Skilltrade

Strategic Partner Behind

Job-Aligned Workforce Training

Flexible, short-term programs that connect learners with high-demand careers and help partners build the talent they need.













OUR MISSION

Solve workforce shortages through short-term, job-aligned training, delivered as a true partner, not just a training vendor.

What Makes the Model Different

- Short-term, career-focused programs
- Flexible online and hybrid delivery
- Asset-light hands-on training model
- Immersive, AI-supported curriculum

How Programs Are Funded

- Employer-sponsored training
- Workforce and government funding
- Academic partnerships
- Private pay

What Skilltrade Brings

- Curriculum & program design
- Compliance expertise
- Funding strategy
- Training delivery
- Student support
- Partner implementation
- Dedicated partnership management
- Accountability for outcomes

Current Programs

- Medical Assistant
- Patient Care Technician
- Sterile Processing Technician
- Surgical Technologist

1199SEIU United Healthcare Workers East

AdventHealth

HENRY FORD HEALTH

TEXAS WOMAN'S UNIVERSITY

Goodwill Industries of Dallas, Inc.

THE OPPORTUNITY

Healthcare Workforce Challenge

10M+

Projected healthcare-worker shortfall by 2031

80K+

Qualified applicants turned away annually

3x

Higher cost of agency staffing vs trained staff

60%+

Cite limited career-advancement pathways



The constraint isn’t worker demand. It’s scalable training infrastructure. That’s where Skilltrade fits.

Why traditional training falls short

- Limited training capacity
- Long completion timelines
- Inflexible delivery models
- Difficulty scaling quickly with employer demand

