

Community College of Baltimore County – Baltimore, MD

Award Amount: \$1,995,645

Project Name: Healthcare Apprenticeships: A Model for Maryland and the Nation

Projected Participants to Be Served: 800

Industry Focus: Healthcare

Required Private Industry Partners include a business consortium composed of Johns Hopkins Medicine and 11 of its subsidiaries, as well as national industry associations Health Career Advancement Program (H-CAP) and 1199 SEIU Training and Upgrading Fund.

Type(s) of Apprenticeship Program Proposed: Recognized Apprenticeship Program (RAP)

Healthcare Apprenticeships: A Model for Maryland and the Nation seeks to establish a formalized system of health care apprenticeships in an industry that traditionally has not participated in Registered Apprenticeship Programs. To that end, the project is developing three industry-recognized, pre-apprenticeship and apprenticeship models that will create a pipeline for entry-level employment for central service technicians and medical front office staff.

Simultaneously, it is upskilling existing entry-level staff and new hires to become medical assistants through a new state-registered apprenticeship program in medical assisting. By thus creating and expanding apprenticeships in a variety of health care occupations, the project also aims to counter the widespread notion that nursing is the primary or only entry-level degree or certification option for individuals wishing to enter the health care industry.

The project's two pre-apprenticeship programs—one in sterile processing and the other in medical front office assistant—qualify students to work immediately after exiting the program and/or to enroll in one of two apprenticeship programs. Specifically, the sterile processing pre-apprenticeship feeds into the surgical technician RAP, operated by project partner Baltimore Alliance for Careers in Healthcare (BACH); and the medical front office assistant pre-apprenticeship program feeds into the initiative's new medical assisting RAP, operated by lead applicant Community College of Baltimore County.

To scale the project nationally, CCBC is working with national partners, Health Career Advancement Program (H-CAP) and SEIU, to create a comprehensive package of apprenticeship materials and a how-to guide for community colleges seeking to implement apprenticeships at their school; among other material, the guide will include a “frequently asked questions” list specifically geared to small- and medium-sized business that may not have a large human resources department able to dedicate resources to apprenticeship programs. In addition, the national partners will disseminate and promote the model to H-CAP's network of 900 employer members, while also assisting national employers in developing apprenticeship programs based on the project.

The project's IHE consortium member is Anne Arundel Community College (Arnold, MD).