

ESC of Central Ohio Business  
Advisory Council  
Trilogy FastTrack Apprentice Program

April 21, 2021



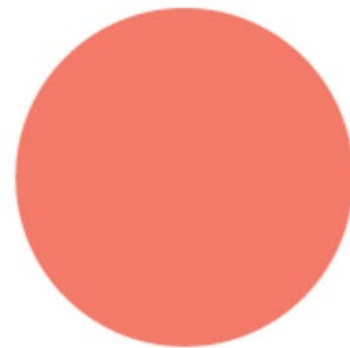
# Employee Shortage To Get Worse



Markets Tech Media Success Video

The US will need to hire 2.3 million new health care workers by 2025 in order to adequately take care of its aging population, a new report finds.

**By 2025, the US will likely face a shortage of...**



**446,300**  
Home health  
aides



**98,700**  
Medical and lab  
technologists and  
technicians



**95,000**  
Nursing  
assistants



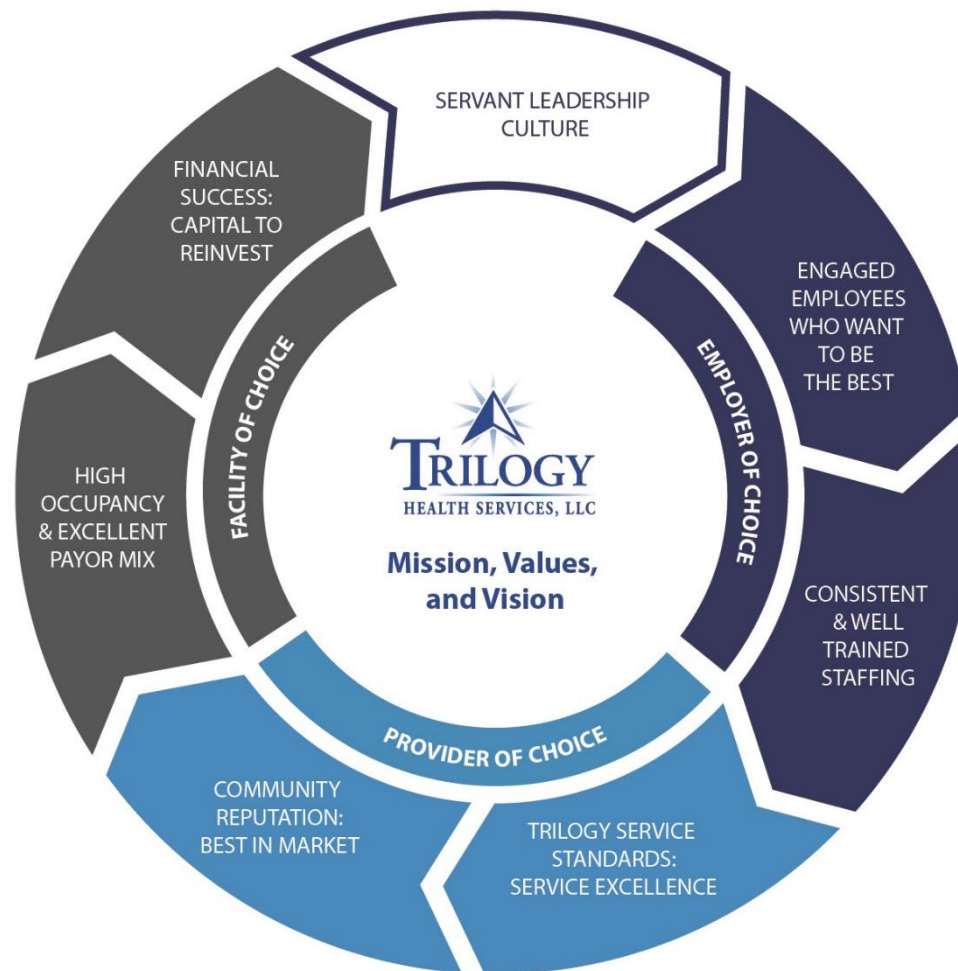
**29,400**  
Nurse  
practitioners

IT STARTS WITH CULTURE....  
Employee Experience Matters

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*Caring for You While You Care for Others #C4U*

