



ELL Healthcare Pathways Community of Practice

Apprenticeship, Pre-apprenticeship
& Bridge Programs

May 5, 2026



POWERED BY
California Community Colleges





In the chat.....

Please share:

- Name
- Role
- Consortium and/or Institution





Who we are:

WestEd

Meghan McBride

Debi Pezzuto

John Brauer

Joy Lewis

IRC

Anne Petti

Amber Shevin

Alexis Powers



Agenda

- Welcome and introductions
- Agenda and norms
- Sabrina Lopez, Chancellor's Office
- Spotlight topic: Apprenticeship, Pre-apprenticeship, and bridge programs
- Learning and lessons from fellow grantees
- Discussion
- Next CoP Aug/Sept 2026
- Closing and reflection

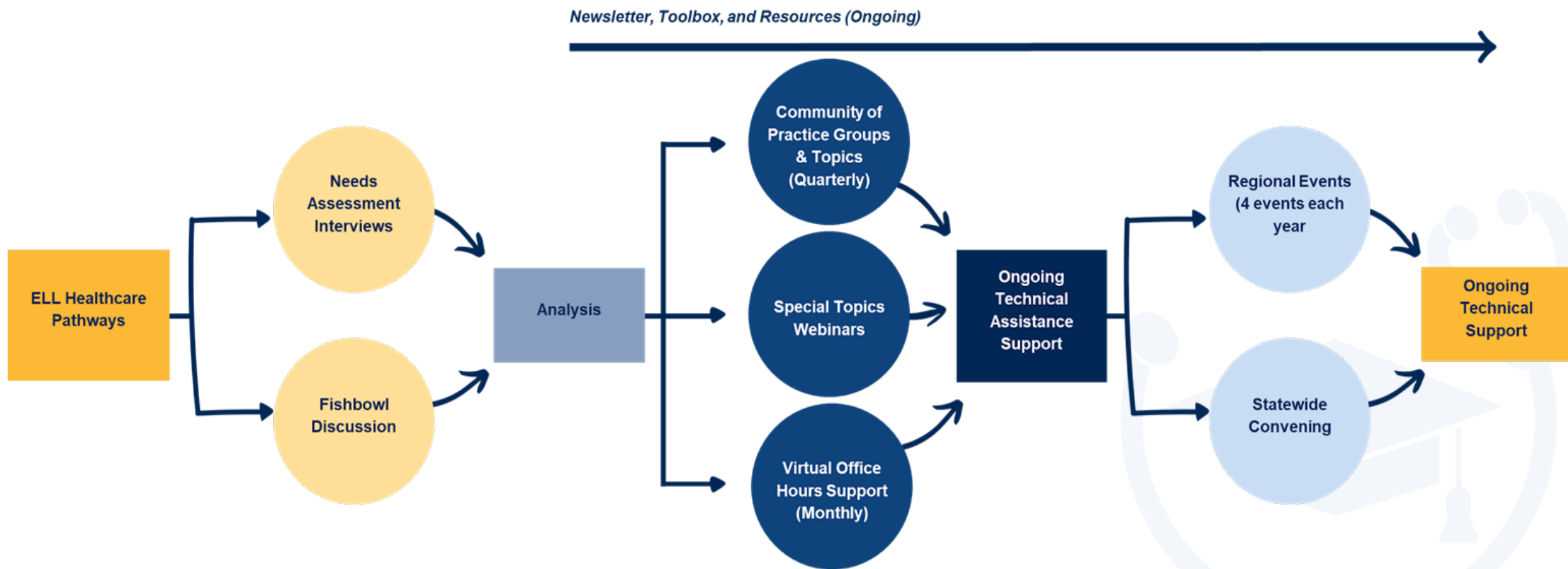




Norms for our Community of Practice

1. ****Be Curious****
Listen, learn, and share what's working (or not).
2. ****Cameras On (If You Can)****
Helps us connect — no pressure.
3. ****Step Up, Step Back****
Balance voices so everyone's heard.
4. ****Share "In Progress"****
Good enough to share is good enough!
5. ****Stay Present****
Limit multitasking — we need your ideas.
6. ****Listen to Understand****
Assume positive intent; seek connection.
7. ****Drop Resources in Chat****
Links, tools, and insights welcome.
8. ****Leave with One Action****
What's one idea you'll take back?

