The Wyoming CNA Registered Apprentice Program
Collaborators

Lisa Oswald, BSW, MBA
Senior Director
Wyoming State Department of Health
2300 Capitol Ave
Cheyenne, WY 82002
307-777-7995
lisa.oswald@wyo.gov

Michael (Mike) Broad
Wyoming State Director
Office of Apprenticeship
308 West 21st Street, Suite 205
Cheyenne, WY 82001
307-772-2448
broad.michael@dol.gov

Jennifer Burns, MJ, DNP
Practice & Education
Wyoming State Board of Nursing
130 Hobbs Ave
Cheyenne, WY 82002
307-777-6127
jennifer.burns1@wyo.gov
A business-driven model that combines on-the-job training with related technical instruction.

A flexible training strategy that can be customized to meet the needs of every business.

Apprentices receive a paycheck from day one, so they earn wages while they learn on the job.
Core Components of Registered Apprenticeship

- **Employer Involvement Is Integral**: Employer is the foundation for the RA program and must be directly involved and provider of OJL.

- **Structured On-the-Job Learning with Mentoring**: Minimum of 2,000 hours Structured and Supervised.

- **Related Training and Instruction**: 144 hours recommended per year | Parallel | Front-loaded | Segmented Options.

- **Rewards for Skill Gains**: Increases in skills brings about increases in earnings.

- **National Occupational Credential**: Nationally recognized credential showing job proficiency. Sponsor certifies individual is fully competent for career.
The components of Registered Apprenticeship are flexible and can be mixed-and-matched in different ways to develop solutions that work for businesses and job seekers.

**“Traditional” Registered Apprenticeship**
- Related Training and Instruction
- Reward Skill Gains
- Structured OJT with Mentoring
  - Year 1: 2,000 hours
  - Year 2: 2,000 hours
  - Year 3: 2,000 hours
  - Year 4: 2,000 hours

**“One-Year” Registered Apprenticeship**
- Related Training and Instruction
- Reward Skill Gains
- Structured OJT with Mentoring
  - Year 1: 2,000 hours

**“Front-loaded” Registered Apprenticeship**
- Related Training and Instruction
- Reward Skill Gains
- Structured OJT with Mentoring
  - Initial Period: 2,000 hours
  - 2nd Period: 2,000 hours
  - 3rd Period: 2,000 hours

**Pre-apprenticeship to Registered Apprenticeship – Direct Entry Model**
- Related Training and Instruction
- Reward Skill Gains
- Structured OJT with Mentoring
  - Prior to Entry: 2,000 hours
  - Year 1: 2,000 hours
  - Year 2: 2,000 hours
Key Roles within Registered Apprenticeships

Employers (OJT)
- Must have employer(s)
- Must Drive Program Design / RTI
- Provider of OJT/Work-Based Learning

Supportive Services
- Can bring together a range of other entities to complement program design and to support apprentices and industry partners.

Sponsors (Intermediaries)
- Responsible for Administering the Program
- Can be Employer, Consortia of Employers, Industry Associations, Joint Labor-Management Organizations, Educational or Training Providers, CBOs, or Other Workforce Intermediaries!

Educational (RTI) Provider
- Can be employer/industry based
- Can be Joint Labor-Mgmt Orgs
- Community Colleges, which may lead to a certificate or degree
- Others
Ways to Complete a Registered Apprenticeship

- Time-based programs
- Competency-based programs
- Hybrid approach

- On-line
- college courses
- self-paced
- on-site
How does Registered Apprenticeship Benefit Employers?

Helps business develop highly skilled employees

Reduce turnover rates, increase productivity and lower the cost of recruitment

Additional Benefits Include

✓ Customized training
✓ Increased knowledge
✓ Enhanced employee retention
✓ A safer workplace
✓ Stable and reliable pipeline of qualified workers
✓ Systematic approach to training
# How does Registered Apprenticeship Benefit Workers?

<table>
<thead>
<tr>
<th>Hands-on Career Training</th>
<th>Practical on-the-job training in a wide variety of occupations and industries</th>
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<tbody>
<tr>
<td>An Education</td>
<td>Hands-on and technical training which has the potential to earn college credits/certificate/degree</td>
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<tr>
<td>Long-term Career and Greater Earning Potential</td>
<td>Following apprenticeship completion</td>
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<tr>
<td>Little/No Education Debt</td>
<td>Apprenticeship = College Without the Debt</td>
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<tr>
<td>National Credential</td>
<td>Upon graduation, a certified portable credential nationally recognized by industries and employers</td>
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How does Registered Apprenticeship Benefit Veterans?

Streamlining GI Bill Benefits for Apprentices

Through a partnership between the Departments of Veterans Affairs and Labor, employers now have a fast-track for their veteran employees to access their GI Bill benefits for registered apprenticeships.

Books and Supplies Funding
Classroom training whereby apprentices can receive $83 per month for books and supplies.

Tax-fee Stipend
Allows Veterans to learn a skill while using their GI Bill benefits to receive a tax-free monthly stipend and is paid in addition to the wages earned as an apprentice.

CNA Apprentice Curriculum

Phase One: (weeks 0 to 3) – Certified Nurse Aide (I)
Basic

Phase Two: (weeks 4 to 30) – Monitoring and Mentoring

Phase Three: (weeks 31 to 34) – Certified Nurse Aide (II)

Phase Four: (weeks 35 to 50) - Dementia Care
Certification

Phase Five: (optional) – Medication Aide Certified
CNA Apprentice Outcomes

1) Facilities will have higher retention rates (2 year) of CNA employees who complete the Apprentice program

2) Phase one graduates will pass National Nurse Aide Assessment Exam

3) Phase two students will participate in active learning through approved program modules and mentoring (90% of module activities completed)

4) Phase four graduates will obtain a Dementia Care Certificate

5) Apprentice graduates will self-report higher job satisfaction after completion of the program (need pre and post survey)

6) Optional phase five graduates will pass the Medication Aide Certification Examination (MACE)
# Supplies and Books

**Books: (provided)**

1. *A Nurse’s Survival Guide to Mentoring* by Elcock & Sharpies
2. CD: *Skills for Nurse Assisting*, Elsevier
3. *Long Term Care Nursing Assistant (7th)* by Kostelinick
4. *Long Term Care Nursing Assistant Workbook* by Kostelinick

**Supplies: (suggestion)**

1. Uniform scrubs with Dept of Health logo patch
2. Stethoscope and BP kit
3. Nurse mates shoes
4. Bag with logo
5. Notes binder
Implementation Steps for Employers

1) Work with Mike Broad on completing Apprentice application
2) Identify internal team leaders (Instructor, Mentor, Apprentice)
3) Contact Board of Nursing to review curriculum and schedule quarterly updates
4) Receive books/supplies
5) Contact Workforce services
6) Identify start date and begin pre-survey evaluations
7) Create facility timeline
All Apprentices that graduate from a Registered Apprenticeship receive a national, industry-recognized, portable credential.

The apprentice may also receive industry certification and possible state/local licensing.