

Innovative and Effective Workforce Development Models





Vermont
HITEC

Gerry Ghazi, President



Who are we?

- Healthcare & Information Technology Education Center
- Non-profit focused on workforce development for businesses
- Customized curriculum to match current job & career opportunities
- Intensive education & mentoring models
- Offering three programs: MTEC, ITAR, VITP



Our Partners

- Department of Labor (State/Federal)
- Dept. of Economic Dev. (State/Federal)
- Apprenticeship Divisions (State/Federal)
- Other government & nonprofit agencies
- Colleges and high schools
- Businesses (hospitals/medical groups)
- Unemployed and underemployed



Guiding Principles

- Start with jobs – end with jobs
- Subject-matter does not matter
- Passion for education & business
- Unlimited human potential
- Student-centric
- Competency-based metrics
- Pay it forward



The MTEC Program

- Medical Transcription Education Consortium
- Business-government-academic partnership
- Intensive medical transcription education offered to the unemployed and underemployed
- Offers of employment to all successful graduates
- Results in work-at-home jobs with full benefits and livable wage jobs
- Each session held over an eight month period



MTEC Nuts & Bolts

- 4 months academics, 4 months internship
- 8 hours a day class time, 3 hours evening homework
- 32 college credits
- 320 practice reports, 525 hours live transcription
- All student work product edited and reviewed
- Competency-based performance standards
- Rigorous graduation requirements
- AAMT Certification by Examination
- Seven sessions completed
- 151 enrolled; 125 graduated and employed
- Strong future promise



The ITAR Program

- Information Technology Apprenticeship Readiness
- State-registered IT apprenticeship
- Education offered to eligible participants
- Participating employers actively involved
- Intensive education program prepares graduates for a one-year apprenticeship
- Offers of employment to all successful graduates
- IT apprentices receive graduated salary and full benefits



ITAR Nuts & Bolts

- 8-10 weeks academics, one year apprenticeship
- Immersion learning: class lectures, lab work, homework
- Dedicated masters & low master-apprentice ratio
- Real work product focus
- Competency-base performance standards
- Rigorous graduation requirements
- National Certifications by Examinations
- Academically reviewed for college credit
- 13 sessions completed
- 125 students enrolled; 121 graduated and employed
- High performing workforce
- Recent session with EHR Data Abstractors / Go-live Support
- Strong future promise



ITAR Jobs and Careers

Health Care Positions

- EHR Go-Live Support Analysts
- EHR Data Abstractors
- Medical Coders
- Registration Representatives
- Practice Support Specialists
- Phlebotomists



ITAR Job and Careers

Information Technology Positions

- EDI Analysts and Programmers
- Support Analysts
- Development and Support Programmers
- Software Installation Consultants
- IT Account Managers
- Java and Web Developers

Advanced Manufacturing Positions

- CNC Machinists (20 sessions / 150 graduates)
- Technical Support Services
- Welders and Fitters (New)



The VITP Program

- Vermont Information Technology Partnership
- College & high school internship program
- Real world IT experience through direct mentoring
- Participating employers
- Intensive one-on-one mentoring and management of students and IT projects
- Guaranteed business deliverables
- Internships can lead to jobs



VITP Nuts & Bolts

- 10-16 week internships
- Work teams for each project – integrated with business
- Dedicated mentor & low mentor-student ratio
- Real work product focus
- Rigorous performance requirements
- Three semesters and one summer completed
- 75 students enrolled
- 73 students completed internship
- All projects met or exceeded deliverables
- High customer satisfaction
- Strong future promise



Financial Models

- MTEC
 - Federal & state grants
 - Employer contributions
 - Student contributions
- ITAR
 - Federal & state grants
 - Employer contributions
 - Student contributions
- VITP
 - Project-based funding
 - Federal & state grants



Open Discussion

For more information, please contact:

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