Technical Assistance Timeline





California Community Colleges

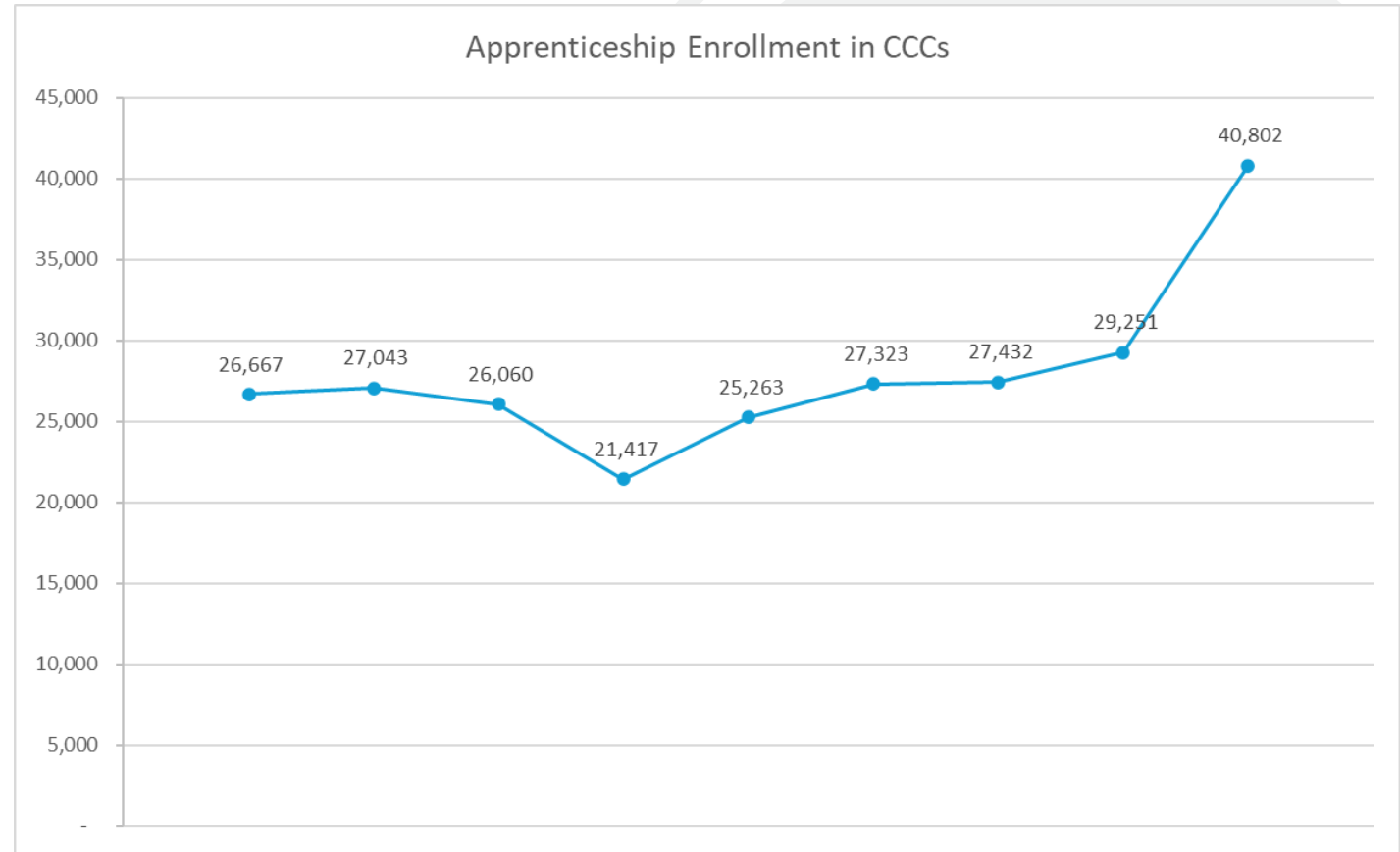


Apprenticeship Overview

Dr. Sabrina Lopez, Apprenticeship Program Lead

Current State of Apprenticeships

Fiscal Year	Apprenticeship Enrollment at CCCs
2017-18	26,667
2018-19	27,043
2019-20	26,060
2020-21	21,417
2021-22	25,263
2022-23	27,323
2023-24	27,432
2024-25	29,251
2025-26*	40,802



California Apprenticeship Initiative

California Apprenticeship Initiative (CAI)

- Supports the implementation and expansion of new and innovative registered pre-apprenticeship and apprenticeship programs
- Goal to create seamless pathways between education, training, and employment
- Grounded in strong labor market demand information from the Centers of Excellence
- Funding available to support throughout the life cycle of a program to create sustainability beyond the grant period
- Grantees include:
 - California Community Colleges
 - K-12 Local Education Agencies (LEAs)
 - Affiliated Partners (i.e. Districts, County Offices of Education, etc.)

