



CAREER CONNECT WASHINGTON
CAREER LAUNCH

Career Launch Endorsement Review (CLER) Application

Health Care Apprenticeship Consortium



March 31, 2021



CLER Application Cover/Address Page

INSTITUTION: Health Care Apprenticeship Consortium ("HCAC")
(sponsored by the HCAC JATC and SEIU Healthcare 1199NW Training Fund)

PROPOSED PROGRAM: Nursing Assistant Certified Training Program

PROGRAM LEVEL (CHECK ALL THAT APPLY):

- High school Diploma
- College Certificate
- College Associate Degree
- College Bachelor Degree
- Industry Recognized Certificate(s)

PROGRAM CIP: 51.3902 PROGRAM NAICS CODE 622110, 623110

COLLEGES ONLY: PROGRAM EPC (Legacy) _____ PLAN CODE
(PeopleSoft) _____

CONTACT INFORMATION

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Title: Director of Apprenticeship
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Chief Academic Officer Date Application contact: N/A

Scott A. Copeland
Associate Director, College Relations and Policy Guidance
Washington State Board for Community and Technical Colleges
Office: 360-704-4397 Cell: 360-791-6026

Applications reviewed monthly and are due the first business day of the month.

Career Launch Program Checklist

P1. Program description including length of program in years and total hours (including split between classroom and worksite).

The Health Care Apprenticeship Consortium (“HCAC”) proposes a 130 contact-hour Nursing Assistant – Certified (“NA-C” in Washington, commonly referred to as “CNA”) Career Launch program, with 50 hours of real time and directly facilitated online classroom learning, 24 hours of virtual reality and directly facilitated online clinical skills lab training (including real-time remote supervised hands-on mini-labs), 16 hours minimum of small group in person clinical skills practice, and 40 hours minimum clinical hours in the practice setting. The program will provide student NA-C candidates with a paid internship and preparation for the National Nurse Aid Assessment Program (NNAAP) certification exam.

This course will be delivered by live-time teaching via Zoom and in-person during essential skills training labs. Candidates will utilize an online NA-C learning platform hosted by Rouxbe. Rouxbe is a robust learning platform that originated in online instructor monitored and assessed culinary training. Their skills and experience in assembling learning platforms for participatory hand-on occupations in the culinary arts are applicable to health care occupations.

HCAC has professionally filmed 2D and 180-degree videos of the 23 Skills covered in the NNAAP booklet. Other included videos cover further skills competencies authorized within the NA-C scope of practice under controlling WAC regulations. Students will have unlimited access to these videos and be provided technology to view the virtual reality videos at home or in remote classrooms. Skills will then be demonstrated and practiced in real time over Zoom, under the guidance and supervision of a Nursing Commission approved instructor. Skills involving a mannequin to practice, using a hospital bed or long-term care equipment, or involving another NA-C student will be reviewed and practiced during the 16 hours minimum of in-person training spread out over the course of the class.

For homework, each student will be assigned a login and account with Rouxbe where the online and virtual our material will be located. These lessons, activities and tasks can be accessed at any time of day by the students. The instructor can assign and monitor student access and progression. The majority of class and lab hours (74 hours net) will be conducted live on scheduled Zoom sessions, where instructors will conduct breakout sessions and virtual classroom presentations and demonstrations. The Rouxbe platform provides for in-class learning assessments and progress monitoring.

The proposed training is structured to exceed the minimum requirements of the Nursing Assistant core curriculum and clinicals specified in WAC 246-841-490 for teaching the Nursing Assistant core competencies under WAC 246- 841-400. Bloodborne Pathogens training (previously labelled as HIV/Aids training) will constitute 7 hours of the 50 hours of classroom centered learning. Evaluation of each nursing assistant skill competency will be conducted both in the classroom/lab and in the clinical facility setting.

Students will receive training sufficient to qualify for and pass the NCSBN NNAAP CNA Exam written and hands-on skills sections. In affiliation with Clover Park Technical College, students will receive college credit for their NA-C work. In person labs will be conducted in at various affiliated community colleges’ allied health labs and worksorce entity arranged conference rooms.

NA-C certification requires a combination of course content approved by the Washington State Nursing Commission to prepare the students for the standardized NA-C exam, successful completion of the NNAAP exam, and a 40 hour minimum clinical. The students do not receive their actual NA-C license, a valued industry recognized credential, until they complete their 40 hour clinical. Prior to becoming a NA-C, students may work as an NA-R or Registered Nursing Assistant at a particular employer only. A preparatory non career-launch pre-program, Introduction To Health Care Employment and Apprenticeships – Healthcare Foundations (IHAP Phase 1) is available through a partnership between the Training Fund/HCAC and Seattle Jobs Initiative (SJI).

