

# Scaling Apprenticeship

In Healthcare Industry



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**MY BACKGROUND HAS BEEN IN  
RETAIL MANAGEMENT FOR 35+  
YEARS.**



**I TRANSITIONED INTO  
HIGHER EDUCATION TWO  
YEARS AGO WITH DALLAS  
COLLEGE AFTER EARNING A  
DOCTORATE DEGREE IN  
EDUCATION.**



**MY CHILDHOOD DREAM WAS TO HELP OTHERS IN THE  
COMMUNITY OBTAIN EDUCATIONAL TRAINING THAT LEADS TO  
SUCCESS IN THE WORKFORCE.**

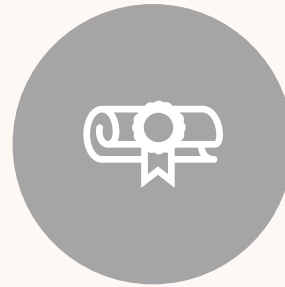
A low-angle shot of graduates at a commencement ceremony. The graduates are silhouetted against a clear, light blue sky. They are holding their black mortarboard caps high in the air with their right hands, and their left hands hold rolled-up white diplomas. The scene is filled with a sense of achievement and celebration.

# Dallas College Mission:

- **Transform Lives and Communities Through Higher Education**



*Dallas College has an ambitious goal of serving 50,000 apprentices by 2030.*



**We served over 100K students in Credit, Workforce and Continuing Education.**

# Healthcare remains the fastest growing employment sector Nationally, with a 1.9% annualized growth.

## Nationally

Nationally, employment projections in the **Health Practitioner Technical Occupations (HPTO)**, numbering 8,506,740, are projected to grow at 0.3% annually (BLS).

Hospitals nationally account for 3,098,390 of those employed in the HPTO group or with an hourly mean wage of \$37.04 or annual mean wage of \$77,040. (BLS

0.4% annual growth is estimated in the **Health Support Occupation (HSO)** group, with national employment of 4,113,410 and annual mean wages at \$31,310.

Nationally, the combined totals 2 over 12 million employed.

## Texas/Dallas Fort Worth Metro Plex

In the state of Texas, in the last year 45,700 new jobs were created in the Healthcare Industry.

Texas employs 670,630 individuals in healthcare at an hourly mean wage of \$36.82 and annual mean at \$76,580.

Texas is the 2nd largest employer in the U.S. in this category behind California

In the Dallas-Fort Worth MSA (DFW MSA), Combined, the DFW MSA healthcare employment is 274,700 in HPTO and HSO.

currently 187,980 individuals are employed in Healthcare Practitioners and Technical Occupations with annual mean wages of \$79,110 (BLS).

Healthcare Support Occupations are also included for entry into health pathway and employ 86,720 at a mean annual wage at \$31,780 in the DFW MSA.

# Demographics Trends Impacting Healthcare Growth



Healthcare Apprenticeship Programs-ND

- Growing and aging populations are of great concern for the Healthcare Industry.
- Looming retirements
- Heavy first year workplace attrition rates



DOL Grant  
will Serve  
7500  
Apprentices

## The Populations Served

- incumbent workers
- the unemployed
- the underemployed
- persons of color
- women
- ex-offenders.
- new hires in apprenticeship,
- Veterans, transitioning service members, military spouses,
- **Preference in recruitment will focus first on veterans as a top priority**

Our employers Partners indicated insufficient numbers of graduating Registered Nurses, though at 3,500 annually in the DFW MSA, it is the largest single degree program awarded.



# Demographics in DFW Metro Plex

## *Women in Healthcare*

- Employment represent up to 80-87% of hospital or health care employment regionally (DFW Hospital Council).
- Moving from mid-to high-skill occupations and wage rates will be an area of focus for women and persons of color in the project.

## *Persons of Color*

- Constitute 60-70% of the current healthcare workforce in the DFW MSA.
- Of the 7.23 million population in the DFW MSA, 47% are white and 53% are persons of color, therefore
  - **Demographics of healthcare apprenticeships target groups will likely exceed demographic**

**Partnerships: The strength and credibility of DCCCD's employers and partnerships will drive outcomes and provide a solid platform of national portability and acceptance for certification and the development of a credentialing system in healthcare apprenticeships.**

- **The DCCCD formed an Apprentice Champions of Excellence team in 2016, serving as a strong centralized technically capable Intermediary Apprentice Sponsor for businesses in multi-sectors.**
- **9 Employer partners committed to the ACE team of DCCCD their leveraged resources, totaling 6 over \$314 million in apprentice wage rates, employer on-the-job training, space on premises for related training, subject matter expertise in developing competency models, employer validation, and staff coordination, data capture, and the required mentorship for the apprentices on their on-site premise.**
- **DFW Hospital Council is an active partners in advocating with employers, to identify and recognize trends in technology that may send a career pathway towards obsolescence while also revealing leading edge specialties in new job classifications.**
- **The American Hospital Association (AHA) teaming in the 'You're Hired!' initiative represents an empowered partner and is the organization most capable of representing the vast array of healthcare occupations for an accreditation partner.**
- **Texas Workforce Commission (TWC) administers funding for the Skills Development Fund, providing customized training opportunities to increase skill levels and wages of the Texas workforce. Skills Development Fund grants emphasize highly technical training curricula appropriate to the participating business partner's industry.**

U.S. companies are discovering that Registered Apprenticeship Programs offer a proven solution for recruiting, training and retaining world-class talent. Almost any occupation is apprenticeable!

## 5 Hallmark of Quality Apprenticeship Program

- a. Paid work base training
- b. OJL and Mentorship
- c. Educational and Instructional content
- d. Credentials
- e. Equal Opportunity

