

Dallas County Community College District – Dallas, TX

Award Amount: \$12,000,000

Project Name: You're Hired!

Projected Apprentices to Be Served: 7,500

Industry Focus: Health Care

Private Sector Partners are the American Hospital Association and additional employer partners, including Acadian Ambulance Services, Capital Senior Living, Medical City Healthcare, JPS Health Network, Methodist Health System, Texas Health Resources, Children's Health, UT Southwestern Medical Center, and Parkland Health and Hospital System.

Type(s) of Apprenticeship Program Proposed: Industry-Recognized Apprenticeship Program (IRAP), Other Apprenticeship, Registered Apprenticeship Program (RAP)

The You're Hired! initiative is building new competency-based apprenticeships for major hospital systems and expanding apprenticeships nationally within more than 50 clinical and non-clinical occupations in the healthcare industry. Based on requests from its nine employer partners and national industry partner, the American Hospital Association (AHA) (itself comprised of 5,000 hospital members), the project is expanding existing apprenticeship programs in 21 occupations, including one Registered Nurse RAP; and creating 28 "new occupation apprenticeship" programs, in such occupations as Biomedical 3D Printing Technician, Cath Lab Technician, and Flight Medic. The project also is creating seven new IRAPs in the areas of Facilities, Supply Chain, Risk Management, Human Resources, Strategic Plan/Marketing, Environmental Services, and Volunteer Services.

To build a structure for national apprenticeship certifications and a credentialing system in healthcare apprenticeships that ensures their national portability, the project is leveraging the work of the Apprentice Champions of Excellence (ACE) team, which DCCCD formed in 2016 to serve as a centralized, intermediary apprentice sponsor for businesses in multiple sectors. For instance, early on in the project, the You're Hired! initiative facilitated the ACE team's multi-step engagement process with members of the Dallas-Fort Worth Hospital Council workforce committee to identify the apprenticeship training needs of the largest hospitals in the region. The initiative also is conducting its work through a partnership structure composed of a Deployment Team and a National Scaling Team, both of which work separately, but in a connected fashion through the efforts of a Virtual Bridge Team.

The project is launching initially in the Dallas-Fort Worth area, then moving throughout the state of Texas, with the DCCCD ACE team serving as a technical advisor to "stand up" other connected intermediaries in these regions and communities. The project's National Scaling Team also is designing a comprehensive strategy for national expansion in collaboration with the AHA's national membership and the initiative's existing employer partners, some of which are national in their ownership structure, with member hospitals located throughout the country.

The DCCCD is a community college district with seven college campuses throughout Dallas County: Brookhaven College, Cedar Valley College, Eastfield College, El Centro College, Mountain View College, North Lake College, and Richland College.