

HEALTH IT

APPRENTICESHIP

EMPLOYER'S GUIDE

Apprenticeship is
good for business



Helps recruit and develop
a highly skilled workforce



Improves productivity
and the bottom line



Provides opportunities
for tax credits and
employee tuition
benefits in some states



Reduces turnover costs
& increases employee
retention

WHY APPRENTICESHIP?

“Graduates of apprenticeship programs enjoy an estimated \$250,000 increase in lifetime earnings, and **employers** get a **38% return** on their investment.”

Harvard Business Review

For **every dollar spent** on apprenticeship, employers get an average of \$1.47 back in **increased productivity.**

U.S. Dept of Labor

ROI

EMPLOYER INVESTMENT	RETURN
Define apprenticeship learning & on-the-job goals	Employees trained in the specific skills you need
Pay apprentices as they learn	Invested, accountable employee / learner
On the job mentor oversight	Personally invested, well known job candidates
HR resources: set up & paperwork	Reduce time spent in prospecting & poaching

WHY HEALTH IT APPRENTICESHIP?

VALUE PROPOSITION

Many health centers and providers have overcome the technology adoption barrier rapidly in order to secure patient care and safety

An era of federal deadlines for incentive payments created need for quick access to already trained IT staff. Consultants rushed to fill the void. This expensive model is largely unsustainable and unnecessary

Health IT operations are stabilizing and maintenance tasks beginning to outnumber the Wild West days of serial “go live” implementations

With federal subsidies on the wane, healthcare employers seek a stable IT workforce that will pencil out favorably and staff who will stay invested in their organizations over the long haul

Federally Registered Health IT Apprenticeships can provide these benefits and a sustainable method for IT staffing consistency

HEALTH IT EMPLOYER BASICS

1. Apprentice completes college level coursework while working on a regular basis for you. S/he studies the concepts while being immersed in your organization's operations. The system reinforces and speeds learning while the apprenticeship materially contributes to your workplace
2. You pay apprentices a wage keyed to increasing levels of responsibility: everyone is invested in success
3. Apprenticeships are customized: training is fine tuned to your organization's need
4. Provides coherence and structured professional entry for veterans and underserved job seekers
5. Try and buy: employers are under no obligation to continue employment once the apprenticeship is completed
6. Health IT is a fast moving, high paid sector. Apprenticeship upends the competition for staff through investment in a sustainable growth staffing plan. Loyalty and longevity in the workplace are the hallmarks of apprentice-trained employees
7. Technology-ready military veterans are well suited to apprenticeship – it can be an ideal bridge from active service

HIT WORKFORCE SHORTAGE

35% of Health IT
initiatives on
hold

Health IT
employers:
84% hiring

HIMSS



HEALTH IT EMPLOYER BASICS

In Brief:

1. Identify the job apprentices will train for
Any level is OK – for example: help desk support, data analyst, network manager
Select a position that will endure over time – not a single project
2. Partner with an educational provider – often a community college or 4-year college
They will work with you to define required training, how to get it and financial aid options for apprentices
3. Decide what skills apprentices will learn on the job, and who will be in charge of support and oversight
4. Hire and pay apprentices a beginning wage that increases as training goals are met
5. More:
www.dol.gov/featured/apprenticeship/employers

HIT
WORKFORCE SHORTAGE

35% of Health IT
initiatives on
hold

Health IT
employers:
84% hiring
HIMSS



HEALTH IT APPRENTICESHIP FIRST STEPS: EMPLOYER

Step 1: Assess Apprenticeship as a Health IT Solution

Almost any health IT job at any level can be apprenticed. That's the beauty – the learning is customized for the position you need to fill. Select a typically hard to fill position with multiple openings. Name an apprentice supervisor and a committee of your colleagues who can map the skills needed to get the job done

Step 2: Key Player Partnership

Team with an education partner to design training needed in your organization: call a nearby community college affiliated with the Dept of Labor Registered Apprenticeship College Consortium.

<https://doleta.gov/oa/racc.cfm> At least 144 hours of college level instruction will be teamed with on the job training

Step 3: Design the Apprenticeship That Works for Your Organization

Document skills required for success in the selected job, break them down into a year of on the job learning paired with related college instruction and divide them into learning increments – each one is tied to a raise in apprentice pay. Register the apprenticeship so apprentices receive a nationally recognized credential upon completion

Step 4: Launch

Hire the job seeker most likely to persist, succeed and remain. Veterans and underserved candidates can shine in this light. The apprentice starts classes part time online or on campus and works part time in your office for pay

End result: Well integrated employees trained to the health IT skills you need

Apprenticeship Toolkit

[www.dol.gov/
apprenticeship/toolkit.htm](http://www.dol.gov/apprenticeship/toolkit.htm)





This workforce solution was 100% funded by an \$11.7m grant awarded by the U.S. Department of Labor's Employment and Training Administration, Grant #TC-23745-12-60-A-53. The solution was created by the grantee and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability or ownership.

Led by Bellevue College, the Health eWorkforce Consortium was formed to elevate Health Information Technology workforce development locally and nationally and provide career paths into this promising field for veterans and others. The nine-college consortium includes Bellevue College, Bellingham Technical College, Clark College, Clover Park Technical College, Northern Virginia Community College, Pierce College, Renton Technical College, Spokane Community College, and Whatcom Community College. The Health Information and Management Systems Society (HIMSS) is also a primary partner.



Except where otherwise noted, this work is licensed by Bellevue College (<http://hiteducation.org>) under a Creative Commons Attribution 4.0 International License – <http://creativecommons.org/licenses/by/4.0/>. Any ONC materials included in this work are licensed under a more restrictive CC BY-NC-SA license – <https://creativecommons.org/licenses/by-nc-sa/3.0/>.