Classroom and Lab Rotation Schedules:

NA-C Training Course – Classroom and Lab Course Schedule

Unit	Title	Class Hours	Lab Hours
1	HEALTH CARE SYSTEMS and ROLE RESPONSIBILITY	2	0
2	THE PATIENT'S RIGHTS - LAW and ETHICS	4	2
3	THE NURSING ASSISTANT	4	2
4	ANATOMY AND FUNCTION OF THE HUMAN BODY	6	2
5	COMMUNICATION	4	1
6	INFECTION CONTROL & HIV	10	2
7	SAFETY AND EMERGENCY MEASURES	6	3
8	NUTRITION & ELIMINATION	5	4
9	GROOMING AND PERSONAL HYGIENE	5	4
10	THE NURSING ASSISTANT IN AN ACUTE CARE SETTING	4	4
	Total	50	24

In person labs

1	vitals & 8 skills	4
2	Cath-care & 8 skills	4
3	Feeding & 8 skills	4
4	NNAAP skills test practice (23 skills)	4
Total		16

P2. Estimated number of hours per week at worksite and in classroom (this approach may shift throughout the program). NA-C Program - 6-Week Version

- 4 weeks of remote classroom instruction and remote laboratory (approximately 20 hours per week – net 74 hours)(depending on cohort configuration, may be in-person)
- Four half day (4 hours - net 16 hours) sessions of in-person labs (typically weekend days, during the same four weeks as classroom and laboratory)
- 1 reserve week for clinical orientation and make up classes.
- 1 week of stipended clinicals at worksite (40 hours)

P3. Demonstration of labor market demand for specified skills/career in local region.

The demand for Certified Nursing Assistants (NA-Cs) is growing faster than for workers in nearly every other job. The U.S. Bureau of Labor Statistics estimates a increase of 9% in NA-C placements through 2028. (The average rate of job growth for other occupations is only 5%). New NA-Cs are needed to meet the care needs of the aging baby boomer population. It is predicted that the demand for NA-Cs will remain constant at in-patient care centers, decrease slightly at ambulatory/outpatient care centers, and increase dramatically at long term care facilities and home health care environments (source: Center for Health Workforce Studies, UW School of Medicine).

NA-Cs are in high demand throughout Washington state. Washington State’s population is growing and aging: the overall population is expected to increase from 6.8 million in 2012 to 8.2 million by 2030, and the elderly population (age 65 and up) will double.

Certified Nursing Assistants are in high demand throughout the state. In 2020, it was projected that there would be 5,227 open positions. The median starting wage is \$17.29 per hour. There is a projected five-year career path to Medical Assistant and Licensed Practical Nurse positions with a median salary of \$23.25 to \$29.40 per hour (source: “Health Workforce Council: 2019 Annual Report”).

		Annual Salary (Average for WA)	75th Percentile Salary (Growth)	Average Annual Openings in WA (2018-2022)
1	Certified Nursing Assistant	\$34,819	\$38,958	4,885
	Medical Assistant	\$45,076	\$51,334	2,587
2	Licensed Practicing Nurse	\$59,197	\$65,603	786
3	Registered Nurse	\$88,026	\$103,896	5,690
4	Nurse Practitioner	\$129,646	\$149,323	452

salary data retrieved from : <https://washingtonstem.org/labor-market/>

Over the period of 2016 to 2019, Nursing Homes and Skilled Nursing Facilities reported that Nursing Assistants were the number one or number two “[t]op occupations cited as having exceptionally long vacancies” (source: “Health Workforce Council: 2019 Annual Report”).

Since this occupation internally has limited opportunities for advancement, stable pay and physical demands, many nursing assistants are expected to pursue higher formal training. This will result in more job opportunities – first stepping stone entry points - for those who have the right training and meet Washington state's examination requirements. Most nursing programs in the state require the industry recognized NA-C/CNA certificate as a pre-requisite.

P4. Projected count of student enrollment, student completion, and anticipated employer participation for 5 years, post-pilot.

HCAC conservatively projects that student enrollment will be approximately 5 cohorts of 20 students each per year. Projected student completion rate is projected between 80% and 90%. Anticipated employer participation is approximately 15 employers.

Were funding to be available, the program is scalable to accommodate industry needs of up to 30 cohorts, or more, per year, affiliated with 60 to 80 employers and 25 school districts.

There are *96,000 Washington high school seniors graduating each year*. It is not out of the question that 1,200 students high school students per year could obtain, for their career resumes, in their “hip pockets” so to speak, an NA-C credential useful for the balance of their working lives. Students moving on to other occupations will have documented completion of an intensive training and certification program. In fields as diverse as construction and government affairs, skills in emergency response and client relations professionalism will be valued by employers.

P5. Concise description of development process to create the Career Launch program (e.g. who was involved, when, how was the program piloted, etc.). Include a listing of program advisory committee members and their affiliation to the program.

With COVID-19, there are increased needs for Nursing Assistants in Acute Care and Long-Term Care settings even as delivery of Nursing Assistant training is more difficult. High School students have time available for medical training, unemployed adult workers can perform nursing assistant work when certified, and incumbent healthcare workers with certification training can advance in their careers through NA-C training.

The goal of the Health Care Apprenticeship Consortium (HCAC) and its newly founded Virtual Health Care Institute (VHI) is to provide health care training integrating active online learning with clinical and lab time at an academic level matching mainline educational programs. HCAC/VHI online learning is real time and actively supervised virtual classroom and lab instruction. This training is combined with necessary hands on in-person lab experiences. HCAC obtained its Nursing Care Quality Assurance Commission NA-C Training Program approval in December, NCQAC NA-C Program no. 52093. See enclosed NCQAC Program Approval Letter.

