



TO: Elizabeth Pauli, City Manager
FROM: Tanisha Jumper, Director, Media and Communications Office; Jeff Robinson, Director, Community and Economic Development
COPY: Economic Development Committee; City Clerk's Office; Tadd Wille, Executive Liaison
PRESENTER: Bucoda Warren, Strategic Initiatives Coordinator, Media and Communications Office
SUBJECT: Intro to Healthcare Apprentice Pathways Pilot Launch update
DATE: January 25, 2022

PRESENTATION TYPE:
Informational Briefing

SUMMARY:

The purpose of this memo is to update Council on the Intro to Healthcare Apprentice Pathways (IHAP) pilot that will launch in the first quarter of 2022. This briefing will inform Council how a portion American Rescue Plan funding is being utilized for job creation and recovery through partnerships with Tacoma Housing Authority and Workforce Central. \$150,000 was allocated to this pilot to provide stipends to participants in the pilot, and members who participated in the co-design of the pathway.

BACKGROUND:

The development of the IHAP pilot began in early 2021 through the Tacoma Anchor Network, and the City's participation in the National League of Cities Mayor's Institute on Job Creation. The Tacoma Anchor Network is a partnership of Tacoma based agencies, education institutions, and hospital systems to create place-based change through local workforce development, local procurement and business support, and local impact investing. The Tacoma Anchor Network was exploring ways to get more workers into healthcare as the pandemic decimated the healthcare workforce and increased demand for services. Through participation in the Mayor's Institute and coordination with Workforce Central and Tacoma Housing Authority, the City identified a vendor who could help establish a workforce development pathway in Pierce County. The Healthcare Career Fund serves as the vendor who provides the training and structure of the IHAP, and supportive services to those who enter healthcare jobs.

The IHAP will pilot two cohorts with 40 total Tacoma residents through this program between January-June. There are robust partnerships in place and pathways established so that upon completion of the program participants will either be able to;

- 1) Further their education at one of our local educational institutions,
- 2) Enter full time healthcare apprenticeships with local healthcare providers,
- 3) Start immediate employment with local healthcare providers.

The City of Tacoma's commitment and funding to this project is supporting an evidence based "Earn and Learn" opportunity by compensating community members for their participation. Every Tacoma resident enrolled in this program will receive full wrap around support through WorkSource Pierce providers during the training and for up to six months after the program. For community members who complete this training, the Health Career Fund will follow and support them throughout their chosen healthcare education pathways, all the way through a master's degree should they choose that path. This ongoing education support is unprecedented in Pierce County.



Alongside this program pilot, Workforce Central is working closely with the Tacoma Housing Authority on a robust community partnership plan, starting with the Salishan community. We've engaged a community-based facilitation group to develop ongoing, meaningful co-design and dialogue to inform workforce development efforts for this pilot and across sectors moving forward.

Once fully established, this pathway, the co-design model, and the "earn to learn" support, will be a part of the Workforce Central and City training systems for years to come. The Healthcare Career fund will provide a train the trainer model that will give our local providers and educational institutions the knowledge to run these cohorts again in the future.

ISSUE:

The COVID-19 pandemic has caused unprecedented job loss in our community. Many in service jobs have been displaced, and need to find stable, family wage jobs in Tacoma. On the other side, our healthcare system is overburdened and needs more healthcare providers to meet the new demand COVID has brought. The IHAP pilot seeks to solve both issues by providing residents an opportunity to receive training to enter the healthcare workforce. The pilot will provide these residents a direct stipend, and other supports such as provided internet and computers, equipment, transportation, and childcare where possible. There will also be support provided by Healthcare Career Fund for furthering their education, and mentorship support as residents enter healthcare careers. This on the job support and paid participation are two vital pieces to a successful program so that residents can support their family while learning, and have the support they need to transition into a new job field.

This pilot also ensures community engagement and co-creation of the pathway and necessary supports so that it is tailored to those in the pathway. This co-design model is new to workforce development in Tacoma and Pierce County, and will become the norm as we continue to test and learn. This ensures we are creating impactful programs residents want and need, and not just designing what we think they need.

ALTERNATIVES:

This is an information briefing only. There are no alternatives presented.

FISCAL IMPACT:

This is an information briefing only. There is no fiscal impact for this presentation. Council previously allocated American Rescue Plan funds to Community and Economic Development for workforce development, and \$150,000 of that funding went to this pilot to provide participant and co-design member stipends for their participation.

RECOMMENDATION:

This is an information briefing only. There is no recommendation.