



NLC Healthcare Training Pilot

City of Tacoma Community & Economic Development
& Work Force Central

City Council Economic Development Committee

April 9, 2024

ITEM #1



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OVERVIEW



- National League of Cities Healthcare Training Pilot -
Introduction to Healthcare Apprenticeship Pathways or "IHAP"
- Implementation and Outcomes
- Lessons Learned

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BACKGROUND



- NLC Pilot introduced Healthcare and Apprenticeship Pathways to low and very-low-income residents
- Goal was to address barriers limiting entry
- Funded with a combination of American Rescue Plan (ARPA) and Tacoma Training and Employment Program (TTEP) dollars
- Contracted with Workforce Central (WFC) to implement

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IHAP Introduction to Healthcare Employment and Apprenticeship Programs



An Entry-level Healthcare Career Program!

- Trains entry-level job seekers for careers in the healthcare sector.
- Candidates can earn Certification as a **Nursing Assistant (NA-C or CNA)** which is a prerequisite for several healthcare positions.
- Convenient 6 to 8-week program.
- Online training and in-person labs provide candidates with flexibility and access to hands-on learning.
- IHAP grads are ready to be hired upon completion. Get involved and meet your workforce needs by providing spots for the IHAP clinical requirement (40 hours)

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CONTRACTED SCOPE OF WORK



- Establish Introduction to Healthcare Apprenticeships in Pierce County through earn and learn framework
- City of Tacoma invest \$150,000 into earn and learn model
- Pilot two cohorts of 40 individuals who face barriers to employment to go through training and job placement
- Match workforce development funds for individuals to receive wrap around supports
- **EARLY LEARNING: Expansion of earn and learn model to other industry trainings**

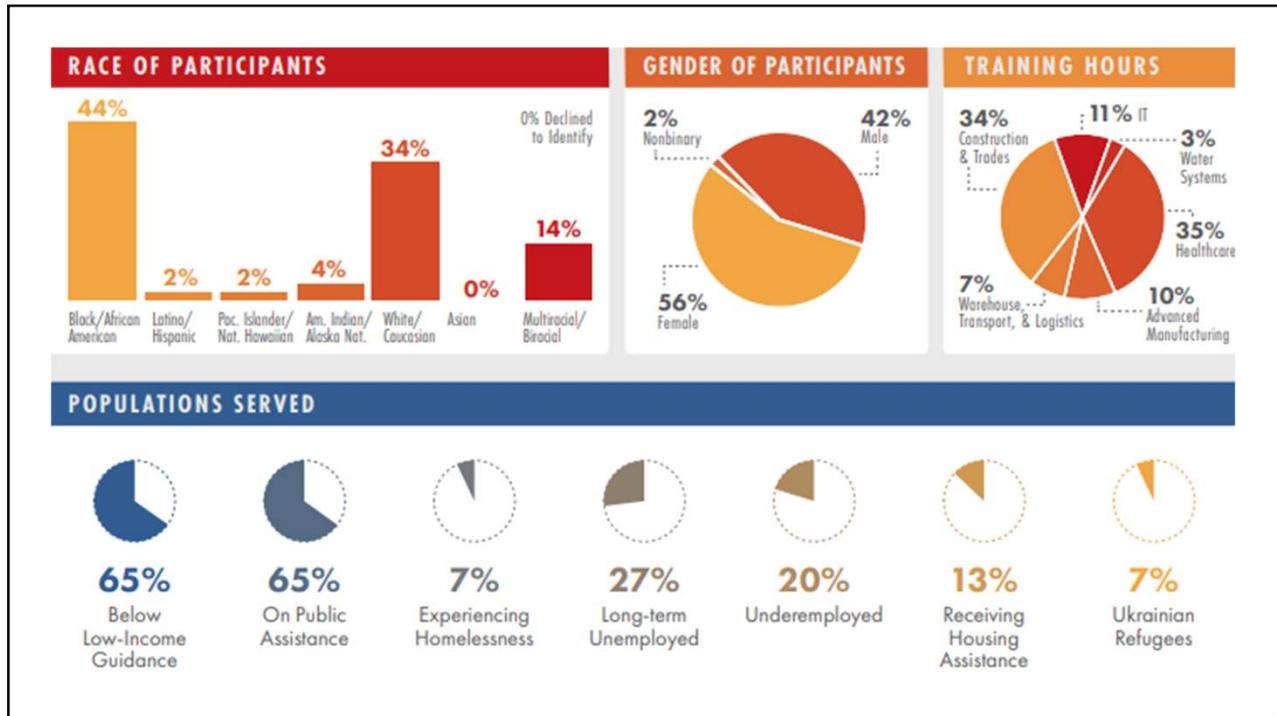
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CITY OF TACOMA RESKILL UPSKILL OUTCOME REPORT