Clinical practice time remains fully in-person with a supervising faculty member at a participating health care facility. Working in connection with Clover Park Technical College’s nursing programs, HCAC requests Career Launch recognition for this 130 contact hour Nursing Assistant – Certified Training program, with 50 hours of real time and directly facilitated online classroom learning, 24 hours of virtual reality and directly facilitated online clinical skills lab training (including real-time remote supervised hands-on mini-labs), 16 hours minimum of small group in person clinical skills practice, and 40 hours minimum clinical hours in the practice setting. See accompanying Letters of Support from Clover Park Technical College. Koelsch Communities, Swedish Health Services and the MultiCare Health System, among others, will provide clinical placements, and we are seeking additional clinical placements. See accompanying Letters of Support from **Koelsch Communities, Swedish Health Services and the MultiCare Health System.**

In affiliation with Clover Park Technical College, students will receive 8 units of college credit for their NA-C classroom and lab work. HCAC is affiliated with additional employers Kaiser Permanente, UW, and CHI-Franciscan, who also have NA-C needs.

This preparatory/certificate program is supervised by the HCAC Joint Apprenticeship and Training Committee with the following members and affiliations:

Ligaya Domingo – Educational Director, SEIU 1199NW
Carmen Diaz – MA-c, SEIU 1199NW (Kaiser Permanente)
Grace Land – Sterile Processing, SEIU 1199NW (Multicare) - alternate
Maria Kim – Human Relations, UW Medicine
Curtis Colvin – Director of Recruiting, UW Medicine – alternate
Tara Powell – Organizer, OPEIU Local 8
Suzanne Mode – Manager, OPEIU Local 8 – alternate
Amy Tulliao – Human Relations, Kaiser Permanente
Jolita Perez – Placement Specialist, Multicare
Darci Gibson – Director of Workforce Dev., Multicare – alternate
Kendra Valdez – Membership Director, UFCW 21
Patricia Brown – Representative, UFCW 21 – alternate
Kimberly Anderson – Director of Workforce Integration, Swedish
Danielle Seal – Human Relations, Swedish

P6. Signed letter of endorsement from all relevant partners, stakeholders and regional networks (including employers, labor organizations, academic institutions, community-based organizations, individuals, and other relevant stakeholders in support of the proposed Career Launch program). Regional network endorsement preferred.

Please see letters of support from the following partners and stakeholders:

1. State of Washington Department of Health/Nursing Care Assurance Commission
2. Seattle Jobs Initiative
3. Workforce Development Council of King County
4. Clover Park Technical College
5. MultiCare
6. Koelsch Communities
7. Swedish Health Services
8. Tacoma Public Schools

P7. Description of resources, supports, or other processes to recruit and support students from underserved backgrounds (e.g. including students of color, students from low income families, English language learners, students with disabilities, foster students, students experiencing homelessness, students from single parent homes, and other populations that face barriers to employment); or create an implementation plan to do so.

Support for classroom resources, transport, job search, etc. from Seattle Jobs Initiative

As a partner in this IHAP/NA-c/Career Launch effort, SJI has been able to bring laptop and software, computer training, and support navigation to the IHAP students leveraging funding beyond what has

come through the Training Fund cohort support. SJI has committed to support the sustainability of the Career Launch program by leveraging workforce funding including SNAP Employment and Training, access to WIOA supports, and local workforce investments. We can and will continue to provide the Health Care Apprenticeship Consortium with recruiting, placement, IHAP Phase 1 instruction, instructor support, and valued interfacing with local Health Care clinical slot providers.

Support for classroom resources, transport, job search, etc. from HCAC

HCAC has grant funding support through Q3 2021 for infill computer access, vaccinations, gas reimbursement and NA-C class and clinical time stipends. Further grant support from Seattle and King County, and Pierce County workforce support entities is fully expected.

Support for Clinical phase positions by Employers

HCAC's participating employers strongly support prepare community members with barriers to entry to education and career for healthcare apprenticeships. We plan to work together to identify opportunities for the graduates when possible as the completers emerge next year.

Support from local school districts

HCAC is partnering with local school districts, such as Tacoma schools, to provide an opportunity to juniors and seniors to steer students to the HCAC program. Tacoma students will fill the upcoming June – August cohort, and those students have computer, counselling, and teaching support through Tacoma schools. It is expected that participating or student contributing districts will have similar supports for their students and immediate Senior graduates.

Industry-Related Checklist

I-R1. Address of worksite(s) where Career Launch students will complete supervised training.

Supervised clinical training will occur at the following healthcare facilities:

UW Valley Medical
400 South 43rd Street
Renton, WA 98055

UW Medical Center Northwest
1959 NE Pacific St.
Seattle, WA 98195

Swedish Health Services
747 Broadway
Seattle, WA 98122

Other healthcare employers statewide as local training funds are available.

I-R2. Hourly wage for Career Launch participants.

Participants will be stipended or paid at no less than the applicable minimum wage at the time and location of their 40 hours of clinical work.

I-R3. List of entry-level positions and associated job descriptions for which a Career Launch student would be eligible for upon completion.

Upon completion of this program, students would have the necessary training and certification to apply for a position as a Certified Nursing Assistant. HCAC will cover licensing costs and testing arrangements for NA-C certification through the Washington Department of Health.

A nurse's aide, nursing attendant or certified nursing assistant (CNA) is a health care provider whose primary role is to assist licensed nurses and other care providers in acute care and long term care settings in the delivery of health care. Nurse's aides work under the direct supervision of registered nurses and licensed practical nurses, often providing support and ancillary services to patients.

