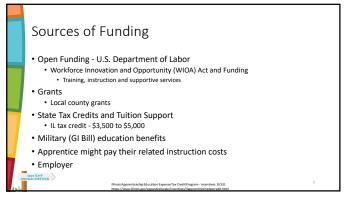


Objectives • Identify the different types of training and apprenticeship models available through the U.S. Department of Labor. • Describe how different funding sources can assist in filling the open pharmacy technician positions. • Explain the requirements needed for employers and apprentices to achieve the U.S. Department of Labor certificate of completion.

3

Apprenticeship Models Key Objectives 1. Earn wages during training 2. Provide on-the-job learning and job-related education 3. Learning in the work setting under the direction of a mentor(s) 4. Certification 5. Wage increase and title change with certification



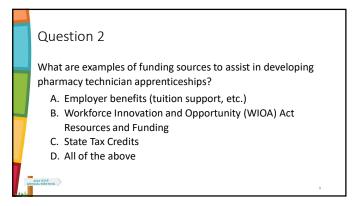


Question 1

Which of the following is a key objective of apprenticeship models?

A. Offering a fixed wage throughout training
B. Incorporating on-the-job learning and job-related education
C. Exclusively focusing on didactic classroom instruction
D. No mentoring support

7

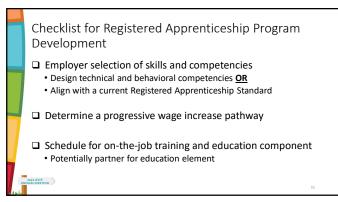


Core Requirements for Apprenticeship Certification from U.S. Department of Labor

Structured On-the-Job Learning/Mentorship Supplemental Education

Diversity Quality & Safety Credential

9 10





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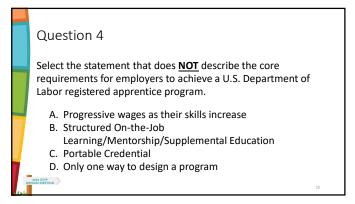
Question 3

Most of the apprenticeship model key objectives align with technician training, competencies, and optimal new employee support structure.

A. True

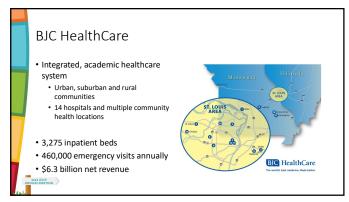
B. False

13 14



BJC HealthCare & SWIC Technician Training Program

15 16



Program Structure

• Health system and community college collaboration

• Program started
• January 2022

• Curriculum
• Online learning system
• In-person simulation and labs
• 160 hours of rotation / on-the job
• Registered apprenticeship program

17 18

• Factors for Starting the Program • Market response to limited highly trained technician supply • New regulatory changes (IL laws, sterile compounding, etc.) • Develop a BJC career pathway • Impact of the Program • 19 graduates of the program • 90% of technicians completed the program

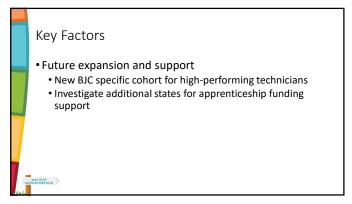
• ~70% are with BJC after 12 months

19

Key Factors

20

- Lessons learned or keys to success
 - Leverage employee benefits, grant funding, and college credit option
 - Program designed for market needs and ASHP accreditation standards
 - Expand timeline for program approval with community college
 - Strong connection between partners BJC HealthCare + SWIC
- Seek partners to help with accredited apprenticeship elements



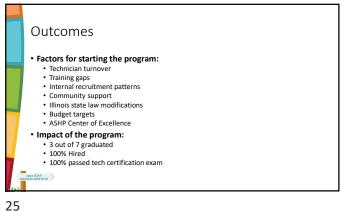
UChicago Medicine Technician Training Program

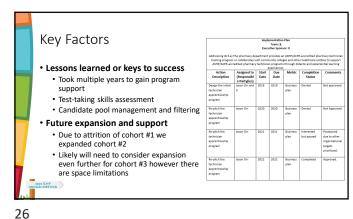
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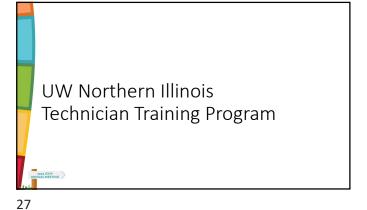


Program Structure • Program Dates: • FTE Support: • 1st Cohort: February 2023 · 1.0 FTE Technician Manager • 2nd Cohort: August 2023 • 9.0 FTE Learners • ASHP Accreditation Status: • Number of students: 7-9 per cohort • Length of program: 24 weeks In exploratory phases • Funding Source: UCM Curriculum supported program Didactic: Online Learning Program with Testing/Exams Hands-on Training: A Technician Manager trains learners

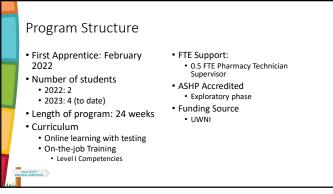
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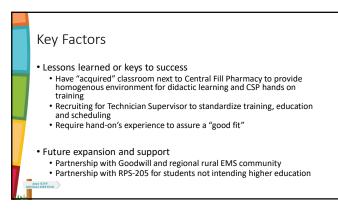






Outcomes • Factors for starting Program Vacancy and Turnover • Rockford market provides limit opportunities Competition from manufacturing
 Future competition from Cheap Trick! Significant internal expansion Impact of program3 out of 6 Graduated • 100% Hired • 2 out of 3 retained

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