



Building a Sustainable Allied Health Workforce

An employer-led training and talent pipeline model
for healthcare organizations

*Medical Assistant (CCMA) | Sterile Processing Technician
Surgical Technician | Patient Care Technician*



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Agenda

01. The workforce challenge facing allied health roles

02. Skilltrade's employer-aligned training and hiring model

03. Program delivery and operational alignment

04. Visibility, reporting, and accountability

05. Case examples and next steps



The Challenge Facing Healthcare

Healthcare organizations need a repeatable, employer-controlled way to build and retain talent.

01.

Persistent Workforce Gaps

Persistent vacancies across critical allied health roles continue to strain operations.

02.

Overreliance on External Staffing

Heavy dependence on agency staffing drives higher per-hire costs, longer onboarding cycles, and workforce instability.

03.

Limited Internal Mobility

Few structured pathways exist to upskill and advance incumbent staff into in-demand roles.

04.

Disruptive Training Models

Traditional training approaches often lack flexibility or require time off the floor.

The Skilltrade **Approach**

A Workforce Development Partner for Healthcare Employers:

- **Build talent pipelines** aligned to real workforce demand
- **Upskill incumbent staff** and transition internal candidates
- **Recruit and train** new, uncredentialed talent where needed
- **Deliver flexible training** without disrupting operations.

This model is designed to reduce hiring volatility while strengthening long-term workforce stability.



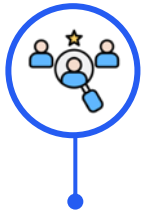


An Employer-Aligned Workforce Development Model

How Skilltrade helps healthcare organizations build, upskill,
and retain allied health talent.

How The Model Works

The model is designed to be repeatable, scalable, and aligned to healthcare operations.



Candidate Sourcing & Screening

Skilltrade supports identification and screening of external and internal candidates.



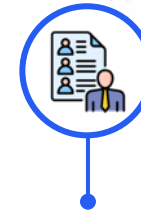
Hybrid Training Delivery

Structured instruction delivered through a flexible hybrid training model.



Hands-On Lab Training

Hands-on training aligned to role-specific job competencies.



Workforce-Ready Outcomes

Employers receive externship-ready talent, enabling on-site evaluation and streamlined hiring into open roles.

Externships: A Strategic Hiring Pathway

A “try-before-you-hire” model that reduces cost, risk, and time-to-hire.

Evaluate job-ready skills in real clinical environments

Assess technical competency, reliability, and workflow readiness prior to hire.

Assess cultural and team fit before extending offers

Observe alignment with organizational standards, pace, and care delivery expectations.

Reduce time-to-onboard and early attrition

Learners transition into roles already familiar with systems, protocols, and teams.

Lower total hiring costs and external reliance

Minimize reliance on staffing agencies and external recruiting services.

Externships are fully employer-controlled

- Employers determine timing and duration
- Employers select participating departments
- Employers set the number of learners
- No obligation to hire.

Designed Around Healthcare Operations

Employers retain control over when, how, and how quickly training occurs.

Self-paced online curriculum

Role-specific coursework completed on a flexible schedule.

Instructor-led live sessions

Scheduled lectures and labs led by experienced healthcare instructors.

Hands-on skills training

In-person lab instruction focused on core job competencies.





