



UNITED WE HEAL

Career Pathways

Apprenticeship and Training
for Healthcare Professionals

February 26, 2025

The United We Heal (UWH) Partnership



- UWH is a non-profit, labor-management Training partnership - Equal governance by labor and employer representatives;
- Focused on healthcare workforce development,
- Union and Non Union behavioral health employers participating;
- Workers trained in Multnomah, Clackamas, Washington, Clatsop, Coos, Hood River, Lane, Sherman, Umatilla, Wasco, and Yamhill counties

UWH Successes: Participants and Equity Outcomes



- Current UWH Programs
 - Four BOLI-registered apprenticeships (QMHA, CADC, MA, QMHP)
 - Behavioral Health Pre-Apprenticeship (3 high schools, 7 additional in September)
 - Physical healthcare training programs with OHSU in 4 occupations
- Currently Registered Apprentices: 74
- Graduates: 59, with rates aligned with general community college completion
- Participants identify as:
 - 69% as female or gender non-binary
 - 45% as BIPOC or Hispanic/Latinx
 - 32% as a person with a disability
 - 90% identify with an underserved community

Our Solution - Equity Designed



- **The Traditional Pathway:**

- Behavioral and Physical Healthcare occupations require technical trainings beyond high school. To achieve this training, workers often leave their job to pursue school full-time, or burn the candles at both ends. Entering their new role with student debt and lost opportunities to earn income;
- Debt relief programs support individuals whose lives have allowed them to forgo income and incur debt.

- **Apprenticeship Solution:**

- Work concurrent with classroom learning.
 - Earn while you learn - Don't leave work, Don't forgo income.
 - Concurrent work experience valued as learning;
 - Free tuition - Don't incur debt,
 - Time efficient: Don't engage in non-required coursework;
 - Work environment aligned with US DOL Good Jobs standards;
 - Supportive services for participants (childcare/transportation/costs of living);

Healthcare apprenticeships need dedicated, collaborative processes between licensing/certification, BOLI, and emerging apprenticeship programs.

- Registered apprenticeship is important in ensuring quality in training and employment.
- The apprenticeship system was designed for construction trades. Healthcare has different needs: consideration of appropriate RTI/OJT balance, stackable/flexible certification/occupation pathways.
- Healthcare training requires alignment of licensing/certifying bodies requirements (This is often baked into an OAR / ORS). Apprenticeship-based training adds the need to align BOLI requirements.

Need for Flexibility in the educational pathway and licensing processes



- Healthcare training requires alignment of licensing/certifying bodies requirements (often explicit in OAR/ORS). Professional Licensing Boards frequently have tight definition of educational pathways.
- Existing healthcare training programs often require degree pathways, aligned with higher ed accreditation and financial aid systems requirements.
 - For-credit, stackable certifications would support career advancement.
 - Pathways need flexibility in meeting gen ed requirements, more openness to Credit for Prior Learning and achievement of learning outcomes through concurrent work experience.
- Payment systems frequently don't support reimbursement for student-provided services.