

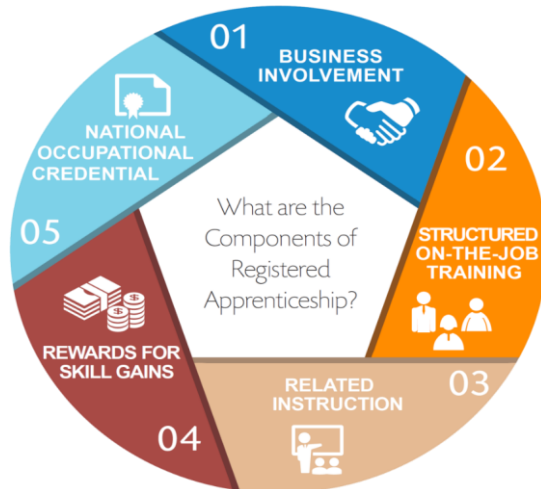
Allied Health Committee

1. Respiratory Therapy
2. Radiology Technology
3. Surgical Technology
4. Clinical Laboratory Technology

- Gathered insights from employers and educational institutions
- Assess current challenges and opportunities in allied health education and employment
- Increasing access to training
- Guiding career pathways

Registered Apprenticeship Basics

Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce.



Paid Job: Earn as you learn with a guaranteed wage increase as you develop new skills

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Education: Gain workplace-relevant skills in the field of your choice through on-the-job learning

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Credentials: Receive an industry-recognized and nationally-portable credential

Highlights from Last Meeting

- **Funding and Financial Incentives**
- Department of Apprenticeship Standards (DAS) typically provides ~\$5,000 per apprentice for technical instruction.
- Employers benefit from tax incentives of approximately \$4,800 per apprentice.
- **Advantages and Challenges**
- Apprenticeships can be aligned with Competency-Based Orientations (CBOs) in clinical departments.
- Enables employers to integrate apprenticeships within existing training infrastructures.
- Efforts underway at Baystate to partner with STCC and Holyoke CC to develop apprenticeship pathways for:
 - Radiologic Technologists
 - Surgical Technicians
 - Respiratory Therapists
- Key challenges include accreditation constraints limiting integration of paid apprenticeship hours into associate degree programs.
- Community colleges like QCC and Bunker Hill are exploring grant-funded solutions.
- One-year certificate programs are more flexible and conducive to apprenticeship models.
- Advocacy needed to influence accrediting bodies and eliminate regulatory barriers to paid learning within degree programs.

March's Action Steps

1. Christopher Scott will:

- Contact accrediting agencies to determine policies on paid learning time in apprenticeship programs.
- Invite a representative from Quinsigamond Community College to present on current apprenticeship models and available funding.

2. Melissa Scibelli and Jason Pacheco will:

- Research the surgical technician apprenticeship model in Baltimore.
- Explore potential partnerships with Johns Hopkins to assess alignment with regional apprenticeship strategies.

Accreditation Guidance

Radiologic Technology (JRCERT)

The JRCERT Board of Directors remains steadfast in its non-support of the apprenticeship model. However, the Board does support stipends, grants, and scholarships. As identified in JRCERT Policy 10.900, Policy Statement 10.902, the program may offer student stipends. However, Procedure 10.902A clarifies that the stipend must be equitable and unrelated to completing specific clinical hours and/or assignments.

Surgical Technology (ARC/STSA)

ARC STSA is now accepting apprenticeship models as long as they are acting as a student and specifically, CANNOT be counted as part of the daily staffing counts. They closely follow their overarching accreditors (CAAHEP) standard, which is listed below.

Respiratory Care (COARC)

currently they do NOT allow for apprenticeship or paid clinical internship models. However, they are re-writing their policies/standards and putting them out for review. If accepted, and implemented, they would change to accepting paid clinical internships similar to ARC/STSA