Implementing Apprenticeships through Public – Private Partnerships

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PYN

is a solutions-builder forging together significant players to alleviate a root cause of poverty by preparing 12-24-year-olds to become productive working adults.
PYN builds solutions for education and employment.

**Why?**

- **90,000 YOUNG PEOPLE** in Philadelphia are seeking education and employment opportunities.
- **46% OF EMPLOYERS** struggle to fill jobs...in fact, it’s harder now than ever.

**How?**

PYN coordinates with **partners to create...**

Opportunities for youth and young adults...

Which prepare individuals for the world of work.

**Impact**

- Create diverse talent pipeline,
- Meet employers’ evolving needs,
- Build our city’s economy for a brighter future for all


**Youth Served by PYN**

PYN provides supports for youth and young adults in our community. A demographic snapshot:

Participator Self-Identified:

- **Gender**
  - 55% Female
  - 45% Male

- **Age**
  - 12-14
  - 15-17
  - 18-24

**Race**

- 89% of PYN program participants experience poverty, living in households below the federal poverty line.
Career Development Framework provides a unified approach to skill development, career readiness, career retention and advancement, bridging the career pathway needs of the emerging workforce with the expectations of employers.

1. Creates a shared understanding among policymakers, funders, intermediaries, educators, employers and practitioners
2. Supports practitioners in their efforts to increase the scale and quality of career development activities
3. Helps employers to identify and take on a broader set of roles in the successful career development of young people
4. Assists funders in aligning their investments with their desired impact on the career pathway system
5. Provides policymakers with research-backed information to inform their decision-making processes
What are Registered Apprenticeship?

An apprenticeship is a program that trains a worker to become skilled in a particular trade. Apprenticeships combine hands-on work with classroom learning to train the apprentice.

- Customizable & Flexible
- Trained in Job Competencies/Work Processes with Mentors
- RTI: Employer, Educational Institution, Training Provider, or Combo
- Employer Sets Wage Gains
- Receive Industry-Recognized Credential
REGISTERED APPRENTICESHIP MODELS

TIME-BASED
Range from 1 to 6 years
2,000 hours OJL per year

COMPETENCY-BASED
Demonstrated, observable, and measurable technical and applied skills

HYBRID
Time- & Competency-Based
Skill demonstration within a defined range of time
AMERICAN APPRENTICESHIP INITIATIVE

• 5-year investment through U.S Department of Labor to expand apprenticeships nationally (2015-2020)
• Philadelphia 5-county region
• Opportunity Youth
• Non-traditional career pathways in Health Care and Information Technology

GOALS

➢ 390 OY in pre-apprenticeships
➢ 170 IT apprentices
➢ 140 Health Care apprentices
ABOUT CVS APPRENTICESHIPS

- Approved DOL National Program Guidelines
- Sponsored over 4,500 apprentices in 12 states
- Started retail pharmacy technician program in 2005
- Followed by store manager in 2008
- Added logistics and pharmacy benefits management
- Partner with local community colleges, workforce boards, and faith-based and community organizations
- Attract diverse participants to match customer base
Pharmacy Technicians take important steps to ensure all medication needs and regulatory compliance standards are met for our patients and they demonstrate ethical conduct and maintain patient confidentiality at all times. Success for incumbents in this role includes being able to manage all assigned pharmacy workstations and tasks to support the team’s ability to promptly, safely and accurately fill patient prescriptions all while providing caring service that exceeds customer expectations.

As a new Pharmacy Technician, you are required to complete an extensive CVS Pharmacy Technician Training Program as well as satisfy all registration, licensing and certification requirements according to your State’s Board of Pharmacy guidelines. Your Pharmacy Technician duties will be restricted by your manager at first until you complete all necessary requirements. Once you satisfy all requirements and expand your Pharmacy Technician duties, you have the opportunity to continue to build your clinical, technical and insurance knowledge and expertise by leveraging available tools and training to build your pharmacy career.

O*NET-SOC CODE: 29-2052.00   RAPIDS CODE: 0844CB
APPRENTICESHIP REGISTRATION

• Pennsylvania Department of Labor & Industry: Apprenticeship and Training Office
• Required Documentations
  ➢ Standards of Apprenticeships
  ➢ Workforce and Journeyperson stats
  ➢ Qualifications and Selections
  ➢ Related Instruction/Curriculum
Recruitment and Coursework (Phase 1) 0-3 months

- Information session through program partners (Job Corps, School District of Phila, Bucks County, Montgomery County, Philadelphia Career Links, additional community partners)
- Enrollment documentation and application
- Required 50 hour pre-requisite coursework (paid through AAI grant)

Externship (Phase 2) 2-4 months

- 160 Hours Externship at CVS Retail location (matched through CVS)
  - $300 stipend
  - P/t or full-time
- Ongoing monthly Professional Development with PYN team

Apprenticeship Application (Phase 3) 2 weeks

- Virtual Job Try-Out training with CVS
- Ongoing monthly Professional Development with PYN team
- CVS Apprenticeship Application
- CVS Interview