Nurse's aides and nursing attendants follow the directives outlined by their licensed nurse supervisors, and may be asked to assist with other related care-giving duties. In small clinics and rural health care facilities, aides may also be responsible for setting appointments, checking in patients, handling insurance paperwork, fielding phone calls from pharmacies about prescriptions and handling other administrative tasks.

I-R4. List of specific skills and competencies required for completion of Career Launch program, with demonstrated alignment to entry-level positions, job descriptions, and average local salary ranges.

The IHAP program includes five major components: 1.) basic job readiness training such as team work and conflict management; 2.) introduction to entry level occupations where participants learn about the healthcare work environment and skill expectations for a variety of entry level healthcare occupations;

3.) navigation support for all members, all levels, to support participants in barrier removal; 4.) employment attainment via supporting students through application completion, interview practice, and links to currently hiring employers; and 5.) Nursing Assistant – Certified approved content.

Specifically, the skills and competencies are modeled after the NNAAP skills list (23 skills) and testing protocol.

<p>Skill 1: Hand Hygiene (Hand Washing)</p> <p>Skill 2: Applies One Knee-High Elastic Stocking</p> <p>Skill 3: Assists to Ambulate Using Transfer Belt</p> <p>Skill 4: Assists with use of Bedpan</p> <p>Skill 5: Cleans Upper or Lower Dentures</p> <p>Skill 6: Counts and Records Radial Pulse</p> <p>Skill 7: Counts and Records Respiration</p> <p>Skill 8: Donning and Removing PPE (Gown and Gloves)</p> <p>Skill 9: Dressing Client with Affected (Weak) right arm</p> <p>Skill 10: Feeds Client Who Cannot Feed Self</p> <p>Skill 11: Mod. Bed Bath (face, one arm, hand and underarm)</p> <p>Skill 12: Measures and Records Electronic Blood Pressure (not part of WA test)</p>	<p>Skill 13: Measures and Records Urinary Output</p> <p>Skill 14: Measures and Records Weight of Ambulatory Client</p> <p>Skill 15: Mod. Passive Range of Motion (PROM) one knee and one ankle</p> <p>Skill 16: Performs modified passive range of motion for one shoulder (PROM)</p> <p>Skill 17: Positions on Side</p> <p>Skill 18: Provides Cath Care for Female</p> <p>Skill 19: Provides Foot Care on One Foot</p> <p>Skill 20: Provides Mouth Care</p> <p>Skill 21: Provides Perineal Care (peri-care) for Female</p> <p>Skill 22: Transfers from Bed to Wheelchair using transfer belt</p> <p>Skill 23: Measures and Records Manual Blood Pressure</p>
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I-R5. Employer attests that Career Launch program is in compliance with required federal, state, and local regulations.

Students age 16 and older are able to participate in Health Care occupations when enrolled in approved training programs. This NA-C program is an approved NCCAC Nursing Assistant Training Program, program no. 52093.

See letters of support from:

1. Koelsch Communities
2. State of Washington Department of Health/Nursing Care Assurance Commission

I-R6. Employers will outline a student supervision and mentorship model.

See letters of support from:

1. Swedish Health Services
2. Seattle Jobs Initiative

I-R7. Description of common career pathway(s) beginning with entry-level position specified with demonstration of likely salary growth over specified time period.

See Section P3 above. The certified Nursing Assistants are in high demand throughout the state. In 2020, it was projected that there would be 5227 open positions. The median starting wage is \$17.29 per hour. There is a projected five-year career path to the positions of Medical Assistant and Licensed Practical Nurse with a median wage of \$23.25 to \$29.40 per hour. (source: “Health Workforce Council: 2019 Annual Report”)

Other career pathways include pharmacy technician, healthcare management and other specialty care positions.

I-R8. Demonstrated competency alignment with relevant professional standards for specified entry-level positions when applicable.

All participants will take the National Nurses Aide Assessment Program (NNAAP) exam at the end of the program in order to become certified Nurses Aides. This is a combination written and hands-on exam that covers 23 technical skills.

With successful completion of the HCAC program and the NNAAP exam candidates obtain their Washington State Department of Health/Nursing Care Quality Assurance Commission Nursing Assistant – Certified certificate.

I-R9. Signed letter from employer partners attesting that Career Launch completers will be ready for specified entry-level jobs, including an optional, non-binding commitment estimating number of Career Launch completers they plan to interview/hire over the first three years of the program. See letters of support from:

1. Swedish Health Services
2. Koelsch Communities

Academic-Related Checklist

A-R1. List of academic institution(s) providing career-aligned instruction for Career Launch program.

Clover Park Technical College
4500 Steilacoom Blvd. SW
Lakewood, WA 98499

A-R2. Curriculum scope and sequence aligned to skills and competencies provided in employment checklist.

Curriculum scope and sequence are aligned to the Nursing Assistant skills requirement as described by the NNAAP Nursing assistant certification exam, and the NA-C requirements of the Washington State Nursing Health/Care Quality Assurance Commission. The HCAC NA-C Training Program has NCQAC approval and is registered program #52093.

A-R3. Demonstration of student supports (e.g. mentoring, advising, financial aid, tutoring) available for Career Launch students enrolled in the course.

