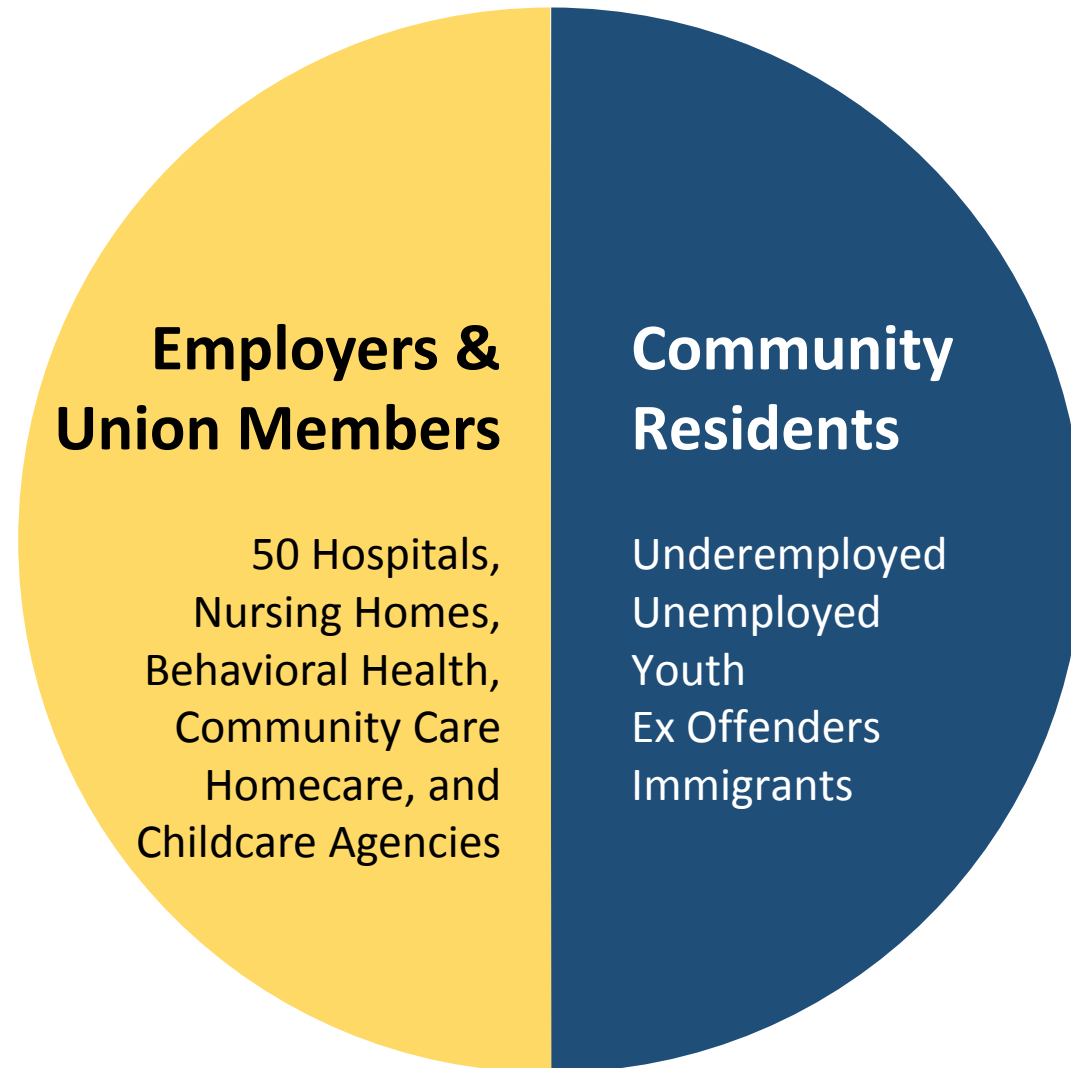




# Building a Healthcare Youth Apprenticeship Program

Cheryl Feldman, Executive Director  
District 1199C Training & Upgrading Fund AFSCME  
Philadelphia, PA

