



Expanding Earn and Learn Models in the California Healthcare Industry

Findings Pursuant to Assembly Bill 1797 (Rodriguez)

Presentation Objectives

2

- Provide context for the upcoming legislative report
- Provide an overview of process and progress
- Provide an overview of recommendations
- Next steps

Harbage Consulting

3

- Sacramento based health policy firm
- We work with healthcare leaders in the public and private sectors on solutions that drive efficiency, better care, and improve quality of life
- Hired by the Shirley Ware Education Center and the California Workforce Development Council to conduct a report to satisfy the requirements of Assembly Bill 1797

History of Assembly Bill 1797

4

□ Assembly Member Rodriguez (D-Pomona)

- Participated in a Regional Occupancy Program(ROP) during high school
- Worked as an Emergency Medical Technician (EMT)
- Saw the value in training students through hands on experience
- Recognized potential to close workforce gaps through innovative programs



Mandate of Assembly Bill 1797 (2014)

5

- Requires the California Workforce Investment Board, in consultation with the Division of Apprenticeship Standards, to identify ‘earn and learn’ job training models in the allied healthcare professions and report its findings and recommendations to the Legislature.

Scope of Report

6

- Provide the context and need for “earn and learn” opportunities in the healthcare industry
- Document existing programs locally and nationally
- Identify barriers to expansion of the model
- Recommend qualifications and requirements for participation in “earn and learn” programs
- Recommend performance standards for “earn and learn” programs
- Recommend outcome measures for program participation
- Identify additional opportunities and barriers

Report Process

7

- Literature review
- Interviews with a variety of stakeholders
 - ▣ State and Federal apprenticeship staff
 - ▣ Healthcare industry employers
 - ▣ Workforce Development professionals
 - ▣ Leaders of earn and learn models
 - ▣ Labor representatives
 - ▣ Community college leadership
 - ▣ Community based training program leaders
- Internal circulation of draft

Report Structure

8

- Eleven sections:
 - Section 1: Demand for Qualified Healthcare Workers
 - Section 2: Definitions and Structure
 - Section 3: Renewed Interest in the Apprenticeship Model
 - Section 4: International Apprenticeship Models
 - Section 5: Barriers to Adapting Registered Apprenticeship in the Healthcare Industry
 - Section 6: Earn and Learn Models – Current and Under Development
 - Section 7: Opportunities for Earn and Learn Models in High Wage, High Demand Jobs
 - Section 8: Requirements and Qualifications
 - Section 9: Performance Standards and Outcomes
 - Section 10: Identifying, Assessing, and Preparing Qualified Candidates
 - Section 11: Recommendations for Expansion

Overview of Recommendations

9

- Recommendations based on interviews with key experts, literature review, and lessons learned from similar programs
- Key Recommendation Areas:
 - Streamlining processes
 - Appropriately adapting infrastructure to the healthcare industry
 - Removing barriers to employer participation
 - Creating incentives for participation
 - Creating sustainability

Next Steps

10

- ▣ Currently incorporating feedback from reviewers
- ▣ Submitting final version to CWDB on October 15

Questions

11

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