The Training Fund has built-in member supports that will be provided to all participants who are advancing from initial unskilled placements. Making education a right and not a privilege comes through practical supports such as direct tutoring support, implementing I-BEST classes, English Language Learning workshops, one-on-one career and education navigation and fundamentally addressing the cost associated with education. The direct navigation and tutoring support allows the Training Fund to address members' individual barriers and work to find custom solutions.

Our partnership with the Seattle Jobs Initiative (SJI) includes a system dedicated to supporting each student directly for barrier removal. Throughout the entire program SJI will be tracking student progress and supporting students to remove barriers, from supplying computer equipment, software and IT access, to childcare, to books and lab transportation, as needed. The ultimate metric will be program completion. Students advancing from the HCAC-SJI IHAP program have these supports through and after the NA-C program..

SJI has committed to support the sustainability of the Career Launch program by leveraging workforce funding including SNAP Employment and Training, access to WIOA supports, and local workforce investments. SJI will provide the Health Care Apprenticeship Consortium with recruiting, placement, IHAP Phase 1 instruction, instructor support, and valued interfacing with local Health Care clinical slot providers.

Our partnership with supporting employers will provide opportunities for the graduates as the participants complete the program. Clinicals serve as screening methods for employers. They plan to accept some or all of the qualifying NA-C training program candidates upon completion as immediate hires.

A-R4. Number of postsecondary credits provided and / or credential earned upon completion of program.

Upon completion of the program, participants will earn eight (8) postsecondary credits. Credits will be as a result of course work and laboratory work at Clover Park Technical College. Candidates obtain the nationally recognized, and in demand, NA-C/CNA professional certificate.

A-R5. Demonstrated curricular alignment with relevant professional and / or academic standards associated with coursework and credential, when applicable.

As noted above, the curriculum is aligned with standard academic requirements and is structured to exceed the minimum requirements of the Nursing Assistant core curriculum and clinicals specified in WAC 246-841-490 for teaching the Nursing Assistant core competencies under WAC 246- 841-400. Students will receive training sufficient to qualify for and pass the NCSBN NNAAP CNA Exam written and hands-on skills sections.

A-R6. Details of potential for current or future partnerships and/or scalability of the program within and across sectors and/or geographic locations (e.g. articulation, degree pathways), when applicable.

Our key partners in this work include our Training Fund Board of Trustees, the Health Care Apprenticeship Consortium (HCAC) members, Seattle Jobs Initiative, Tacoma Schools, Clover Park Technical College and our labor partners SEIU Healthcare 1199NW, OPEIU Local 8, and UFCW 21 (Pharmacy Tech trainee and Administrative Positions available to or placements assisted by the candidate having their NA-C). Our future partners are expected to include further local school districts around the state with affiliated local healthcare clinical sites.

Our Board is responsible for setting the organizational direction and deciding how to utilize employer contribution to the Training Fund. Those employer trustees represent the following 9 hospital systems in Washington State: Cascade Behavioral Health, CHI Franciscan (Highline Medical Center), Kaiser Permanente, MultiCare Health System (Auburn Medical Center, Good Samaritan Puyallup, Deaconess Spokane and Valley Spokane), Swedish, Swedish Edmonds, UW Medicine/NW Hospital & Medical Center, UW Medicine/Valley Medical Center and PeaceHealth St. Joseph Medical Center. Our labor trustees represent SEIU Healthcare 1199NW. These employer and union partners directed implementation of the virtual reality-based NA-C program and these participating employers will be some of those who place students in their 40-hour clinicals, and do subsequent hiring.

Seattle Jobs Initiative (SJI) is our implementation partner for IHAP/NA-c training. We contract with SJI to provide student barrier removal supports, and job placement navigation. SJI also brings additional resources including philanthropic IT and laptop support.

HCAC oversees Medical Assistant, Pharmacy Technician, Sterile Processing Technician apprenticeship programs and is made up of representatives from OPEIU Local 8, UFCW Local 21, SEIU 1199NW, UW Medicine, Kaiser Permanente, MultiCare, and Swedish. HCAC and their participating employers look to the IHAP NA-c completers to find candidates for these apprenticeship program. Apprenticeship occupations under development include Behavioral Health Technician, Peer Counselor, and Substance Use Disorder Professionals, all of which would benefit from having participants with their NA-C certificates.

Clover Park Technical College is the technical college through which HCAC will offer the college credit for the NA-C program.

HCAC is partnering with Tacoma High School to support their high school graduates in completing their NA-C and joining the workforce. In addition to these specific partners, the Training Fund is part of the larger Washington State workforce system. Next steps include broadening of systems integrated with the Regional Networks and Educational Service Districts to support healthcare industry workforce planning and development. The Training Fund is a resource to connect community members to healthcare jobs that provide employee benefits and educational support for career advancement opportunities.

HCAC's target is 4 to 5 employers conducting clinicals in year 1. Our target is an additional 3 employers in year 2. See discussion above of the projected demand for NA-C/CNA certified Nursing Assistants.