# Labor Management Community Partnership



# Philadelphia Context

**550,000**

Number of functionally low literate adults in Philadelphia

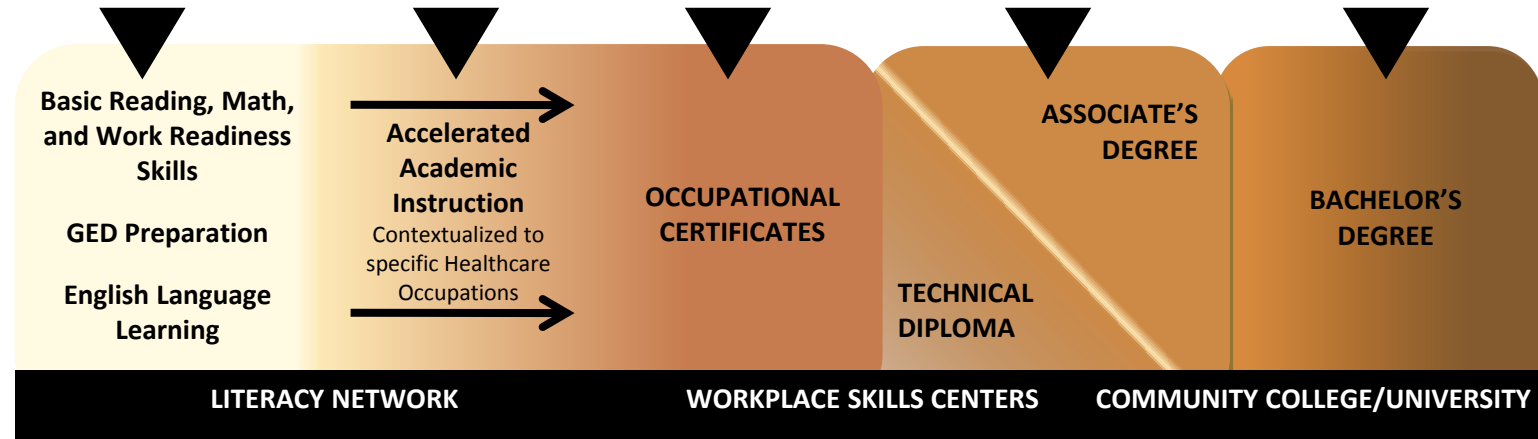
**211,000**

Only 3 in 10 jobs can be filled by a low literate worker



# Career Pathways Education Model

Workers and job seekers can enter the system at any point based on educational skill needs



Career Pathways	Semi-Skilled Position	First Level Certification	Mid-Level Certification	Professional Certification
<b>Nursing</b> <i>(Pathway Example)</i>	Home Health Aide	Nursing Assistant	Licensed Practical Nurse	RN/BSN
<b>Allied Health</b> <i>(Pathway Example)</i>	Restorative Aide	Physical Therapy Aide	Physical Therapy Assistant	Physical Therapist
<b>Behavioral Health</b> <i>(Pathway Example)</i>	Peer Support Specialist	Behavioral Health Tech	Counselor	Therapist
<b>Health Information</b> <i>(Pathway Example)</i>	Unit Clerk	Medical Billing Clerk	Medical Coder	Health Information Manager

