

St. Mary's Hospital - Cottonwood

St. Mary's Hospital spent eight months searching for a medical lab scientist in the small town of Cottonwood, Idaho. After waiting eight months for a qualified applicant, they decided to develop a registered apprenticeship program with the help of our regional business specialists. This program is working so well, St. Mary's Hospital is already looking ahead and planning to hire an additional person to apprentice as a medical lab scientist.



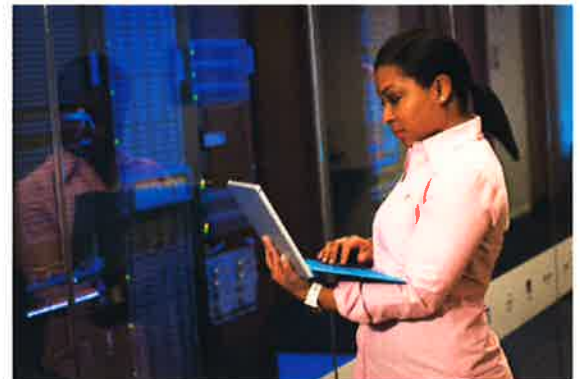
Figure 8 Investments



Figure 8 Investments in Boise hired three individuals in May to as certified financial planners in May 2017. This is the first time a certified financial planner apprenticeship has been registered in Idaho. The employer has estimated it will take about four years to complete the 4,000 – 6,000 hours of training and instruction needed before the apprentices are prepared to take the CFP® Certification Examination. This apprenticeship has been set up as a hybrid which involves both on-the-job training and curriculum provided by the Certified Financial Planner Board of Standards Inc.

Information Systems Security Professional (CISSP)

The Idaho Technology Council has prepared the documentation necessary to register a cybersecurity apprenticeship. This apprenticeship opportunity is available for any company in Idaho that wants to hire and train a cybersecurity apprentice. Training can be delivered by the University of Idaho at the employer site or at any of the U of I campuses in Post Falls, Boise, Moscow, Idaho Falls or online. The curriculum can be adjusted to meet the needs of the employer. Ideally, the apprentice will be required to pass the CISSP exam by the end of the apprenticeship. Depending on the employer's requirements, the apprentice may work toward obtaining a GISF, SSCP or other cyber security certification instead. Funding is available to help offset the cost of a mentor.



Computer Support Specialist – Student Support Technician

Stevens-Henager College hired two people to apprentice as computer support specialists. One is in Nampa and the other is in Boise. This apprenticeship is scheduled to take one year and requires 2,128 hours of on-the-job training and instruction. This apprenticeship has been set up as a hybrid which involves 271 to 346 hours of classroom training. The apprentices will be required to pass exams in order to become Microsoft Certified Solutions Associates (MCSA) by the end of the apprenticeship.

Mini-Cassia and Minidoka School Districts

The Idaho Department of Labor collaborated with the Cassia County and Minidoka County School Districts, the College of Southern Idaho and industry sponsors Fabri-Kal, High Desert Milk and McCain Foods to develop this program. High school students in this program will be earning anywhere from \$10 – \$14 per hour while also earning credit toward their high school diploma. Meanwhile, companies in this program are earning a chance to demonstrate that manufacturing jobs have evolved and are no longer low-skill, low-wage work. Both the employers and the apprentices appreciate this program because the area's youth no longer have to move away from the area in order to find good jobs with benefits that pay well.



St. Luke's – Medical Assistants

St. Luke's plans to train 33 certified medical assistants (MA) in the next year through an apprenticeship program. The first group of eight recruits started their apprenticeships in January. As a competency-based program, students earn their credentialed MA status once they have demonstrated knowledge and skill with full accuracy for each required procedure. Most students accomplish that in nine to 12 months. A credentialed MA is responsible for assisting in examination and treatment of patients under the direction of a provider and/or physician. Demand for MAs, and health care workers in general, is high in Idaho and throughout the country, and hiring skilled workers is competitive.



Idaho Forest Group – Northern & North Central Idaho

As the Idaho Forest Group continues to add mills throughout the northern part of the state, they have needed a number of positions filled. Each mill has its own unique requirements and positions with specific skills. Its successful apprenticeship program offers training in log scaling, electrical, millwright and information technology. They currently have 22 apprentices with plans to expand by four to eight within the month. As their needs change registered apprenticeships are able to assist them in training new and incumbent workers.