STATE OF WASHINGTON
DEPARTMENT OF HEALTH
Nursing Care Quality Assurance Commission PO
Box 47864 Olympia, WA 98504-7864

December 9, 2020

Megan McQuade
Health Care Apprenticeship Consortium
15 S Grady Way, Suite #321
Renton, WA 98057
mmcquade@healthcareerfund.org

Dear Ms. McQuade:

Your nursing assistant training program meets the minimum requirements established by the state of Washington standards for nursing assistant certified training programs. The program is required to participate in a renewal process every two years. As director of an approved program, you must inform the Nursing Care Quality Assurance Commission and the Department of Health and Social Services (DSHS) of changes in Program Director or Instructor(s) or in overall curriculum plan or major curriculum content prior to implementation.

The approved curriculum hours are as follows:

Theory Hours – 50

Laboratory Hours – 40

Clinical Hours – 40

Total Training Program Hours – 130

Pearson VUE administers the nursing assistant competency exam in Washington State. Your training program number is **52093**.

Per review of your application, you meet qualifying standards for Program Director of this nursing assistant training program, as identified in WAC 246-841-470.

The following applicant(s) for instructor meet(s) qualifying standards for Instructor in this nursing assistant training program, as identified in WAC 246-841-470.

- Sheila R. Harris
- Manuella N. Okantey

For Program Director and Instructor positions, the Program must ensure that any other applicable requirements are met PRIOR TO actual employment. Other requirements may include a current criminal background check and approval by other state regulatory bodies.

Your new program is approved through **09/30/2022**. You are required to submit a renewal application and supporting documents 90 days prior to renewal.

A master DOH Certificate of Completion is attached or will be emailed to you. Please ensure that you use the new program number listed above when you complete your Certificates of Completion for the training program.

For questions, please contact Stephanie Bryant at 360-236-4792 or stephanie.bryant@doh.wa.gov or Kathy Moisio at 360-236-4712 or kathy.moisio@doh.wa.gov.

<Sent via email on behalf of Kathy Moisio>

Kathy Moisio, PhD, RN
Director of Nursing Assistant Programs
Washington State Nursing Care Quality Assurance Commission

cc: File

Public Health – Always Working for a Safer and Healthier Washington

March 18th, 2021

Scott Copeland

Associate Director, College Relations and Policy Guidance - Education Division
State Board for Community and Technical Colleges

RE: Letter of support for the HealthCare Apprenticeship Consortium (HCAC)
NA-C Training Program Career Launch application

Dear Mr. Copeland;

Koelsch Communities is pleased to support the Health Care Apprenticeship Consortium (HCAC) NA-C Training Program's request for Career Launch Endorsement. Koelsch Communities has entered into a clinical training agreement with HCAC for this nursing assistant – certified program, which brings an industry recognized and needed skill set to health care workforce candidates.

Koelsch Communities will provide students Clinical Training Sites for hands on schooling in partnership with HCAC in compliance with the standards and recommendations of the Washington State Department of Health for NA-C programs. We hope to place many of the clinical students into our open care positions.

We are pleased to partner with and support the Career Launch endorsement application of HCAC for this NAC training, with the goal of advancing larger numbers of students toward ultimate certification.

Sincerely,

Cyndie Bryant RN
Executive Vice President
Koelsch Communities
111 Market St.
#200
Olympia, WA 98501
clb@koelschsenior.com
(360) 867-1900
koelschseniorcommunities.com



CLOVER PARK

TECHNICAL COLLEGE

March 26, 2021

Scott Copeland
Associate Director, College Relations and Policy Guidance
Education Division
State Board for Community and Technical Colleges

RE: Letter of support for the Healthcare Apprenticeship Consortium (HCAC)

NA-C Training Program Career Launch application

Dear Mr. Copeland;

Clover Park Technical College is pleased to support the Health Care Apprenticeship Consortium's (HCAC's) Nursing Assistant — Certified Career Launch training program application. We have gladly assisted HCAC staff, including Director Megan McQuade, in developing the classroom, lab, and clinical configurations, components, and objectives for this training program. In our current climate, we believe the proposal is a timely model for a quality NA-C training program and are confident that it meets or exceeds current Washington State Board for Community and Technical Colleges requirements for Career Launch Status.

We will partner with the HCAC to offer college credit for students in this program who wish to continue their nursing pathways at Clover Park. The program includes a number of innovations, including active monitoring of online training and over 50% live access to virtual classrooms for basic classroom and lab work, in addition to conventional in-person lab training, and conventional facility clinical time.

In addition to college credit, we are partnering with HCAC and have identified space and equipment at our campus in our former allied health and nursing building. Our staff have participated in, and contribute to, the HCAC's Technical Advisory Committee for this program. We believe this NA-C program as a Career Launch opportunity will be a key resource in contributing to our state's ongoing need for a well-trained healthcare workforce.

If you have any questions, feel free to contact me or my staff at any time.

Sincerely,

Brandon Rogers
Associate Dean of Instruction 360.890.8583
Brandon.Rogers@cptc.edu



MultiCare Health System

820 A Street, Tacoma, WA 98402

PO Box 5299, Tacoma, WA 98415-0299 ~ multicare.org

March 15th, 2021

Scott Copeland
Associate Director, College Relations and Policy Guidance
Education Division
State Board for Community and Technical Colleges

RE: Letter of support for the Healthcare Apprenticeship Consortium (HCAC) NA-C Training Program Career Launch application

Dear Mr. Copeland;

MultiCare is pleased to support the Health Care Apprenticeship Consortium's application for Career Launch registration of its NA-C Training Program. Our organization employs over 400 NA-C roles and considers this a high demand occupation. The Nursing Assistant-Certified Washington State credential is an industry-wide valued certificate, qualifying candidates for entry positions.

