

ROANOKE CHOWAN COMMUNITY HEALTH CENTER: NORTH CAROLINA APPRENTICESHIP PROGRAM

Stephanie Wroten, RN, MSN, MS, LNC

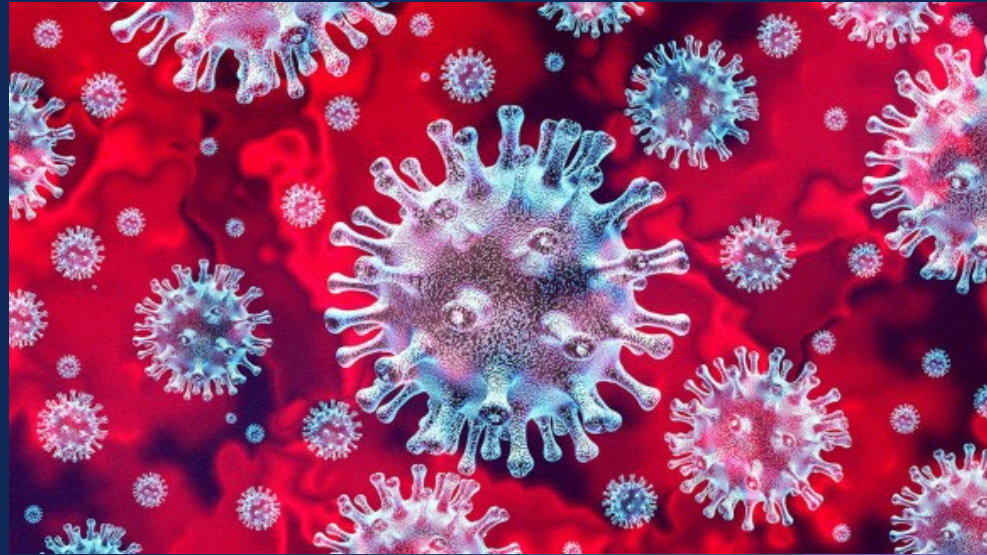
OBJECTIVES

- **Mission-** Learners will identify actionable steps to address workforce shortages
- **Strategy-** Construct and prioritize a workforce employee investment strategy
- **Pathway-** Discuss Apprenticeship as a workforce development strategy

ROANOKE CHOWAN COMMUNITY HEALTH CENTER (RCCHC)

- ❖ Federally Qualified Health Center grantee since 2007
- ❖ Five health center locations
- ❖ Primary population served are African Americans
Migrant farm worker special designation
- ❖ Serve over 17,000 patients in Washington, Hertford,
Bertie, Northampton, and Gates counties

COVID-19 PUBLIC HEALTH EMERGENCY



OUR MISSION IN ACTION

COVID 19 Roanoke Chowan Community Health Center (RCCHC) is committed to “living our mission” by establishing pathways to educate staff to build highly skilled healthcare teams.

The goal is to take equitable steps through organizational introspection and investment in our own staff.

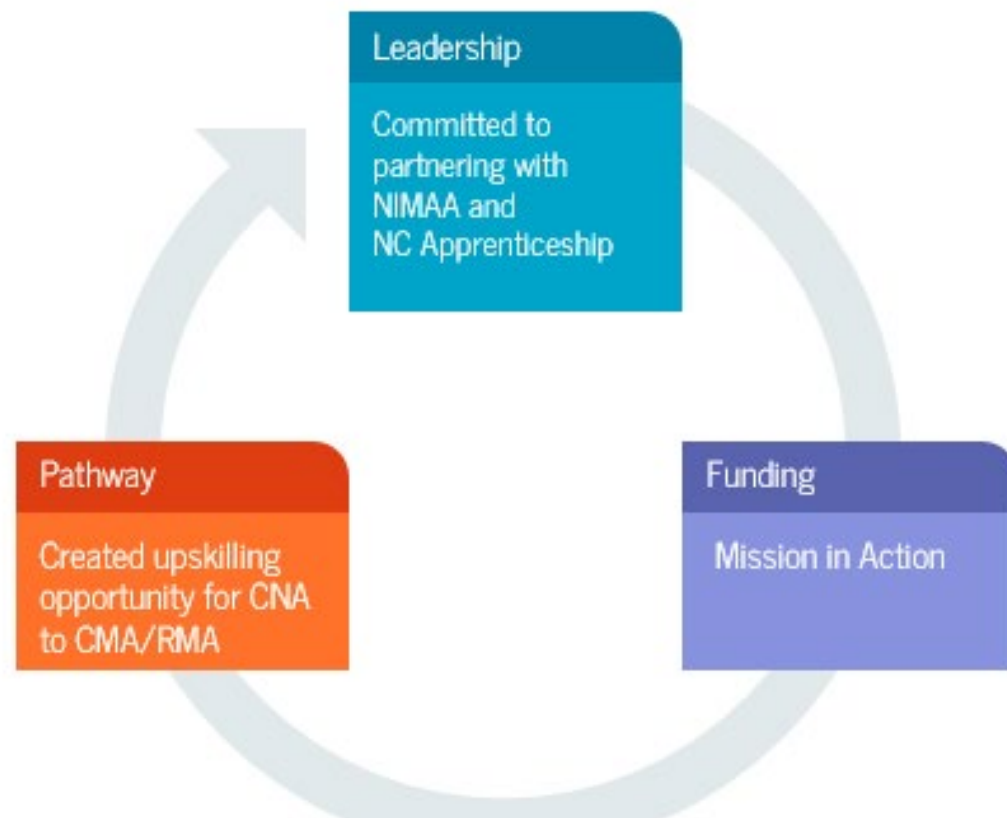


RURAL HEALTH CARE EQUITY

- The public health workforce shortage is not a new phenomenon for rural health
 - RCCHC desires to create education programs and pathways to address the shortage of entry level health care workforce in rural North Carolina



RCCHC Workforce Development Process



WORKFORCE DEVELOPMENT PROGRAMS

US Department of Labor Apprenticeship Program

North Carolina Apprenticeship Program

North Carolina Community College System

NC APPRENTICESHIP PROGRAM

Why Registered Apprenticeship?

Build a Competitive Workforce

Employers Facing Complex Workforce Challenges in Competitive Domestic and Global Markets

Time-Tested Model

Proven Strategy for Recruiting, Training and Retaining World-Class Talent Used by Industry for Decades (and longer!)

Adaptable and Flexible

Registered Apprenticeship is a Solution and Can Be Integrated into existing Training and Human Resources Development Strategies!!!



APPRENTICESHIP OCCUPATIONS

Workforce Development

Apprenticeship creates pathways to address education access, occupation, and income socioeconomic injustices experienced in rural communities.



CERTIFIED MEDICAL ASSISTANTS



NC APPRENTICESHIP PROGRAM



NC APPRENTICESHIP PROGRAM



RCCHC's New Employee Training & Retention Story

Improvement in turnover/staff satisfaction/workforce well-being

- Staff feel valued, accomplished and proud of their professional upskilling and progression
- Socioeconomic growth- wage increases required by apprenticeship program and RCCHC
- Retention and continued professional growth
- Resilience

Impact on staff satisfaction and retention

- Increased desire to continue professional trajectory and career goals
- Encouraging other staff members to enroll in the workforce development programs
- NC Apprenticeship provides wage replacement for 5 staff members
- Tuition and support for technology and school supplies
- Job satisfaction increased with upskilling
- Personal pride and feeling valued by the organization's investment
- Community partnership and commitment



Be YOUR OWN
KIND OF
Beautiful







THANK YOU

Stephanie Wroten
Interim CEO & COO
swroten@rcchc.org