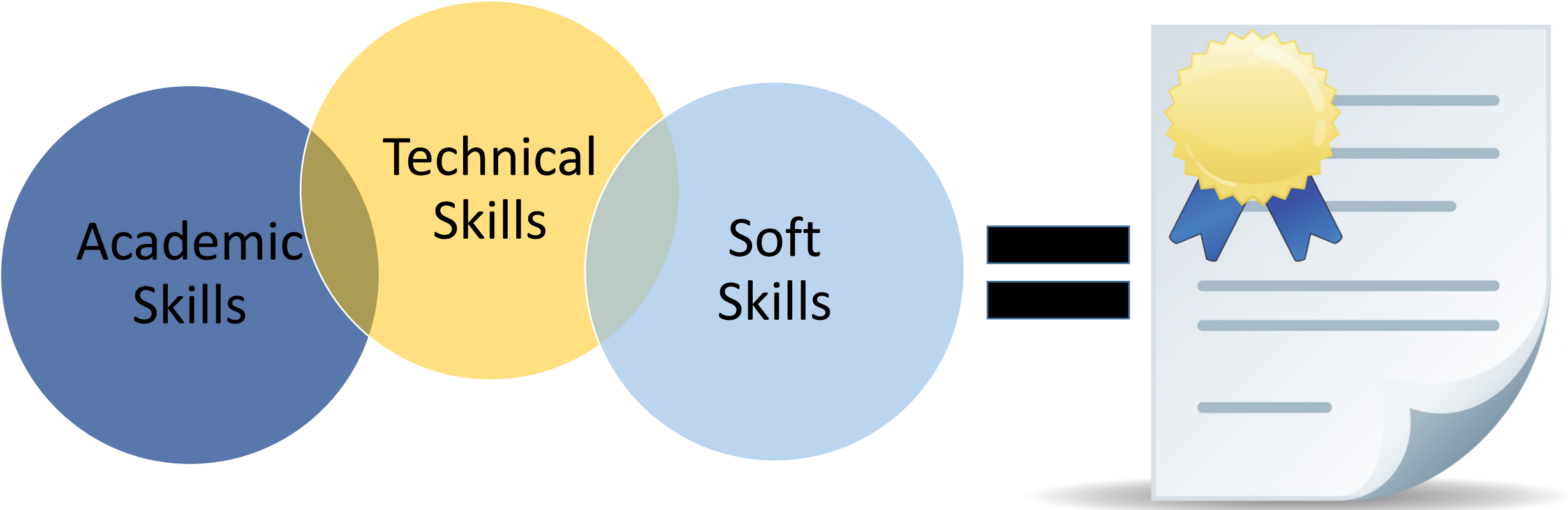
Source: Adapted by District 1199C Training & Upgrading Fund using a model provided by the US Department of Education's Office of Vocational and Adult Education (OVAE) and US Department of Labor (DOL)

# Apprenticeship Model

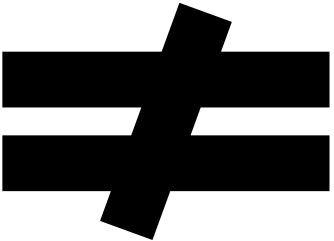
- Game-changing strategy
- Expands youth and adult pipelines
- Pre-apprenticeship provides new opportunities for accelerated, work-based learning for youth
- Scaffolded work-based learning provides invaluable on-the-job experience



# The Youth Challenge: Skills Gap



# The Youth Challenge: Experience Gap



# Healthcare Work Based Experiential Training for Out-of-School Young Philadelphians



Continuum of wrap-around supports





# 1 Work Based Learning



Targeted recruitment and early assessment  
Intensive assessment  
Pre-WBL career exposure  
“The Frontline” foundational training  
    academic, soft, and technical skills  
Re-assessment, choice, commitment  
decisions

Reassessment, choice, commitment



## 2 Pre-Apprenticeship

Continuum of patient care and workplace simulations

First level technical training

Academic, soft, and technical skills

First level credentials

Bridge program to next step



# 3 Successful Transitions

Registered  
Apprenticeship

Employment

Post secondary  
Admission



# For More Information

Cheryl Feldman

District 1199C Training & Upgrading Fund

[cfeldman@1199ctraining.org](mailto:cfeldman@1199ctraining.org)

(215) 568-2220

[www.1199ctraining.org](http://www.1199ctraining.org)