(S) Skilltrade

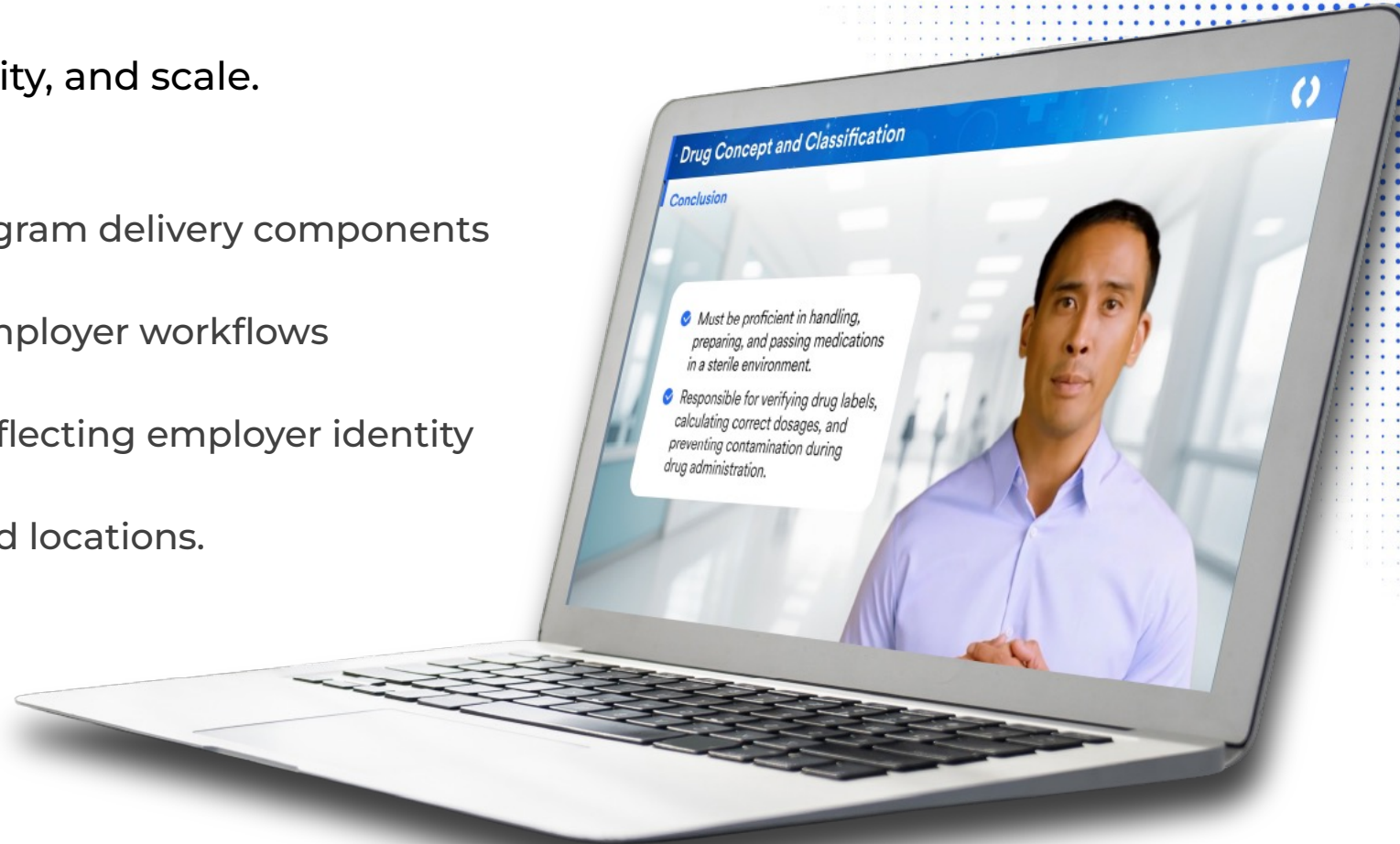
Training Delivery & Learning Platform

A flexible hybrid model designed to align with clinical operations and workforce needs.

Delivery Platform & White Labeling

The platform enables consistency, visibility, and scale.

- **Centralized platform** supporting all program delivery components
- **Structured learning paths** aligned to employer workflows
- **Custom branding** and learning maps reflecting employer identity
- **Scalable cohort delivery** across roles and locations.



Program **Control & Flexibility**

Employers retain control over:

- Training pace and schedule alignment
- On-shift vs. off-shift participation
- Instructor sourcing model
- Recruitment and enrollment approach.

In-Person Skills Training Options

Skilltrade-Led Labs

Delivered on-site or at approved partner locations. Skilltrade instructors lead hands-on training, competency validation, and readiness assessment.

Employer-Led Labs

Employer delivers in-person skills training using Skilltrade curriculum and lab guides. Skilltrade provides standards, assessments, and quality oversight to ensure consistency and credential readiness.



The Skilltrade **Student Success Pathway**

Dedicated Student Success and Career Services teams provide real-time progress monitoring, proactive intervention, and ongoing support from enrollment through placement.

Support begins at inquiry: before enrollment is confirmed.

Enrollment & Readiness

Pre-Enrollment
Goal Alignment

Orientation &
Success Planning

Externship Preferences Secured
& Employer Pipeline Initiated

Enrollment
Confirmed

Real-time monitoring triggers early intervention before students fall behind.