Related and Supplemental Instruction

Related and Supplemental Instruction Reimbursement (RSI)

- The RSI funding program provides funding which supports apprenticeship programs which are registered with the DAS. The funding may be used to pay for the costs of RSI, a mandatory piece of apprenticeship programs
- This funding source uses Proposition 98 funding
- Funding is divided by Schedule 2 for California Community Colleges and Schedule 3 for K-12 LEAs
- Reporting in NOVA is mandatory to claim RSI reimbursement
- RSI may not be used to support pre-apprenticeship programs
- RSI may not fund on-the-job training wages

Technical Assistance Providers

Foundation for California Community Colleges

- Guidance Documents and Toolkits
- Virtual Office Hours
- Vision Resource Center
- Statewide Training Opportunities
- apprenticeshipsupportnetwork@foundationccc.org

LAUNCH Apprenticeship Network

- Statewide and Regional Support
 - Apprenticeship and Pre-Apprenticeship
 - Contract Education
 - Credit for Prior Learning
- Employer Engagement Infrastructure
- Sponsorship Support

Upcoming Events and Resources

- **Upcoming Convenings**
 - Infrastructure Increases Impact Learning Lab
 - June 11–12, In person in San Diego
 - Virtual Office Hours 2nd and 4th Tuesday of each Month
- **Explore additional resources**
 - Guidance Documents and Toolkits
 - Grow Apprenticeship California Funding Matrix
 - Join List Serve
 - Vision Resource Center Apprenticeship Community



<https://linktr.ee/apprenticeshipCO>

Apprenticeships for Healthcare Pathways Programs



Apprenticeship Definition

U.S. Department of Labor

Industry-driven, **high-quality career pathway** where **employers develop and prepare their future workforce**, and individuals obtain **paid work experience, classroom instruction**, and a portable, **nationally recognized credential**.

Registered Apprenticeship Program





Registered Apprenticeship

- A **structured** talent development strategy — **not just a training program**
- Combines **on-the-job learning, classroom instruction, and mentorship**
- Trains individuals to become **experts in their field** — from day one on the job
- **Approved and validated by the U.S. Department of Labor and the CA Division of Apprenticeship Standards (DAS)** noting a level of quality and rigor
- **Builds regional talent pipelines** that keep jobs and growth in the community
- **Opens doors** to traditionally underserved pops

How are Registered Pre-Apprenticeships different from RAPs?

- A structured program that **prepares individuals to qualify for and enter a Registered Apprenticeship**
- Focuses on **building foundational skills** — basic academics, job readiness, and industry awareness
- **Requires a formal partnership** with at least one Registered Apprenticeship program

Healthcare Workforce Pathway Continuum

Adult Education Bridge Program

Goal

Prepare adults for postsecondary education or healthcare training

Key components

Contextualized Language instruction / IET
Career exploration
Employability skills

Duration & eligibility

Weeks to months
Open to adults incl. ESL learners



Pre-apprenticeship

Goal

Build skills to gain entry to a registered apprenticeship

Key components

Foundational health skills; CPR/BLS certification;
HIPAA & safety training; Integrated Education and Training (IET)

Duration & eligibility

~4–12 weeks
Intermediate English fluency + literacy



Registered Apprenticeship

Goal

Earn industry credential while working as a paid employee

Key components

On-the-job training (OJT); Related technical instruction; Mentor / preceptor

Duration & outcome

12–18 months avg.
2,000+ hrs OJT; 144+ classroom hrs

Realities of Getting Started

1. Understanding Regional Industry Demand
2. Must-have Feasibility Checks
3. Program Design Readiness
4. Equity, Access, and Pipeline

Walk through healthcare apprenticeship “Go – No-Go” tool



Breakout Sessions – ELL HCP Grantee Spotlights

- **Small group breakout sessions**
 - **Presentation (5 – 7 minutes)**
 - **Group discussion (10 – 12 minutes)**

You will stay in the same breakout room for the entire activity. The presenters and facilitators will enter your breakout room when ready enabling each breakout room to learn from all three presenters in a smaller setting.