Apprenticeship (Phase 4) 12-18 months

- CVS Employee
  - Starting wage $13/hr and ongoing wage gains
  - Competency-based apprenticeship
  - 2,000 on-the-job (OJT) hours
  - Onsite mentor
  - Ongoing Professional Development with PYN
  - Nationally recognized Pharmacy Technician certification (upon completion of apprenticeship)
- Pharmacy Technician Certification Board (PTCB)
EXTERNSHIP

- Pre-apprenticeship work-based learning exposure
- Begins **after** 50 hours of pre-req coursework
- 160 hours in CVS store
- $700 Stipend pay (blended funding)
  - Stipends will be allocated after 25% hours complete at 30 hours
- 1 month transpass
- PYN coordinates with CVS team to identify store locations and match
- Grant will cover pre-req course costs
- In-store interviews

APPRENTICESHIP

- On the job mentor
- Monthly check-ins with professional development
- PYN facilitated professional development
- 3 months transportation
- Increased wage scale (competency based)
- Funding supports for national certification

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<tr>
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<th>Starting Hourly Rate</th>
<th>Wage Gain 1 Hourly Rate</th>
<th>Final Hourly Rate</th>
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<tbody>
<tr>
<td>Pharm Tech</td>
<td>$13</td>
<td>$13.39</td>
<td>$14.50</td>
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I. Online Application (specific apprenticeship candidate code)

II. Virtual Job Try Out
The Virtual Job Tryout is an online, pre-hire assessment that applicants complete as part of the application process. It was developed based on:

- An extensive analysis of the jobs and associated tasks in order to identify the capabilities that lead to success
- A study of the relationship between assessment scores and manager ratings and performance metrics

II. Store interview
- CVS Health will conduct interviews and match apprentice to store
- PYN hosted group interviews
RELATED INSTRUCTION

50-HOUR COURSEWORK PRIOR TO APPRENTICESHIP

- Job Corps Health Science Institute
- School District of Philadelphia Career and Technical Education (CTE)
- Local community colleges

DURING APPRENTICESHIP

- CVS LearnNet
- Self-paced
- Complete at home, in stores, support from intermediary
 RELATED INSTRUCTION PARTNERS

Job Corps, Kensington Health Science Academy
High School, YouthBuild

- Curriculum embedded
- Ongoing support services from staff plus support from PYN staff
- Flexible curriculums to align with CVS

Community College Course
(Philadelphia, Bucks, Montgomery)

- Non-degree/non-matriculated student
- 6-8 weeks, 2x/week for 3 hours
- Comprehensive exam
- Preparation for
- Funded through AAI grant

CVS
- Completion of 8 Pharmacy Introduction modules in LearNet: 204010 Pharmacy Basics, 206000 Introduction to Pharmacy, 206010 Introduction to Pick-up, 206020 Introduction to Production, 206030 Introduction to Drive-thru, 206040 Introduction to Drop-Off, 206045 Advanced Drop-Off, & 202161 Introduction to Inventory Management
- Review of top 180 drugs
- SIG Codes Best Practices
### Compliance Training

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<th>Course</th>
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<tr>
<td>8000005 - CVS Health Store and Distribution Center Code of Conduct Training</td>
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<td>800107 - New Colleague Compliance Training</td>
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<td>800119 - Promoting a Harassment Free Work Environment</td>
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<td>800180 - Recognizing and Preventing Workplace Violence</td>
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<td>800270 - Privacy Training</td>
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### Human Resources

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### New Hire Training

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<td>400100 - myStore - New Colleague Orientation</td>
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<tr>
<td>400400 - Introduction To ExtraCare</td>
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<td>400301 - Register Basics</td>
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<tr>
<td>400302 - Customer Refunds</td>
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PTCB Study Session 1
CHALLENGES

• Virtual Job Try-Out
• Professional Development attendance
• Pharm tech course attendance
• Individual learnings with LearnNet
• Transition from pre-apprenticeship into apprenticeship
• Employer hiring process timeline
Expansion Activities

Pennsylvania Investment on expanding apprenticeships

- **PYN Award:** Grant to support externship incentives
- **Regional award:** Apprenticeship Navigator Program

Regional public/private collaboration with the overall goal of increasing and aligning Registered Apprenticeship and pre-apprenticeship programs for the benefit of the area's residents and employers.


www.apprenticeshipphl.org
WHAT HAVE WE LEARNED

Blend funding invested at national, state and local levels

Early exposure to corporate workforce structures. Work with employers to meet young people where they’re at

PYN as an intermediary coordinates with employers, youth, education partners and youth referral partners

Leverage expertise from multiple partners to deliver program services for effective programming

Young people understand long-term commitments and are recruited into safe opportunities to build skills and apply learning
Thanks!

Kelsey DeMerlis
Project Manager

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💰 Learn more at pyninc.org

Stay in touch!

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