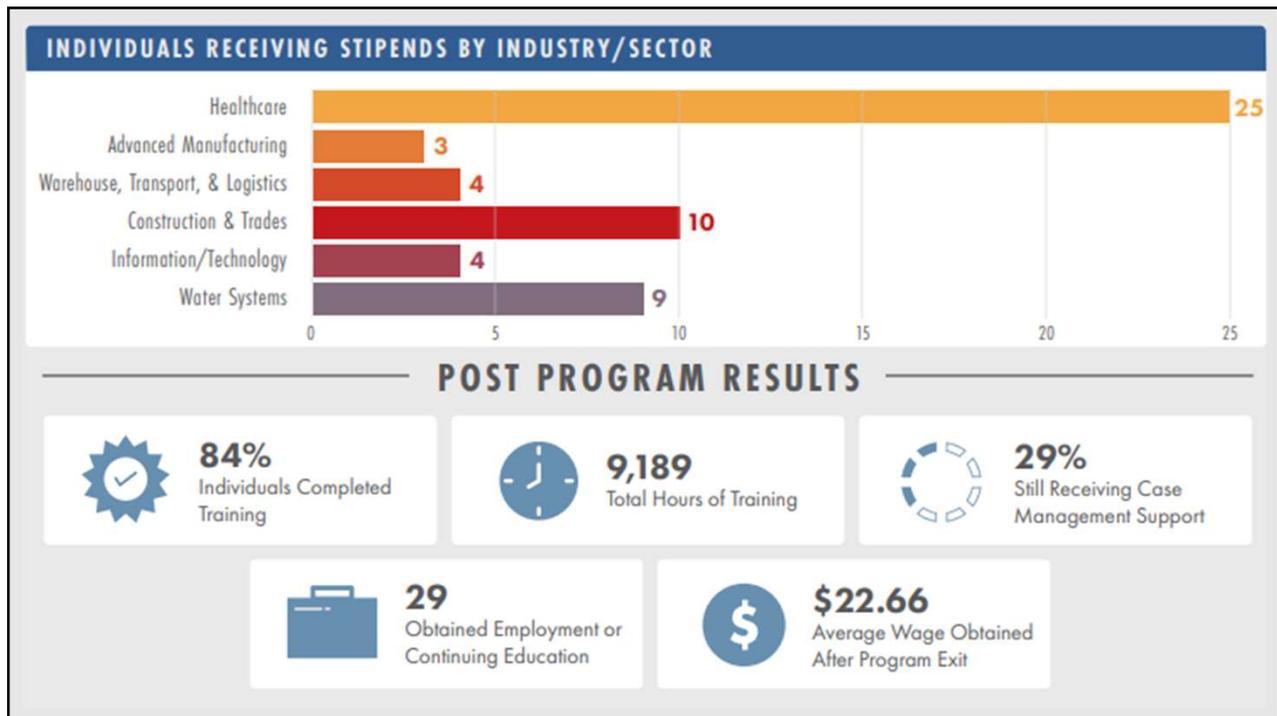
*Funded by the Introduction to Healthcare Apprenticeship Program
November 2021 — December 2023*

 <p>8 Unique Training Providers Were Supported</p>	 <p>17 Unique Employers Were Supported</p>	 <p>55 Total Individuals Served</p>
 <p>36 Average Age of Participants</p>	 <p>\$139,428.40 Total Training Stipends Distributed</p>	 <p>\$2,535.06 Average Stipend Amount</p>

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“ Joshua Cobb

After completing my training, I was awarded a stipend that has been a huge support. I've been able to purchase interview attire, keep my car running with the necessary gas, and even treat myself to a haircut. This has given me a fresh start and the confidence to approach job interviews with my best foot forward. The training itself was not only educational but also enjoyable.

”



“ Eureka Dickerson

The training stipend I received very helpful. It was able to cover gas and maintaining my bills while in training. The training experience was fantastic and challenging. I was able to secure a good job as a CNA and I look forward to what is next.

”

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“ Oleg Lugovskyy

I'm grateful for the stipend that followed my training. It's been instrumental in helping me cover my rent and transportation costs to work. The training itself was memorable, with extra support when needed, and ample practice time for the exam. Also, I was thankful to have a manager that spoke Ukrainian.

”



“ Jared Peavey

WorkSource enabled me to secure a lease for a home and marked the beginning of a more stable life. My experience at Commercial Driving School (CDS) was particularly impactful. The instructors there were understanding and patient, allowing me to progress at my own pace without feeling pressured. This approach was crucial in helping me learn to drive a manual transmission. Their teaching methods instilled in me the confidence needed to successfully pass the DOL skills test and gain employment.

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Enter a job title to find similar jobs.

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Skills & Interests

Find jobs that suit your unique abilities.

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Priorities

Find jobs that meet your priorities in wage, training, and demand.

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Lessons Learned & Questions?

- A variety of industry choice matters for jobseekers
- Earn and learn model significantly increases likelihood of training completion
- Stipend amounts vary by cohort industry
- Downstream certification testing capacity impacts completion timelines
- Leveraged workforce funding for supportive services was a powerful braided funding model
- Based on results, we've spread earn and learn model to additional workforce services

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