



# Intro the Healthcare Apprentices Pathways Pilot launch

City of Tacoma | Media and Communications Office

**Economic Development Committee**  
**January 25, 2022**



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## OVERVIEW



- Background
- Issues
- Co-Design Model
- Achievements
- Next Steps

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## BACKGROUND



- Tacoma Anchor Network started exploring ways to address job displacement due to COVID-19 and healthcare workforce shortages late 2020
- Joined the National League of Cities Mayor's Institute on Job Creation January 2021
- Identified Health Career Fund as a possible vendor to implement healthcare workforce pathway in Pierce County
- Through anchor partnerships and the Equity Index, identified Salishan as the pilot location

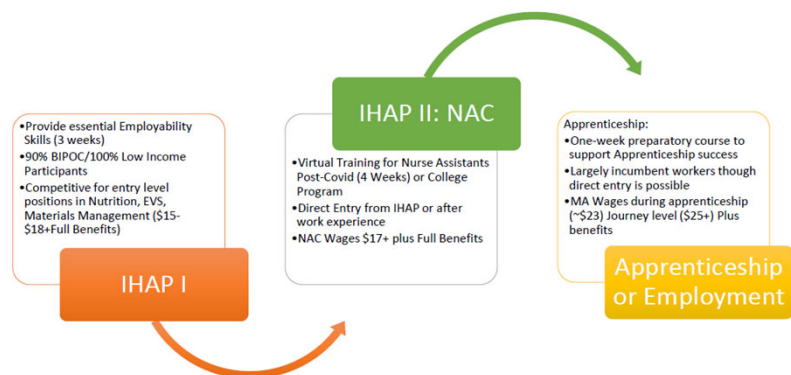
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## BACKGROUND



- IHAP is a 7-week program split into 2 stages;
  - a 3-week introduction to healthcare to build knowledge and employable skills, and
  - a 4-week additional training to training for nursing assistants and apprenticeship entry.
- Primarily online training except for clinical classes



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## BACKGROUND



- Cohorts start January-June 2022. After completion of 7-week program:
  1. further education at one of our local institutions
  2. full time healthcare apprenticeships with local healthcare providers
  3. immediate employment with local healthcare providers
- Weekly Paid stipends during training and supportive services available up to 6 months after training
  - Will be supported by Healthcare Career Fund through a Master's Degree if pursued
- Equipment and training such as laptops and internet access are provided to access online training

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## ISSUES



- IHAP targets high barrier populations and those displaced by COVID for new fully benefitted careers
- Provides stipend and resources to participants to address barriers to participation
- Co-design model ensures pathway matches community need
- Train the trainer model ensures our local education partners can run this pathway in the future

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## CO-DESIGN MODEL



- Trusted Salishan Leaders are bringing residents together to guide pathway development
- These leaders will also help to recruit and support participants
- This model will be recreated in workforce development pathways in the future

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## ACHIEVEMENTS



- Through valuable **Multi-sector partnerships**, we braided funding and support to target high barrier populations and create a robust, paid and fully supported training opportunity
- In partnership with trusted community leaders we are piloting a co-design model of the pathway that will lead to better **Sustained community engagement** and deeper relationships
- In building trust and partnerships, we are able to **Scale the initiative to advance racial and health equity** by providing well paid working opportunities focus on acute needs through local trainers

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## NEXT STEPS



- Salishan Community Engagement Kickoff– January 11
- Formally launch pilot– mid-February 2022
- Pilot concludes – June 2022
- Review of Program – Late Summer 2022

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