



Tim Rainey  
Executive Director

**CALIFORNIA WORKFORCE INVESTMENT BOARD  
HEALTH WORKFORCE DEVELOPMENT COUNCIL  
Apprenticeship Sub-Committee  
MEETING NOTICE**



REVISED

Edmund G. Brown Jr.  
Governor

**November 20, 2013  
3:00p.m. – 5:00 p.m.**

**California Workforce Investment Board  
777 12<sup>th</sup> Street Suite 200  
Sacramento, CA 95814**

*and*

**California Department of Industrial Relations, Division of Apprenticeship Standards  
455 Golden Gate Avenue, 9<sup>th</sup> Floor  
San Francisco, CA 94102**

*and*

**Worker Education & Resource Center I Healthcare Workforce Development Program  
1545 Wilshire Blvd., 5th Floor, Room 500  
Los Angeles, CA 90017**

**To listen to the meeting: Call 1-866-748-2780 Passcode: 6132541**

---

**AGENDA**

- I. Welcome and Introductions**
- II. Action Item: Approval of September 27, 2013 Meeting Summary**
- III. Discussion Item: Update on Apprenticeship Pilots**
- IV. Discussion Items: Healthcare Apprenticeships Development and Implementation Strategies**
- V. Discussion Item: Next Steps**
- VI. Public Comment**

---

Meeting conclusion time is an estimate; meeting may end earlier subject to completion of agenda items and/or approved motion to adjourn. In order for the Committee to provide an opportunity for interested parties to speak at the public meetings, public comment may be limited. Written comments provided to the Committee must be made available to the public, in compliance with the Bagley-Keene Open Meeting

---

Act, §11125.1, with copies available in sufficient supply. Individuals who require accommodations for their disabilities (including interpreters and alternate formats) are requested to contact the California Workforce Investment Board staff at (916) 324-3425 at least ten days prior to the meeting. TTY line: (916) 324-6523. Please visit the California Workforce Investment Board website at <http://www.cwib.ca.gov> or contact Daniel Patterson for additional information.

**CALIFORNIA WORKFORCE INVESTMENT BOARD  
HEALTH WORKFORCE DEVELOPMENT COUNCIL  
Health Care Apprenticeship Sub-Committee**

**November 20, 2013  
3:00 pm. – 5:00 p.m.**

**California Workforce Investment Board  
777 12<sup>th</sup> Street Suite 200  
Sacramento, CA 95814**

*and*

**California Department of Industrial Relations, Division of Apprenticeship Standards  
455 Golden Gate Avenue, 9<sup>th</sup> Floor  
San Francisco, CA 94102**

*and*

**Division of Apprenticeship Standards  
320 W. Fourth Street Room 830  
Los Angeles, CA 90013**

**MEETING SUMMARY**

---

**I. Welcome and Introduction**

Sub-Committee Chair Diane Ravnik welcomed everyone and asked attendees to introduce themselves. Ms. Ravnik reminded the public members that were listening in from our three locations that they were welcome to participate as members or during the public comment portions of the agenda.

Sub-Committee members/representatives who were in attendance are listed below:

Barbara Blake – <i>California Apprenticeship Council</i>	Diane Ravnik – <i>Department of Industrial Relations, Division of Apprenticeship Standards</i>
Peter Cooper – <i>Employment Training Panel</i>	Elizabeth Toupes – <i>Service Employees International Union United Healthcare Workers -West and Joint Employer Education Fund</i>
Kim Drew – <i>Jewish Vocational Services</i>	Sarah Triano – <i>California Committee on Employment of People with Disabilities</i>
John Dunn – <i>California Community College Chancellor’s Office</i>	
Diane Factor – <i>Service Employees International Union</i>	
Laura Long – <i>Kaiser Permanente</i>	

Ms. Ravnik explained that the goals for the meeting were to:

- Develop the Sub-Committee’s scope and charge
- Identify Sub-Committee objective and strategies
- Develop immediate and long term goals

## **II. Apprenticeship Sub-Committee Overview**

Ms. Ravnik explained that the formation of the Sub-Committee was a result of an action taken at the August 7, 2013 Health Workforce Development Council meeting. Ms. Ravnik had presented an overview of the key elements of a formal registered Apprenticeship and how it might operate in selected health care occupations.

After some discussion regarding potential barriers, Council members concurred with the Chair in establishing a Health Care Apprenticeship Sub-Committee. The Sub-Committee was given the charge to identify opportunities that may exist, but require more in-depth work and examination.

She also noted that the use of the apprenticeship model is one of the Earn and Learn strategies highlighted in California’s Strategic Workforce Development Plan.

### Mission Statement

A proposed mission statement was presented as a discussion starter on the Sub-Committee scope and charge. After much discussion, an informal consensus was achieved by the Sub-Committee on the following mission statement:

*The Apprenticeship Sub-Committee will explore the potential and cultivate support for the use of the apprenticeship model in the health care sector through strategic awareness and education initiatives, technical assistance and guidance.*

*The Sub-Committee seeks to expand the use of the apprenticeship model through pilot projects in high-demand health occupations. Outcomes will include the identification of implementation barriers, best practices, funding, and policy opportunities.*

## **III. Discussion Item: Applications for the Apprenticeship Model in Health Sector**

- Elizabeth Toupes discussed the current education and training for health care workers being undertaken including the partnership between Service Employees International Union United Healthcare Workers -West and Joint Employer Education Fund and Kaiser Permanente. Ms. Toupes also discussed the Medical Assistant occupation as the “sweet spot” for the use of an apprenticeship model and emerging roles for current health care occupations especially in the area of home health and long term care.
- Diane Factor provided an overview of an apprenticeship program that is being developed for Community Health Worker (CHW) in Los Angeles. The program is a partnership between the County of Los Angeles, Service Employees International Union

Local 721 – County Employees and Los Angeles Trade Technical College. The Los Angeles Workforce Investment Board provided American Recovery and Reinvestment Act funding for the original curriculum development.

Employers estimate a need for at least 150 CHWs who will focus on people with chronic health issues and/ or are frequent users of health services. Recruitment with focus on training participants who have lived experience in the community (e.g., people in recovery, ex-offenders) and will represent the diversity of the community.

- Ms. Ravnik read a document outlining the challenges faced by the San Diego Workforce Partnership in their attempt to develop apprenticeships as part of their Health Professions Opportunity Grant. Challenges included restrictions on local eligible training providers, length of time for curriculum development and, because of funding cuts, the reluctance on the part of the community colleges to develop any new programs.
- Pamela Rasada, gave an overview of the challenges facing returning veterans who received medical training as a part of their tour of duty and their ability to transition into health occupations such a licensed vocational nurse/registered nurse.
- Barbara Blake discussed the use of the apprenticeship as a post-licensing model for nursing – much like a transition to practice program.

#### **IV. Discussion Item: Next Steps**

It was decided that short term goals for the Sub-Committee would include the expansion of apprenticeship models through regional pilot projects in high demand health occupations and an analysis of funding sources for apprenticeships.

#### **V. Public Comment**