

# **The Wyoming CNA Registered Apprentice Program**

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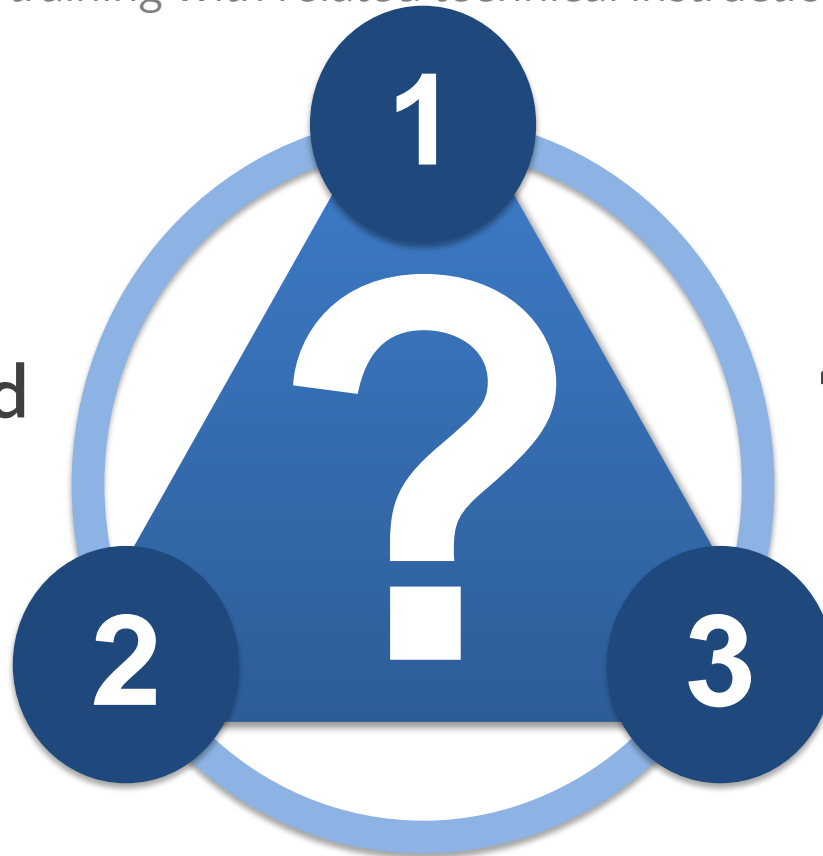
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# Apprenticeship

## On-the-Job + “Classroom Training”

A business-driven model that combines on-the-job training with related technical instruction.



### Customized and Flexible Approach

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

### “Earn and Learn” Model

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

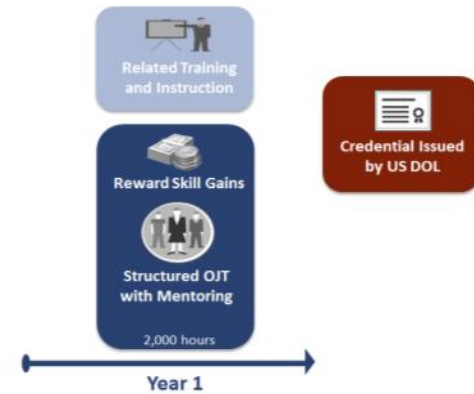
Nationally recognized credential showing job proficiency. Sponsor certifies individual is fully competent for career.

# 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



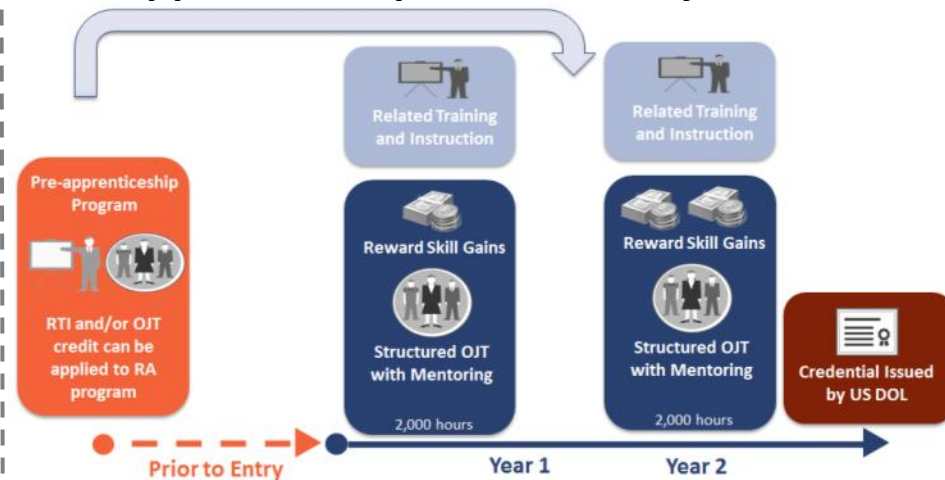
## “One-Year” Registered Apprenticeship



## “Front-loaded” Registered Apprenticeship



## Pre-apprenticeship to Registered Apprenticeship – Direct Entry Model



# Key Roles within Registered Apprenticeships

## Employers (OJT)

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

## 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!

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## Supportive Services

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

## 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

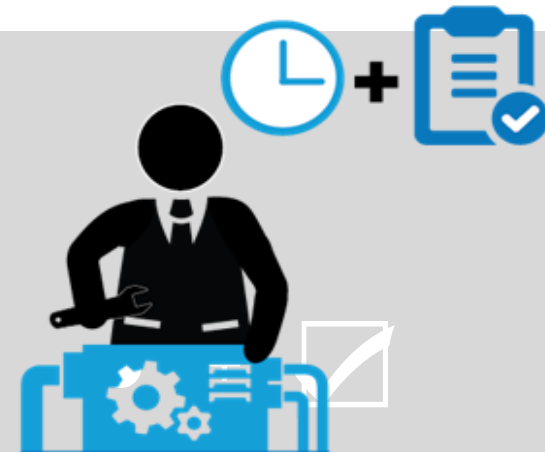
# Ways to Complete a Registered Apprenticeship



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?

## Hands-on Career Training

Practical on-the-job training in a wide variety of occupations and industries

## An Education

Hands-on and technical training which has the potential to earn college credits /certificate/degree

## Long-term Career and Greater Earning Potential

Following apprenticeship completion

## Little/No Education Debt

*Apprenticeship = College Without the Debt*

## National Credential

Upon graduation, a certified portable credential nationally recognized by industries and employers

# 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.



### Tax-free 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.

### Books and Supplies Funding

Classroom training whereby apprentices can receive \$83 per month for books and supplies.

<https://www.doleta.gov/oa/docs/BenefitsVeteransRegisteredApprenticeship.pdf>

# 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 Apprentices Outcomes

- 1) Facilities will have higher retention rates (2 year) of CNA employees who complete the Apprentices 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) Apprentices 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 (7<sup>th</sup>) 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

# System with Nationally Recognized Credentials

**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