ELL HCP Grantee Spotlights

Suzanne Murphy, Director

Martinez Adult Education, Contra Costa

**Jennifer Pesavento, Administrator of
Instructional Programs**

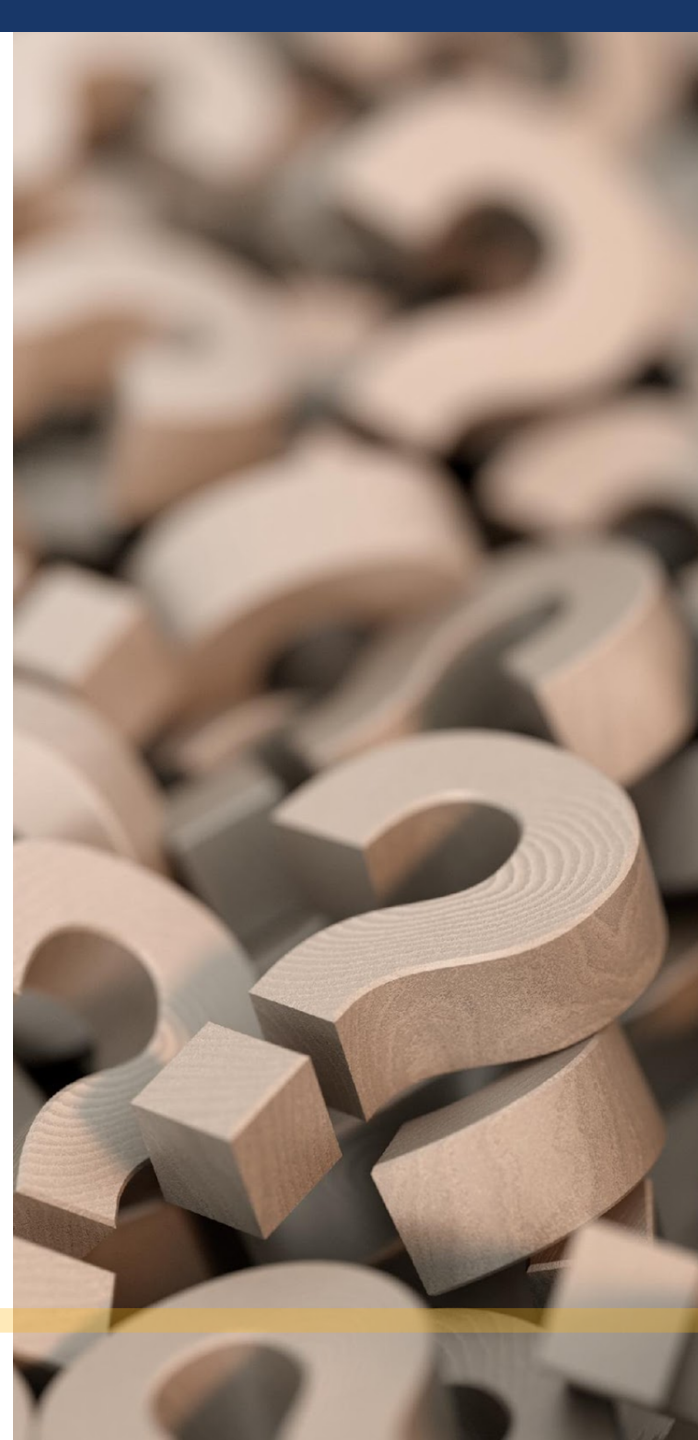
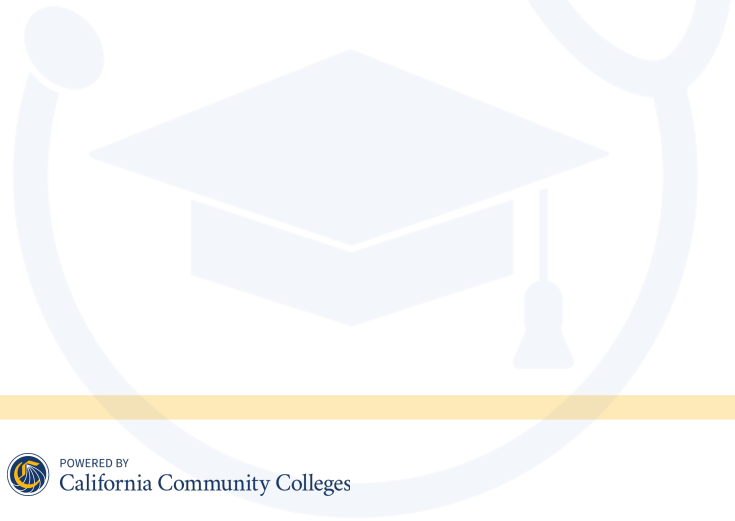
Northern Orange County, ROP

Chrissy Gascon, Dean

Continuing Education, Santiago Canyon
College

Questions & Discussion

Unmute or place questions in the chat



Upcoming Community Practice

Date: Fall
2026

Please complete the evaluation for this Community of Practice to share your input on upcoming topics.

COP Resources –



<https://tinyurl.com/ELLHCPresources>

Thank you!



Contact us for assistance -

WestEd

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IRC

ELLHCP@rescue.org