Academic & Certification

Program Launch
& LMS Access

Weekly Progress
Check-Ins

Hands-On Labs &
Clinical Reinforcement

Weekly Practice Exams
& Focused Review

Externship secured before program completion. Employers engaged weekly.

Career Launch & Retention

Certification
Preparation &
Scheduling

Externship
Secured & Aligned

Resume &
Interview Coaching

Active
Placement
Support

Verified Placement,
Retention & Wage
Tracking

Governance & Compliance

Employer oversight across the program lifecycle.

Employer dashboards

Providing visibility into enrollment, participation, and progress.

Structured reporting

Across enrollment, completion, and workforce readiness milestones.

Clear roles, checkpoints

And review cadences across Skilltrade and employer teams.

Insights that support

Workforce planning, intervention, and scaling decisions.





Governance & Accountability

Clear decision points, defined responsibilities, and structured execution.

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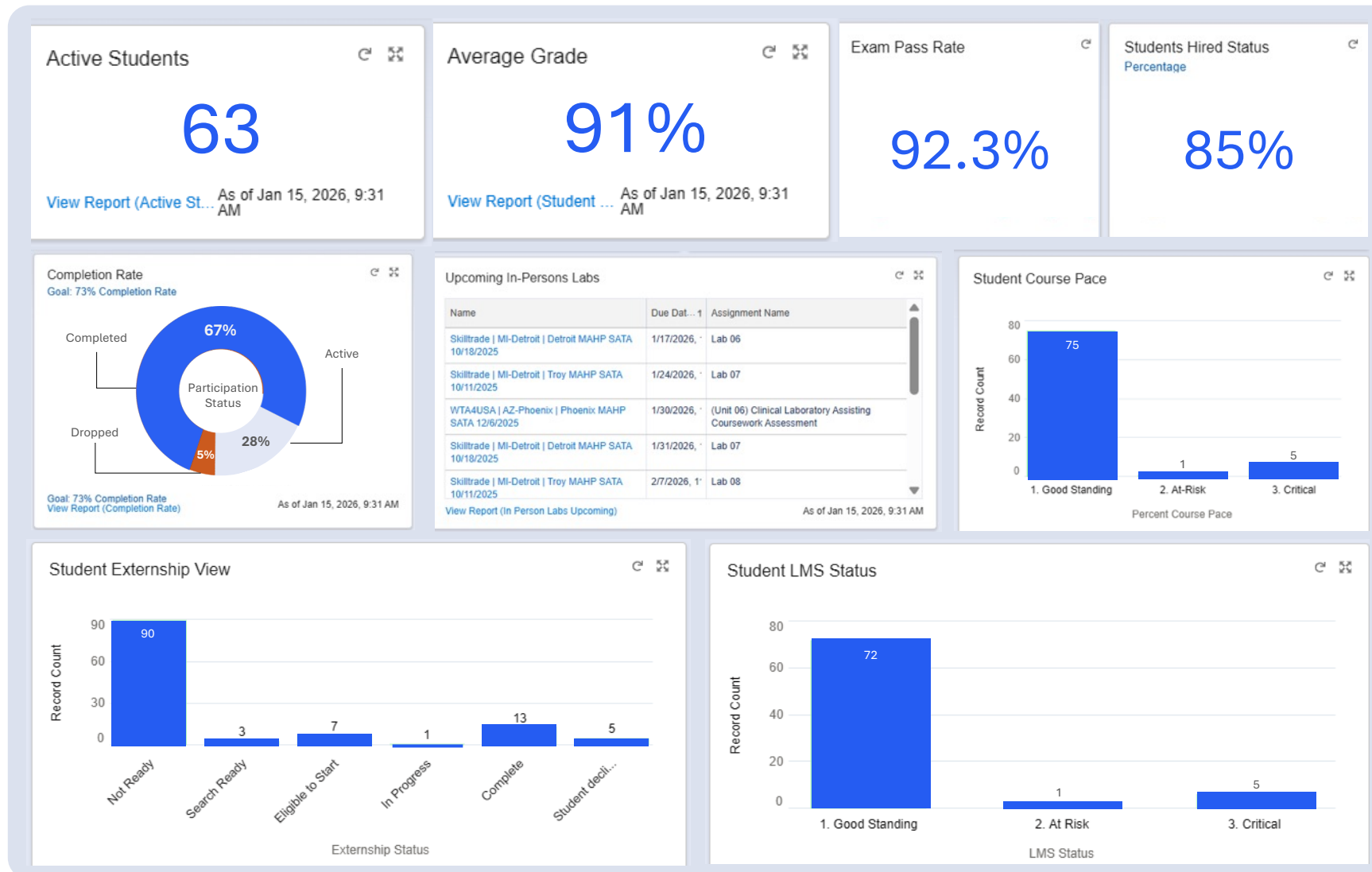
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Employer Reporting & Visibility Dashboard