# Trilogy's Fly Wheel to Success



# Trilogy FastTrack Apprentice Program

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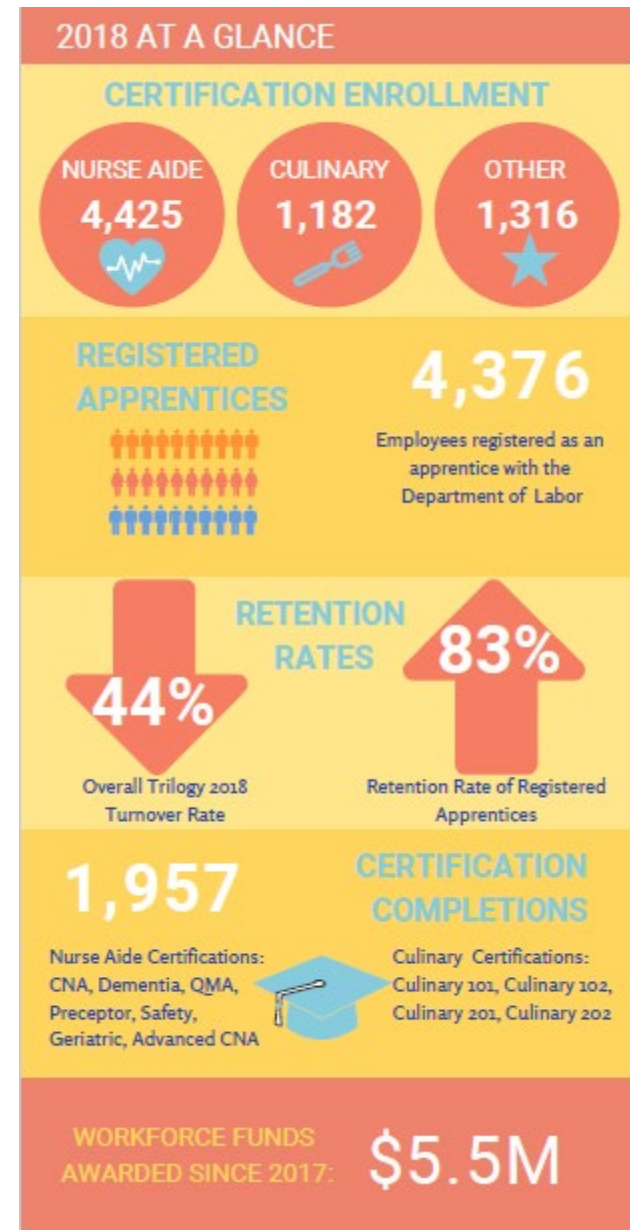
*Grow Your Own*

# Apprenticeship 101



## 5 Steps to your Apprenticeship Program

1. Identify your Career Path(s)
2. Define Certifications and Wage Progression
3. Establish Training Partner(s) and Tracking System
4. Register DOL Program & Explore Funding Opportunities
5. Market and Enroll Employees



# 2021 FastTrack Apprentice Tracks

## FAST TRACK APPRENTICESHIP PROGRAM

Our Fast Track Apprenticeship Program gives full and part-time employees the option to pursue certifications which will lead directly to promotions and wage increases. We currently we have eight tracks:

FAST TRACK NURSE AIDE TRACK	FAST TRACK LIFE ENRICHMENT	FAST TRACK CULINARY TRACK	FAST TRACK HOSPITALITY TRACK	FAST TRACK BUSINESS OFFICE
CNA +\$1.00	Customer Service +\$.25	Culinary 101 +\$.25	Customer Service +\$.25	Customer Service +\$.25
Dementia +\$.25	Dementia +\$.25	Culinary 102 +\$.25	Dementia +\$.25	Dementia +\$.25
Advanced CNA +\$.25	Life Enrich 201 +\$.25	Culinary 201 +\$.50	Hospitality 201 +\$.25	Business Office 201 +\$.25
Geriatric +\$.25	Life Enrich 202 +\$.25	Culinary 202 +\$.50	Hospitality 202 +\$.25	Business Office 202 +\$.25
Preceptor +\$1.00	<b>Positions Eligible:</b> - Life Enrichment Director - Activities Associate - Transportation Associate	<b>Positions Eligible:</b> - Director of Food Services - Cook / Assistant Cook - Dining Services Asst Director	<b>Positions Eligible:</b> - Guest Relations - Community Services Rep - Customer Service Specialist - Dining Services Assistant	<b>Positions Eligible:</b> - BOM - Assistant BOM - AP/Payroll Coordinator
QMA +\$1.00				<b>Launching 2020</b>
Safety +\$.25				
Infection Control +\$.25				
Leadership Develop. +\$.25				
Phlebotomy +\$.25				
Wound Care +\$.25				
<b>Positions Eligible:</b> - Cert Resident Care Associate - Cert Resident Medication Asst				
<b>Available Now</b>				
<b>Coming Soon</b>				
	FAST TRACK ENVIRONMENTAL	FAST TRACK PLANT OPERATIONS	FAST TRACK PHARM TECH	
	Customer Service +\$.25	Customer Service +\$.25	Customer Service +\$.25	<b>Positions Eligible:</b> - PCA Order Entry - PCA Floor Tech - PCA AL Tech - PCA Medical Records - PCA Billing Associate - PCA Crediting Techs - PCA IV Tech - PCA Purchasing - PCA Customer Care Representative
	Dementia +\$.25	Dementia +\$.25	Dementia +\$.25	
	Environmental 201 +\$.25	Plant Ops 201 +\$.25	Pharm Tech 201 +\$.25	
	Environmental 202 +\$.25	Plant Ops 202 +\$.25	Pharm Tech 202 +\$.25	
	<b>Positions Eligible:</b> - Director of Environmental Svs - Environmental Services Asst - Floor Technician	<b>Positions Eligible:</b> - Director of Plant Operations - Plant Services Assistant		<b>Launching 2021</b>
	<b>Launching 2021</b>	<b>Launching 2021</b>		

