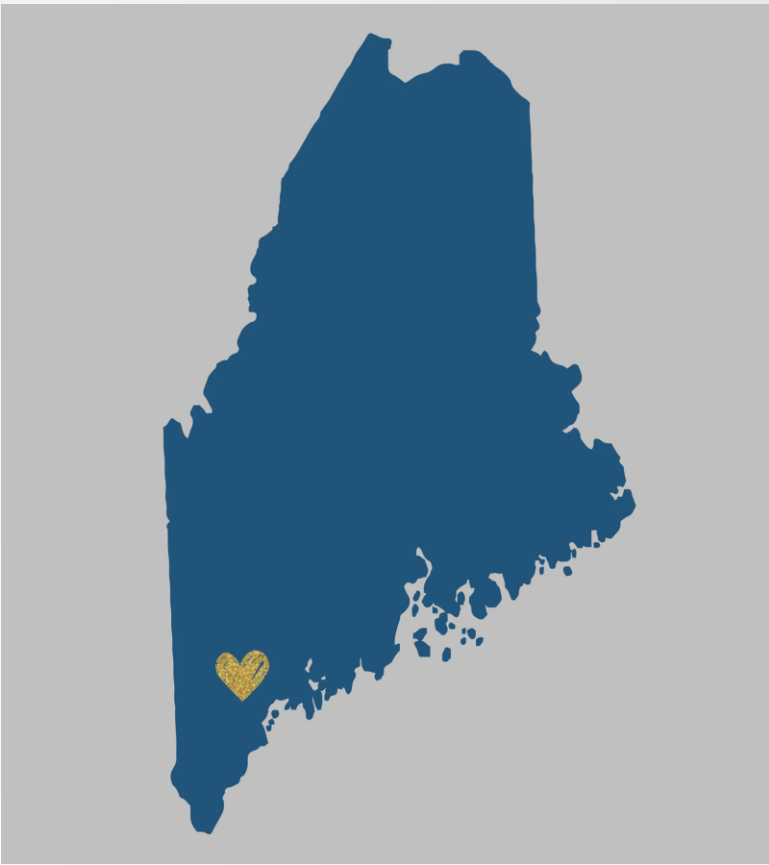
Email the Maine Apprenticeship Program at
MaineApprenticeship@maine.gov