MultiCare partners with Clover Park Technical College in providing clinical placements for healthcare students. We are excited about the new NA-C program. As part of the agreements that we have with the Health Care Apprenticeship Consortium (HCAC), we are providing clinical placements for the students in the HCAC's NA-C program.

MultiCare believes that the Health Care Apprenticeship Consortium/SEIU Healthcare 1199NW MultiEmployer Training Fund partnered with Seattle Jobs Initiative NA-C program will prepare community members with barriers entry to education and careers as NA-C's and ultimately more advanced positions.

We therefore support the Career Launch application of HCAC for its NA-C training. We believe this will increase partnering and funding opportunities for HCAC, building the size of the program. We appreciate your consideration towards approving this program.

Sincerely,

**Darci
Gibson**

Darci Gibson MBA, SPHR
Director-Workforce Strategy & Development
Human Potential | MultiCare
gibsoda@multicare.org



March 18th, 2021

Scott Copeland
Associate Director, College Relations and Policy Guidance
Education Division
State Board for Community and Technical Colleges

RE: Letter of support for the Healthcare Apprenticeship Consortium (HCAC)
NA-C Training Program Career Launch application

Dear Mr. Copeland;

At Swedish, we continue to search for ways to create opportunities for our community members to achieve their goals of becoming health care providers, nurses, and caregivers of all specialties. We feel strongly that all people should have a path into providing care if that is their passion and we know that not all people are provided equal access to the required education and training. We also continue to feel the strain of the nursing shortage in our region.

It is because of these factors that we are creating a position call the Patient Sitter. This position will achieve several goals:

- The sitters provide a high touch, positive experience for patients with high needs.
- The sitters will enable NACs and RNs to work at top of their licenses, performing the tasks of the positions they desired joining Swedish.
- The sitters will have the opportunity to gain acute care setting experience.
- The sitters will have the opportunity to move into NAC positions and, ideally, a desire to go to nursing school or another professional technical training program.
- Working as Sitters will help NA-C's be ready for full acute care work within their approved scopes.

The creation of this position is happily aligned in timing and purpose with the NA-C program that the Health Care Apprenticeship Consortium (HCAC)/SEIU Healthcare 1199NW Multi-Employer Training Fund has developed to provide NA-C certification training to community members with barriers to entry to education and career for healthcare apprenticeships. We plan to work together to identify open sitter positions and match them to NA-C graduates for their short-term clinical placements.

We believe Career Launch status for the HCAC will all this program to grow, adding industry recognized Nursing Assistant- Certified graduates with career opportunities. We therefore support Career Launch registration for HCAC's NA-C program.

Sincerely,

A handwritten signature in black ink, appearing to read "Kimberly Anderson".

Kimberly Anderson
Director of Operations, Workforce & Integration
Swedish Health Services
(c) 201-716-9179
Kimberly.Anderson3@swedish.org



Scott Copeland
Associate Director, College Relations and Policy Guidance Education Division
State Board for Community and Technical Colleges

Dear Mr. Copeland,

Tacoma Public Schools' Healthcare Careers Academy (HCA) is pleased to support the Career Launch application of the Health Care Apprenticeship Consortium/Health Care Training Fund. HCA serves 250 students in school-based academies at both Mount Tahoma and Stadium High School. HCA students engage in four years of specific pathway curriculum and experiences that enhance student learning and promote healthcare careers. Our program aims to prepare students for careers in 10 different healthcare pathways, including nursing. In addition to classroom learning and hands-on-experiences, we seek to provide our students with the opportunity to earn an industry recognized certification in their field of choice. The NA-C is a reachable, valued, and foundational license for our students, enabling immediate part-time and full-time work opportunities.

Tacoma Public Schools' Next Move Internship Program has been engaging students in career connected internship experiences for over 15 years and has a strong network of community partners. Additionally, we have over 400 students each year seeking internship opportunities in the community, over 150 of those being in the healthcare field. Over the past year, Tacoma Public Schools, in collaboration with Elements of Education, has been working to develop an NA-C Career Launch program through Career Connect Washington in parallel with HCAC. We are in the process of submitting our CLER Application and hope to be approved in the near future. One of the goals of our Next Move Nursing Career Launch program is to support our students in attaining an NA-C certificate, this is a new and challenging area of development for us. We believe that a partnership with the Health Care Apprenticeship Consortium/SEIU Healthcare 1199NW Multi-Employer Training Fund and their Career Launch NA-C program will allow us to expand access to the NA-C certification for more of our students. This program will provide our students and community members with an entry point to healthcare education and healthcare apprenticeships. Their NA-C training program, approved by the Washington State Nursing Care Quality Assurance Commission, will provide our students with industry aligned, rigorous training and will serve as an entry point into the nursing field, connecting students to employment opportunities and continued education and training. With our established relationships with students and community partners, we would be able to provide the Health Care Apprenticeship Consortium with recruiting, placement, and instructor support, and valued interfacing with local health care clinical slot providers.