The dashboard provides real-time visibility into **enrollment, participation, and learner progress** across cohorts.

Designed to support operational oversight, timely intervention, and informed workforce planning decisions.

Flexible Funding Pathways

These funding options reduce financial barriers while maintaining predictable program costs.



Employer-Sponsored Training

Training can be offered as a **tax-advantaged employee benefit**.



Employee-Paid Options

Employees may **self-fund** participation where appropriate.



Workforce & Grant Support

Skilltrade supports with eligible public or **workforce funding sources**.

Structured Program Milestones

Each milestone includes defined checkpoints to ensure continuity and accountability.

Phase	Description	Owner
Program Alignment	Confirm roles, cohort size, schedules, and delivery model	Employer & Skilltrade
Candidate Identification	Identify internal candidates and/or external applicants	Employer & Skilltrade
Enrollment & Readiness	Complete enrollment, onboarding, and program orientation	Skilltrade
Didactic Training	Deliver online instruction and instructor-led sessions	Skilltrade
Hands-On Training	Conduct in-person lab training and competency validation	Skilltrade / Employer
Completion & Deployment	Confirm readiness and transition learners into roles	Employer

Partner Ecosystem

Trusted by healthcare employers, workforce organizations, and academic partners.



Detroit at Work



Detroit at Work, the City's leading workforce agency, partnered with Skilltrade and Focus: HOPE to create **affordable healthcare training pathway for underserved residents**. The goal was to connect jobseekers to real employment through a high-quality, employer-driven training model.

Our Approach

- A 20-week hybrid Certified Clinical Medical Assistant (CCMA) training program
- Combined online learning with in-person lab sessions at regional partner sites
- Wraparound support provided in collaboration with Focus: HOPE (career coaching support, etc.)
- Coordinated externships with:



60+

Detroit residents enrolled in the CCMA hybrid program

82%+

Job placement within 60 days of program completion

90%+

Learner satisfaction and high engagement across cohorts.



Texas Woman's University



Texas Woman's University (TWU), engaged Skilltrade to help address talent shortages in the Dallas-Fort Worth area. With over 1,200 open Medical Assistant roles and limited local training capacity, TWU turned to us to **deliver flexible, employer-aligned certification programs that also build toward degree attainment.**

Our Approach

- Launched hybrid Medical Assistant, Surgical Technologists, Sterile Processing Technician training programs
- Built stackable pathways aligned to TWU's associate and bachelor's degree programs
- Delivered employer-aligned externships across the DFW metro area
- Led all outreach, enrollment, and student support functions with TWU branding.

40+

Learners
trained across
cohorts

85%+

Program
completion
rate



Prisma Health



Prisma Health, South Carolina's largest nonprofit health system, partnered with Skilltrade to reduce staffing shortages in surgical support roles and build long-term internal mobility. The initiative focused on helping **incumbent employees advance into critical roles like Surgical Technician through employer-sponsored education** and streamlined certification pathways.

Our Approach

- Delivered hybrid Surgical Technician training with flexible online learning + hands-on lab intensives
- Designed around Prisma's staffing needs and internal advancement plans
- Tuition fully covered by Prisma as part of an incumbent upskilling model
- Supported learners with pacing guidance, exam preparation, and dedicated mentor check-ins.

30%

Internal employees upskilled in initial cohort

50%

Reduction in time-to-hire for key surgical roles



Next Steps

Employer oversight across the program lifecycle.

Internal review & approval

Identify decision-makers and approval process

Target roles & cohort size

Confirm initial roles and expected number of participants

Delivery preferences

Select scheduling approach and hands-on training model

Externship alignment

Define participating departments, learner count, and evaluation approach

Target launch window

Align on desired start timeframe



 Skilltrade

Thank You