Visit us on our website at apprenticeship.maine.gov



Good Work
Lives **Here**

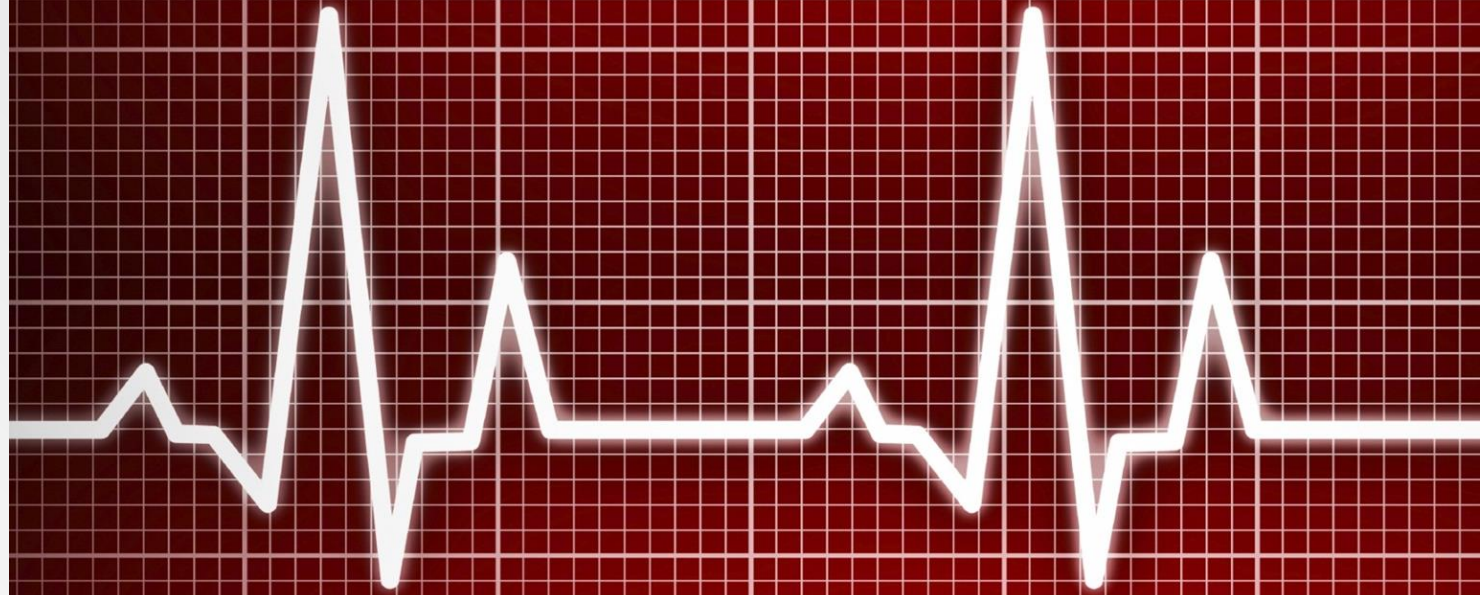




Lewiston, Maine



Healthcare Apprenticeship Pathway



Apprenticeship Healthcare Pathways



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Pathway Requirements



- **Foundations of Health Care** for all students, includes Bloodborne Pathogens certification and basic healthcare english language ↓ →
- **PSS** Successfully complete Foundations and OSHA Bloodborne Pathogens ↓ →
- **CNA** prerequisites: Successfully complete PSS and instructors recommendations

*Instructors look at attendance, quiz and test scores, skills, workready skills



One entry, multiple exits

Building Curriculum: The Goals

On completion of the entire pathway students would be able to:

Communicate in English with clients/patients.

Communicate in English with staff both professionally and personally.

Communicate in English during an emergency.

Demonstrate high level patient care skills, possess reading / test taking skills to complete state exams.



Building Curriculum



Synthesized state curricula into:

10 Core Topics for PSS

10 Core Topics for CNA

Within the 10 core topics the scope and sequence of the pathways builds and refines:

- English language acquisition with increased fluency
- Scaffolding technical medical language/ vocabulary
- Healthcare concepts
- Relevant clinical skills



Building Curriculum



Each path repeats and then builds on the clinical skills from the previous pathway.

Infection control

Hand washing - level 1

Gloving - Level 1 & 2

Donning & Doffing - Level 2 & 3

Bridging language and skills from one step to the next.



Incorporating Language Acquisition



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- Study Skills
- Digital Literacy
 - EnGen
 - Google Workspace
 - O*Net
 - Whatsapp
- WorkReady
- Writing and Speaking for the workplace
 - Case Studies - reading and writing
 - Incident Reports - Subjective vs. Objective
- Observation exercises

Incorporating Language Acquisition



WorkReady

- State DOE Certification
- Seven Competencies
- Job Search and Interview Skills

WorkReady Competencies

- A. The trainee identifies personal motivations and challenges to employment.
- B. The trainee develops a plan for employment.
- C. The trainee understands how to communicate effectively.
- D. The trainee demonstrates effectiveness in working with other people.
- E. The trainee understands the basic principles of getting a job.
- F. The trainee understands wages, benefits, taxes, and employee organizations.
- G. The trainee can interpret and understand work related safety information.





Student Selection

- Compelling interviews
- Recommendations from current instructors
- Prior experience with healthcare preferred
- CASAS Reading Score minimum of 220 (well, sort of)



Scheduling

- Classes including Health Care and Language Acquisition total 6 hours per day, three days per week.

Student forms

- Complete Maine Job Link account, Needs based assessment, and other forms
Work Authorization - applied
- Interview, CASAS, intake, and healthcare pre-assessment

Successes

Cohort 3

- 17 registered students
- 17 completed BBP & PSS
- 15 student took the state exam
- 14 passed the state exam



Cohort 4

- 28 registered students - all BBP & PSS certified
- 16 graduated at CNA

75% already have jobs or offers



Cohort 5 has just stepped into PSS with 26 students.

Our waitlist for students is over 100 each cohort.

Business Partner Engagement



TRUE PARTNERSHIPS -

Forming relationships, support with grant forms, building rapport with local employers

EMPLOYERS agree to - Facility tours, Meet & Greet, clinicals, Interviews, and evaluations.

TRAINING - Partner facilities agree to specific trainings as part of the pathway course.

Partners



EMPLOYERS-

CloverHealthcare, CMMC,
St.Mary's, D;Youville,
Marshwood

TRAINING PARTNERS-

Eastern Maine Development
Corporation

CareerCenter / Onestop/ Voc
Rehab

CAP Agencies & DOL!



Workforce Development at Central Maine Healthcare

Multilingual
CNA

English
Language
Acquisition

Medical
Assistant

Questions?

