

3.7 Healthcare Apprenticeships with Staten Island Performing Provider System



Source: [SI PPS](#)

Location:
Staten Island, NY

Year Founded:
2017

Focus Area:
Skill Building

Description

The [Staten Island Performing Provider System](#) (SI PPS) is an integrated network of medical, behavioral, and social services agencies formed under the New York State Department of Health Delivery System Reform Incentive Payment Program in 2014.

To meet the demand for healthcare workforce development and expansion, SI PPS partnered with the College of Staten Island and SEIU/1199 Training and Education Fund in 2017 to sponsor an [apprenticeship program](#) and short- and long-term training strategies. Four apprenticeship programs for certified nurse aides (CNAs), Community Health Workers (CHWs), Certified Peer Recovery Advocates (CPRAs), and Certified Home Health Aides (HHA) are designed to improve the ability of Staten Island healthcare workers to address the opioid crisis.

Target Population

The initial target population was nursing home health aides who were interested in increasing their skills and wages with additional credentials. This was expanded to include community health workers, peer recovery advocates, and other healthcare workers in Staten Island.

Collaborators

- » [Richmond University Medical Center and Staten](#)

[Island University Hospital](#): Founders and co-leaders of the network

- » [College of Staten Island](#): Classroom instruction
- » [SEIU/1199 Training and Education Fund](#): Key healthcare union partner
- » Partners from higher education, organized labor, employers, and front-line staff like CNAs: Curriculum development
- » Nursing homes: On-the-job learning

Funding Structure

Public information does not explicitly mention the specific funding sources for the apprenticeship program run by the Staten Island Performing Provider System (SI PPS). However, SI PPS partnered with the College of Staten Island and SEIU/1199 Training and Education Fund to sponsor the apprenticeship program and training strategies. It is possible that the funding for the program comes from a combination of sources, including government grants, philanthropic contributions, healthcare organizations, and partnerships with educational institutions and labor unions.

Goals & Objectives

The apprenticeship programs' core objective was to address unmet training and job development needs among health care workers, specifically in skills needed to address the opioid crisis.

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Opportunities:

1. **Meeting the demand for healthcare workforce development:** The partnership between SI PPS, the College of Staten Island, and SEIU/1199 Training and Education Fund provided an opportunity to address the growing demand for skilled healthcare workers in Staten Island. By offering apprenticeship programs and training strategies, they were able to meet the needs of healthcare workers interested in advancing their careers and acquiring additional credentials.
2. **Addressing the opioid crisis:** The apprenticeship programs were specifically designed to equip healthcare workers with the skills needed to address the opioid crisis. By training certified nurse aides, community health workers, certified peer recovery advocates, and certified home health aides, SI PPS aimed to improve the ability of healthcare workers to tackle the challenges posed by the opioid crisis.
3. **Collaboration among various stakeholders:** The involvement of multiple collaborators, including healthcare providers, the College of Staten Island, organized labor, and front-line staff, allowed for diverse perspectives and expertise in curriculum development. This collaboration likely contributed to the success of the programs and the positive outcomes achieved.

Challenges:

1. **Scaling up the programs:** The initial success of the apprenticeship programs, as evident from the increased number of slots for the CNA apprenticeship, highlights the challenge of scaling up such initiatives. As the demand for skilled healthcare workers grows, ensuring the availability of resources, instructors, and training opportunities for a larger cohort can be challenging.
2. **Sustaining employee engagement:** While the metrics indicate that all employees trained through the apprenticeship programs are still employed with SI PPS, sustaining employee engagement and retention over the long term may be an ongoing challenge. Healthcare workers may face various factors that impact their job satisfaction and career progression, and it will be crucial to address these factors to maintain a skilled and motivated workforce.

3. **Evolving training needs:** The healthcare industry is constantly evolving, with new challenges and advancements in care delivery. Keeping the training programs up-to-date and aligned with the changing needs of the healthcare workforce can be a challenge. Regularly assessing and updating the curriculum to incorporate emerging trends and best practices will be important to ensure the continued relevance and effectiveness of the programs.

Metrics & Outcomes

As of 2019:

- » CNA Apprenticeship: Eight of nine students in the first CNA class passed both parts of the state certification exam on the first try. The ninth passed one part and retook the second. The program expanded from 9 to 40 slots.
- » CHW Apprenticeship: More than 32 students have completed CHW training with a 100% pass rate.
- » CPRA Apprenticeship: More than 90 students have been trained as CPRAs. They achieved a 92% pass rate for their certification courses, which are certified by the Alcohol and Substance Abuse Providers of New York State.

All the employees are still employed with SI PPS.