We see a strong need from our area's healthcare employers, and from our students for an attainable industry recognized NA-C health care certification program. Tacoma Public Schools supports the Career Launch application of the Health Care Apprenticeship Consortium/Health Care Training Fund, so more program graduates may join the health care workforce and obtain their industry recognized NA-C certification.

Sincerely,

A handwritten signature in black ink, appearing to read "Kristin Tinder", with a circular flourish at the end.

Kristin Tinder
Principal of Healthcare Careers Academy
Co-Director of Next Move Internship Program
Ktinder@tacoma.k12.wa.us
601 S 8th St | Tacoma WA 98405
EVERY STUDENT. EVERY DAY.



March 18, 2021

W. Scott Copeland
Associate Director, College Relations and Policy Guidance
Education Division
State Board for Community and Technical Colleges

RE: Letter of support for the Health Care Apprenticeship Consortium (HCAC) NA-C
Training Program Career Launch application

Dear Mr. Copeland,

As the oversight body for WIOA in King County and a co-host of the Healthcare Industry Leadership Table, the Workforce Development Council of Seattle-King County (WDC) sees a strong need from our area's health care employers and from students for an attainable industry recognized NA-C healthcare certification program aligned with student availability and accessible employer clinical supports. The WDC is pleased to support the Health Care Apprenticeship Consortium (HCAC)/Healthcare Training Fund's application for Career Launch recognition for its NA-C training program.

The NA-C is an achievable, industry-valued, and foundational license for students across the county and the state, enabling immediate part-time and full-time work opportunities, providing a material accomplishment of a completed license, and opening access to further training opportunities at employers with follow-on educational benefits. This training also provides the needed NA-C prequalification for admission to many nursing schools.

We look forward to supporting the NA-C program the Health Care Apprenticeship Consortium/SEIU Healthcare 1199NW Multi-Employer Training Fund is advancing for Career Launch status. This program will provide students and community members with an entry point to healthcare education and healthcare apprenticeships. The work complements the existing efforts taking place across King and Pierce counties. Employers, school districts, and WIOA partners alike are engaging in this workforce preparation and placement work in our region.

We hope you will give full consideration to the Career Launch application of the Health Care Apprenticeship Consortium/Health Care Training Fund. We look forward to seeing HCAC's graduates join the healthcare workforce and obtain their industry-recognized NA-C certification.

Sincerely,

A handwritten signature in black ink that reads "Marie Kurose".

Marie Kurose
Chief Executive Officer
Workforce Development Council of Seattle-King County
Seattle, WA



March 15, 2021

Scott Copeland
Associate Director, College Relations and Policy Guidance
Education Division
State Board for Community and Technical Colleges

RE: Letter of support for the Healthcare Apprenticeship Consortium
(HCAC) NA-C Training Program Career Launch application

Mr. Copeland

Seattle Jobs Initiative (“SJI”) is a partner in the Health Care Apprenticeship Consortium (“HCAC”)/Health Care Training Fund’s Introduction to Health Care Employment and Apprenticeship (“IHAP”) program including its Phase II Nursing Assistant-Certified (NA-C) training. We fully support the development of this program into a Career Launch program including clinical practice at regional health care employers.

The IHAP program, with three weeks of health care employment foundational training, is taught by SJI with wrap around career navigation support. This training is followed by formal and industry recognized Nursing Assistant Certified training (“NA-C” in Washington, often referred to as ‘CNA’), with continued career navigation assistance from SJI. The program elements combine into an achievable, valued, and foundational credential and license for our Seattle, King and Pierce County, students. In addition to opening up immediate employment opportunities, this Career Launch program provides access to healthcare pathways through new and existing registered apprenticeships, access through a needed NA-C prequalification for admission to many Nursing schools, and connects students to opportunities for employer funded post-secondary degree attainment.

SJI serves as the co-convener of the Healthcare Industry Leadership Table (HILT). HILT serves as a network of healthcare employers and support partners and as a single point of contact for industry engagement. HILT members strongly support the IHAP pathway as a tool for advancing a pipeline of talented and diverse healthcare professionals. Specific industry feedback expressed at HILT events includes:

- Strong need from Puget Sound and Washington state health care employers for nursing assistants in the immediate term, and more importantly the need for a robust talent pipeline for clinical healthcare professionals at all levels of care.

- IHAP graduates launch into a sector that provides multiple opportunity for career advancement and development. The [Workforce Development Council of King County](#) identifies Certified Nursing Assistants as a gateway occupation to virtually every healthcare career. This includes providing a competitive advantage in applying for healthcare apprenticeships, nursing school, allied health programs, and other related occupations.
- While many industries have created barriers to entry level positions with upward mobility, healthcare employers (particularly in the Puget Sound) have taken the opposite approach. Young adults entering with the valuable CNA credential unlock many career pathways within a single employer. Most

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employers provide education benefits and flexible scheduling to allow for advancement in diagnostic, clinical, dental, and administration pathways.

The career launch endorsement will support the next generation of healthcare professionals as they begin their career pathways with future options for college degrees, apprenticeships, and industry certifications. Students earning a CNA credential coupled with key healthcare employability skills will be at a competitive advantage for career success in occupations in demand by our industry partners. SJI strongly supports the Career Launch endorsement for the IHAP program.

Sincerely,

Ryan Davis

Ryan Davis
 Executive Director
 Seattle Jobs Initiative
 rdavis@seattlejobsinit.com