



CAREER PATHWAYS AT A GLANCE

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Background

Every year, there are more than 600,000 healthcare job openings in the United States. More than 78,000 of these opportunities are in the mid-Atlantic* region and demand is growing at an average rate of 17.4%. In addition to growing opportunities, a shortage of entry-level healthcare workers exists and needs to be addressed. Cities in the region experiencing the most shortages include Pittsburgh, Philadelphia and Baltimore (and Maryland generally). Kaizen as a sponsor is creating healthcare apprenticeships for youth (ages 18-21) to address this critical nationwide workforce challenge.

What is Youth Apprenticeship?

USDOL approved Apprenticeship Programs are designed to provide the skills necessary for on-the-job learning and career advancement for youth aged 18 to 24.

Employer-driven specialized models that include:

- 1-year or more of full time, fully paid, on-the-job training with leading healthcare occupations
- Classroom-based Technical Instruction when possible

What is a Youth Apprenticeship Intermediary?

We partner with leading physicians, hospitals, healthcare institutions, educational institutions, workforce development organizations, community and faith based organizations to provide you with fully paid, U.S. DOL certified, apprenticeships (in the healthcare industry).

Future Is Health Mission

- Expand current and create new registered apprenticeship programs for youth.
- Commitment to signing up 900 apprenticeships by 2024.

Professional Apprenticeships

- Certified Medical Administrative Assistant (CMAA)
- Certified Clinical Medical Assistant (CCMA)
- Community Health Worker (CHW)
- Dental Assistant
- Billing and Coding Specialist
- Phlebotomist
- Certified Nurses Assistant (CNA)
- Certified Home Health Aide (CHHA)
- Emergency Medical Technician (EMT)
- Paramedics
- Pharmacy Technician
- Health Information Management
- Physical Therapy Aide





Example Career Pathways

CMMA to...

- Certified Coding Assistant
- Data Analyst

CCMA to...

- Licensed Practitioner Nurse
- Registered Nurse

CHW to...

- Public Health Professional

CHHA to...

- Certified Nursing Assistant
- Licensed Practitioner Nurse
- Registered Nurse



Certified Medical Administrative Assistant (CMAA)

CMAA is a growing occupation to meet the needs of Medical and Dental physician offices and clinics.

Training instruction: 300 hours
Apprenticeship: 3,000 hours
*Approximately 18 months

Certified Clinical Medical Assistant (CCMA)

CCMAs directly assist physicians, nurses and other healthcare professionals.

Training instruction: 300 hours
Apprenticeship: 3,000 hours
*Approximately 18 months

Community Health Worker (CHW)

CHW are frontline health workers who provide outreach, community health education, resource and referral, social support and advocacy.

Training instruction: 160 hours
Apprenticeship: 2,000 hours
*Approximately 12 months

Certified Nurses Aide/Home Health Aide with Micro-Credentials (CNA/CHHA)

Micro-credentials include: Dementia, Mental Health First Aide, Medication Delegation, Customer Services, Hospice, Safe Food Service, Nutrition etc.

Training instruction: 144 to 160 hours
Apprenticeship: 1,300 hours
*Approximately 9 months

Dental Assistant

Dental assistants work with a dentist to perform tasks before and after the dentist meets with patients and assists during certain procedures.

Training instruction: 400 hours
Apprenticeship: 4,000 hours
*Approximately 24 months

Emergency Medical Technician (EMT)

EMTs are clinicians, trained to respond quickly to emergency situations regarding medical issues, traumatic injuries and accident scenes.

Training instruction: 200 hours
Apprenticeship: 2,000 hours
*Approximately 12 months

Apprenticeship Success Stories

Access to Wholistic and Productive Living (AWPLI) provides support [for apprentices] to build interpersonal reflection and understanding [to build] much needed skills."

-Dr. Bettye Muwwakkil,
Founder & President AWPLI (First Community Health Worker RAP in MD)

"This program (AWPLI CHW) was one of the most rewarding experiences in my life. As a current Parent Engagement Assistant with Prince George's County Public School, I was able to increase my skill set by incorporating community and public health principles taught by some of Maryland's leading Public Health professionals. This program moved beyond traditional learning settings and educational curriculums. AWPLI CHW program trained me to become an apprentice that focuses on the whole-being of an individual, and how to motivate our community and other populations to become their healthiest selves through health promotion."

-Reneta Cunningham,
Community Health Worker Apprentice AWPLI