

Education & Training as a Lever for Change in American Healthcare



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Education & Training Context in the United States

- Fragmented system
- Efforts undertaken to articulate credits on a state/national level
- Coordination with degree options within the apprenticeship framework
- Extended opportunities for employer engagement with educational providers to align curriculum with industry needs



Key Education & Training Challenge



- Social mobility & occupational segregation
 - Uneven digital competency
 - Needs of rural communities
 - Uneven adoption of new technologies across the industry, varying standards among regions
 - Costs of retraining and upskilling
 - Lack of equity in higher skilled jobs
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Promising Practice

Work Based Learning includes the following:

- Support entry & advancement in a career track
 - Provide meaningful job tasks that build career skills & knowledge
 - Offer compensation
 - Identify target skills and how gains will be validated
 - Reward skill development
 - Support college entry, persistence, and completion
 - Provide comprehensive student supports
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Barriers to Implementation



- Broad scale adoption
 - Job quality issues
 - Policy & reimbursement barriers to adopting models
 - Current talent pipeline systems are exclusionary
 - Career mobility limited due to undefined/inaccessible career pathways
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Enablers for Implementation

- Actionable policy and practice recommendations
 - Policy that supports programs and people carrying out the work of equity
 - Federal support, significant investment from national government into registered apprenticeship programs
 - High interest, healthcare is largest major sector in growth (occupational growth)
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Next Steps



- Equity in apprenticeship will require greater investment and focus from a broad community: policy makers, advocates, practitioners, public and private funders, and industry leaders from both management and labor
 - Investment in infrastructure
 - Investment in the broader ecosystem of partnership and program development
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Key Messages

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Intentionality and clarity on objectives for systemic transformation

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Eco-system of partnerships as the drivers of change