# Apprentice Career Pathways for High School Students



## Introducing our High School Fast Track Apprenticeship Program

This program gives high school students the opportunity to pursue certifications in a chosen field. We like to call them *earn & learn* opportunities. Because not only do you get knowledge and skills while earning industry certifications & college credit, you get paid... and paid well...to do it!



### State Earn and Learn with Trilogy Health Services




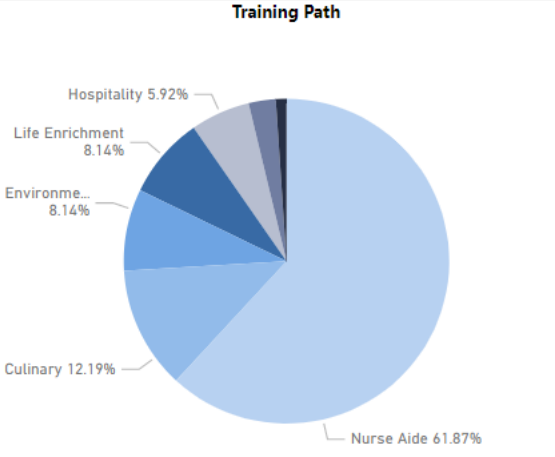
\* Healthcare pathway will be developed in partnership with K-12/Career Center, Ivy Tech, & Industry Partner

- |   |  |   |  |   |
|---|--|---|--|---|
| <b>8<sup>th</sup> GRADE</b><br><ul style="list-style-type: none"> <li>• Science 8</li> <li>• Exploring College &amp; Careers</li> </ul> | <b>9<sup>th</sup> GRADE</b><br><ul style="list-style-type: none"> <li>• Planning for College &amp; Careers (CTES)</li> <li>• Biology</li> <li>• WBL/Industry Tour &amp;</li> </ul> | <b>10<sup>th</sup> GRADE</b><br><ul style="list-style-type: none"> <li>• Integrated Chemistry/Physics &amp; Careers (CTES) or Chemistry</li> <li>• WBL/Job Shadow (RCA)/ Resident Engagement</li> </ul> | <b>11<sup>th</sup> GRADE</b><br><ul style="list-style-type: none"> <li>• Anatomy &amp; Physiology (CTES)</li> <li>• Health Science I</li> <li>• WBL/Internship (CTES)</li> </ul> | <b>12<sup>th</sup> GRADE</b><br><ul style="list-style-type: none"> <li>• Biology 2</li> <li>• Health Science II</li> <li>• WBL/Internship (CTES)</li> </ul> |
|---|--|---|--|---|





# Today's Impact – Lifetime

11.13K # Complete	3129 Tier 1	4164 Tier 2	1305 Tier 3	2081 Tier 4					
6888 Nurse Aide	1406 CNA	2596 Dementia	777 Advanced CNA	1658 Specialty CNA	State: <input type="text" value="All"/> Campus: <input type="text" value="All"/> Department: <input type="text" value="All"/> Division: <input type="text" value="All"/> Date Completed: <input type="text" value="1/1/2018"/> <input type="text" value="6/30/2021"/> Status: <input type="text" value="All"/>				
1357 Culinary	384 Culinary 101	369 Culinary 102	306 Culinary 201	295 Culinary 202					
906 Life Enrichment	310 L - Cust. Service	387 LE - Dementia	124 LE 201	85 LE 202					
659 Hospitality	365 H - Cust. Service	153 H - Dementia	98 Hospitality 201	43 Hospitality 202					
300 Business Office	186 B - Cust. Service	114 B - Dementia	TBD	TBD					
906 Environmental	403 E - Cust. Service	503 E - Dementia	TBD	TBD					
117 Plant Operations	75 P - Cust. Service	42 P - Dementia	TBD	TBD					

# Questions?

