

Bergen Community College - Paramus, NJ

Award Amount: \$12,000,000

Project Name: New Jersey Scaling Apprenticeships in Health Professions (NJ HealthWorks)

Projected Apprentices to Be Served: 5,000

Industry focus: Healthcare

Private Sector Partners include a business consortium composed of CVS Health, Trinitas Regional Medical Center, East Orange Medical Practice, LLC, Advanced Subacute Rehabilitation Center, RWJ Barnabas Health System, and Roosevelt Care Center.

Type(s) of Apprenticeship Program Proposed: Registered Apprenticeship Programs (RAPs), potentially other types (such as Industry-Recognized Apprenticeship Programs (IRAPs))

The New Jersey Scaling Apprenticeships in Health Professions (NJ HealthWorks) project is developing and expanding competency-based apprenticeships in 14 high-growth, health care sector occupations. Building on a Certified Nursing Assistant (CAN) apprenticeship program operated by partners RWJ Barnabas Health System and District Council Local 11099J/Training and Education Fund, NJ HealthWorks is expanding both that apprenticeship and eight additional RAPs across the state. These include programs in Pharmacy Technician (developed in partnership with CVS Health), Certified Alcohol and Drug Counselor (CADC), Central Sterile Technician, Community Health Worker (CHW), Medical Assistant, Dental Assistant, Medical Lab Technician, and Licensed Practical Nurse. All such occupations are new to New Jersey, except for CNA, CHW, and CADC. NJ HealthWorks is also creating five new RAPs, including Sonography and Patient Care Technician. Among other key project partners, the State of New Jersey Department of Labor and Workforce Development is supporting NJ HealthWorks through an investment of over \$1.5 million and other resources.

In addition to implementing competency-based instructional methods, the project is engaging Bergen Community College's Interdisciplinary Center for Simulation to offer employer partners a variety of instructional methodologies supporting health education. These include simulation using computerized adult and pediatric manikins, role-playing faculty-assisted instruction, standardized patients (trained actors), state-of-the-art multimedia, and structured debriefing.

NJ HealthWorks plans to scale nationally by: 1) Initially deploying the programs in all 21 New Jersey counties; 2) expanding the local programs to employers with multiple facilities across New Jersey and the New York metropolitan area, and then eventually into the New England/Northeast region; 3) working with CVS Health and L11099J affiliates representing employers to expand the PT and CNA apprenticeships (respectively) on a national scale; and 4) working with other national employer partners to promote the programs to new employers in all regions of the country.

IHE consortium members include Atlantic Cape CC, Brookdale CC, Camden County College, County College of Morris, Essex County College, Hudson County CC, Mercer County CC, Middlesex County College, Ocean County College, Passaic County CC, Rowan College at Burlington, Rowan College of Gloucester County, and Union County College.