

Apprenticeship Program Creation Support

- Federal Interactive Tool to Express Interest:
 - <https://www.apprenticeship.gov/employers/express-interest-instructions>
 - Provides a guided evaluation to match gaps to resources
 - Apprenticeship consultant will reach out to you
- IL Specific Resource:
 - <https://www.illinoisworknet.com/ApprenticeshipIL>
 - Apprenticeship navigators located across the state
 - Talent First PBC holds the local Registered Apprenticeships Standards for Pharmacy Technician Apprenticeships

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Apprenticeship, Express Interest Instructions, Apprenticeship.gov
<https://www.apprenticeship.gov/employers/express-interest-instructions>

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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

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Question 4

Select the statement that does **NOT** describe the core requirements for employers to achieve a U.S. Department of Labor registered apprentice program.

A. Progressive wages as their skills increase
 B. Structured On-the-Job Learning/Mentorship/Supplemental Education
 C. Portable Credential
 D. Only one way to design a program

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BJC HealthCare & SWIC Technician Training Program

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BJC HealthCare

- Integrated, academic healthcare system
 - Urban, suburban and rural communities
 - 14 hospitals and multiple community health locations
- 3,275 inpatient beds
- 460,000 emergency visits annually
- \$6.3 billion net revenue



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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 training
- Length of program**
 - 18 weeks
- No FTE dedicated from BJC HealthCare**
 - SWIC supports program coordinator and lecturers
 - Rotation support from BJC HealthCare
- ASHP Accredited**
- Registered apprenticeship program**

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Outcomes

- 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

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Key Factors

- 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

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Key Factors

- Future expansion and support
 - New BJC specific cohort for high-performing technicians
 - Investigate additional states for apprenticeship funding support

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UChicago Medicine Technician Training Program

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Organizational Background

- System information:
 - Ingalls Community hospital
 - Advent Health connection
 - Infusion sites
 - Coming soon:
 - NW Indiana hospital site
 - Cancer Center Hospital

Center for Care & Discovery (CCD)

- Opened in February 2023
- 438 Adult Acute Care beds
- 332 Medicine & Surgery beds
- 304 ICU beds
- 55 Level 1 Trauma Center ER
- Hematology/Oncology Services
- 28 Operating Suites

Bernard A. Mitchell Hospital

- 75 adult acute care beds
- Hospitalist services
- Neonatal mother-baby unit
- Physical therapy services
- Dialysis center
- Imaging and radiology services

Comer Children's Hospital

- 172 acute care beds
- 30-bed PICU
- 20-bed Level IV NICU
- ED/Level 1 Trauma Center
- High acuity services such as ECMO, Hematology/Oncology, OR, Cath lab

DuSoy Center for Advanced Medicine

- Ambulatory clinics in specialties such as transplant, cardiology, hepatology, endocrin, pain, HCT, Oncology, and ID
- Chemotherapy Infusion Clinic
- Outpatient OR Pharmacy
- Outpatient Pharmacy/Meds2beds
- Specialty Pharmacy Services

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Program Structure

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

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Outcomes

- Factors for starting the program:**
 - Technician turnover
 - Training gaps
 - Internal recruitment patterns
 - Community support
 - Illinois state law modifications
 - Budget targets
 - ASHP Center of Excellence
- Impact of the program:**
 - 3 out of 7 graduated
 - 100% Hired
 - 100% passed tech certification exam




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Key Factors


- Lessons learned or keys to success**
 - Took multiple years to gain program support
 - Test-taking skills assessment
 - Candidate pool management and filtering
- Future expansion and support**
 - Due to attrition of cohort #1 we expanded cohort #2
 - Likely will need to consider expansion even further for cohort #3 however there are space limitations

Implementation Plan						
Table 8 Executive Sponsor X						
Addressing (B.3.A) The pharmacy department provides an ASHP/ACPE accredited pharmacy technician training program in collaboration with community colleges and other healthcare entities to support ASHP/ACPE accredited pharmacy technician programs through didactic and experiential learning experiences.						
Action Description	Assigned to (Responsible Party)	Start Date	Due Date	Metric	Completion Status	Comments
Design the initial technician apprenticeship program	Jason Orr and X	2019	2019	Business plan	Denied	Not approved
Enrich the technician apprenticeship program	Jason Orr	2020	2020	Business plan	Denied	Not Approved
Re-enrich the technician apprenticeship program	Jason Orr	2021	2021	Business plan	Interested but paused	Postponed due to other organizational targets prioritized.
Re-enrich the technician apprenticeship program	Jason Orr	2022	2022	Business plan	Completed	Approved.



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UW Northern Illinois Technician Training Program



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Organizational Background

- Number of hospitals integrated pharmacy services**
 - UWNI – Rockford
 - 388 Licensed Beds
 - 78K ED Encounters per year
 - Primary Mental Health Destination
 - UWNI – Belvidere
 - 54 Licensed Beds
 - Regional Cancer Center
- Other descriptive factors**
 - Merged with UW Madison






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Program Structure


- First Apprenticeship:** February 2022
- Number of students**
 - 2022: 2
 - 2023: 4 (to date)
- Length of program:** 24 weeks
- Curriculum**
 - Online learning with testing
 - On-the-job Training
 - Level I Competencies
- FTE Support:**
 - 0.5 FTE Pharmacy Technician Supervisor
- ASHP Accredited**
 - Exploratory phase
- Funding Source**
 - UWNI




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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 program**
 - 3 out of 6 Graduated
 - 100% Hired
 - 2 out of 3 retained




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Key Factors


- Lessons learned or keys to success
 - Have “acquired” classroom next to Central Fill Pharmacy to provide homogenous environment for didactic learning and CSP hands on training
 - Recruiting for Technician Supervisor to standardize training, education and scheduling
 - Require hand-on’s experience to assure a “good fit”
- Future expansion and support
 - Partnership with Goodwill and regional rural EMS community
 - Partnership with RPS-205 for students not intending higher education




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Quick Summary




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Questions?

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