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Build it with What You Have

Parkland's First
Pre-Apprenticeship



Build It with What You Have

1 target occupations

2 existing assets

3 team members

4 employer partners

5 pilot design

6 student pipeline

7 lessons to apply

Who will you meet with or call?

Set a launch date and plan for it!



USDOL Quality Pre - Apprenticeship Framework



approved curriculum

hands-on + simulated training

direct pipeline to RA

industry-recognized credentials

wraparound supports

transparent requirements





What do you think is your biggest barrier?

- ☐ funding
- ☐ curriculum
- ☐ employer partners
- ☐ staff capacity
- ☐ student recruitment
- ☐ other

1

Start with Your End Goal

What workforce problem
are you trying to solve?





2

Inventory What Already Exists

Intro to health careers course
CPR/BLS training
early college instructor

CURRICULUM

med term, ethics, HIPAA, taking
vital signs, Basic Life Support, CPR,
teen camp

FACULTY

Seasoned nursing instructor.
Certified CPR trainer. Experienced
with early college population.

LABS

respiratory, nursing, surgical,
dental, occupational therapy





3

Build Your Team

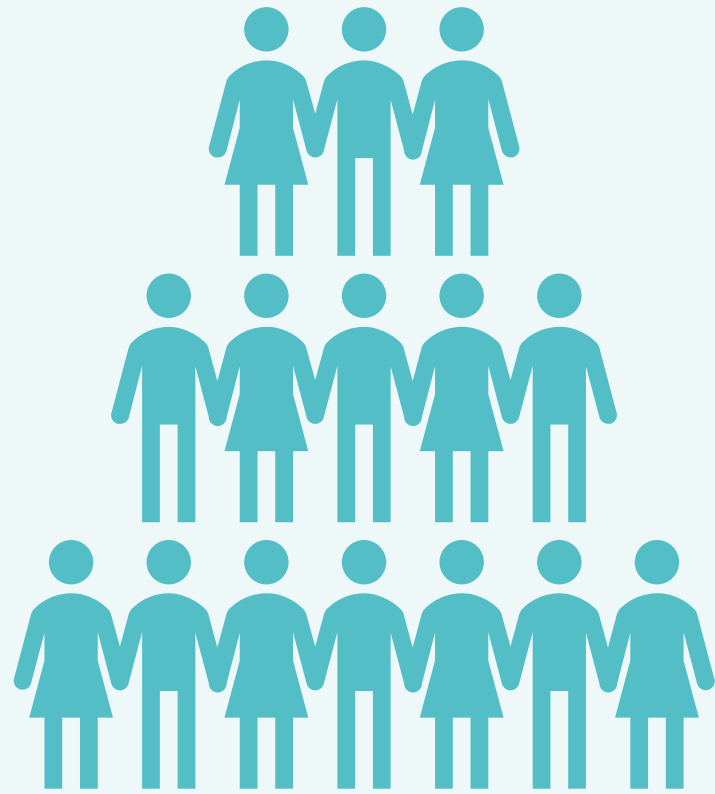
- ★ Adult Education staff
- ★ Faculty members
- ★ Apprenticeship staff
- ★ Grants and Sponsored Programs staff
- ★ Gibson Area Hospital administrators



4



Student Pipeline



developmental
education enrollees

high school
counselors/teachers

homeschool co-ops

Adult Education

Continuing Education

undecided majors

partner organizations



5

Identify Employer Partners

Who...

- ★ already hires your students?
- ★ serves on advisory boards?
- ★ provides clinical sites?
- ★ provides guide speakers?
- ★ attends career fairs?
- ★ allows student site visits?
- ★ hosts job shadowing?



6



Design your pilot

	HEAD COUNT	DURATION	MONTH	DAYS	START TIME	END TIME
FIRST COHORT	7	8 weeks	Mar-May	Mon+Wed	3:30 pm	5:30 pm
SECOND COHORT	9	4 weeks	June	Tue-Thu	1:00 pm	5:00 pm

7 Lessons Learned + Best Practices

intrusive support

instructor choice is critical

more time between cohorts

minimize lecture

provide tools of the career

shorter class times are better



What Can You Build Today?

Look at everything you've written

strongest assets

best champions

biggest gaps

set a date

...



Connect with me

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