PROGRAMS & PIPELINE

Built Where the Workforce Need is Growing

Current Programs

Medical Assistant
+14% growth | ~190k openings/ year

Sterile Processing Technician
+5% growth | ~15k openings/ year

Patient Care Technician
+4% growth | ~211k openings/ year

Surgical Technologist
+6% growth | ~11k openings/ year

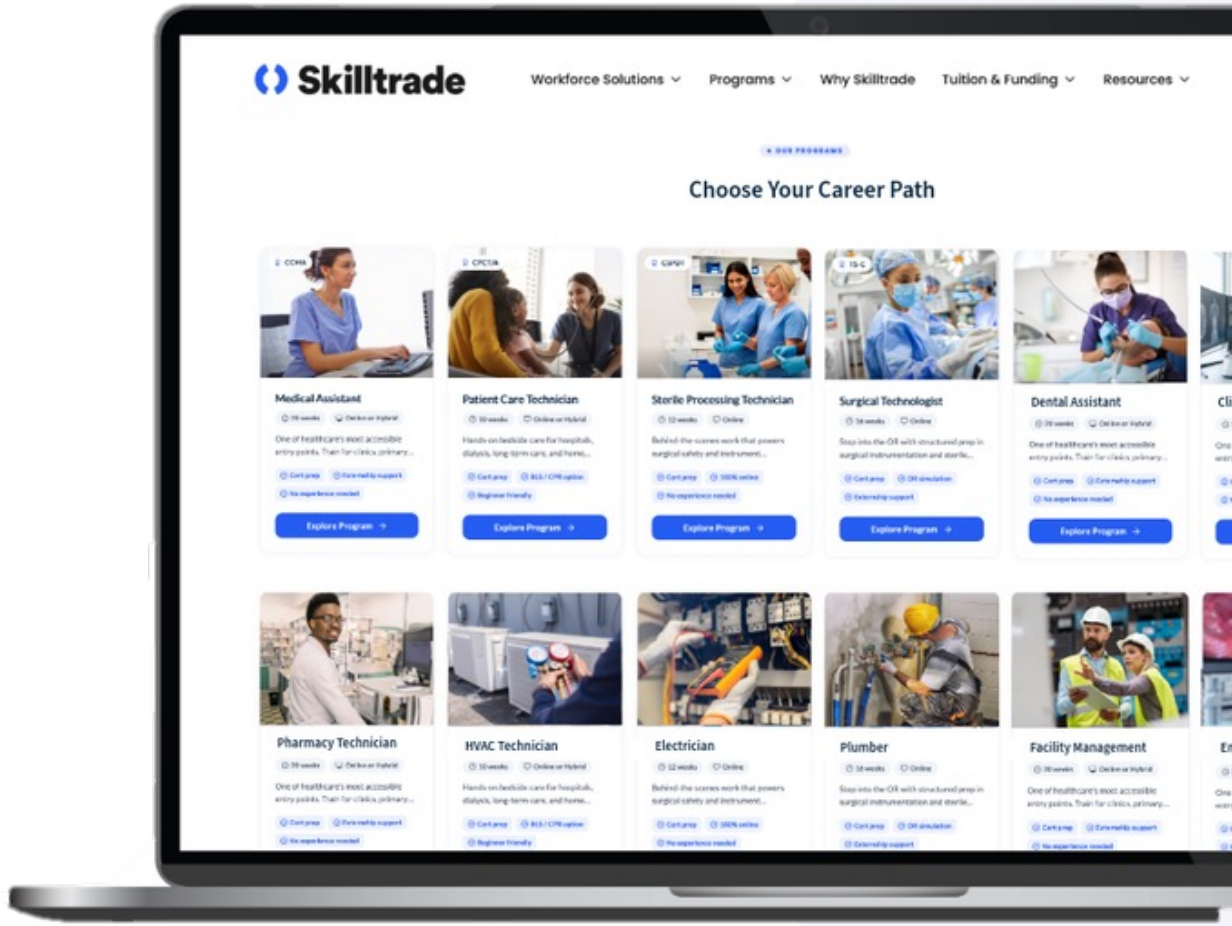
Launching Dec ’26

Clinical Nurse Assistant
+4% growth | ~211k openings/ year

HVAC Technician
+9% growth | ~40k openings/ year

In Development – Q2 2027

Dental Assistant
Pharmacy Technician
Surgical First Assistant
Endoscopy/GI Technician
Community Health Worker
Electrician
Plumber
Facility Management



FUNDING OPPORTUNITY

Multiple Funding Channels To Support Workforce Training

Employer / Incumbent Training

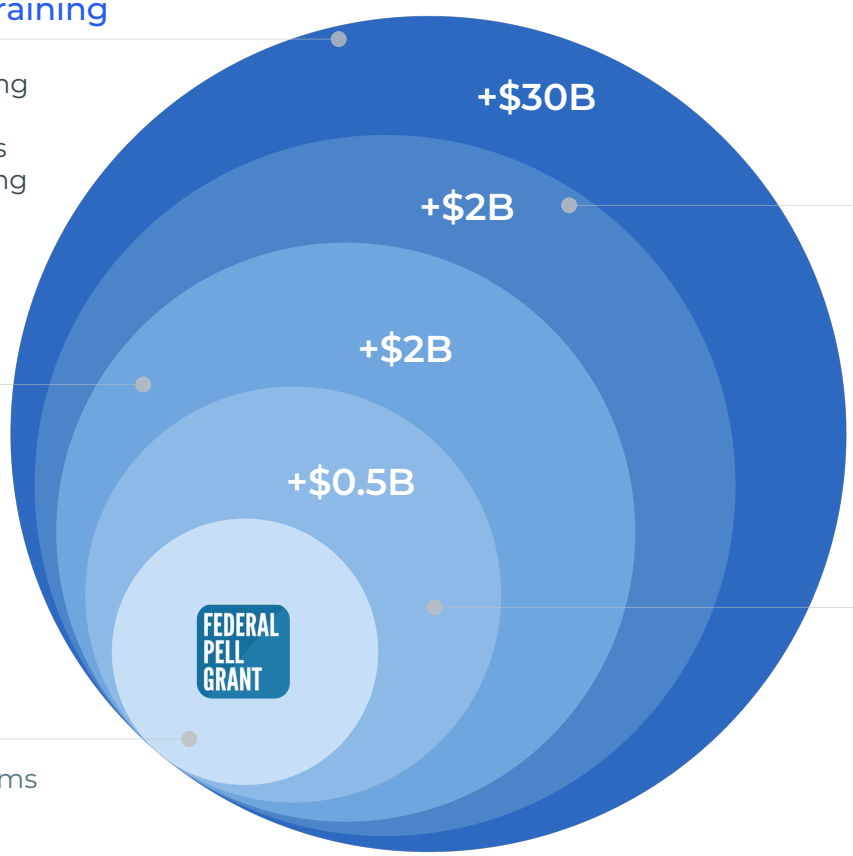
- Employer-sponsored training
- Tuition reimbursement
- Recruit, Train & Hire models
- Incumbent-worker upskilling

Workforce & Non-Profit Funding

- Workforce-board funding
- ETPL-supported training
- State and local workforce programs
- Non profit-funded cohorts

Federal Pell Grant

- Available for eligible programs
- Supports short-term, high demand career training
- Helps reduce out-of-pocket cost for eligible learners.



Apprenticeship / On-the-Job Training

- Registered apprenticeship opportunities
- Employer-based workforce development
- Labor-management partnerships
- On-the-job training pathways

Military / Veterans

- MyCAA
- Military credentialing pathways
- Veteran workforce development opportunities

Braided Funding

Many programs can be supported through more than one funding source.

Funding is often available. Skilltrade can help partners identify and navigate it.

WHO WE WORK WITH

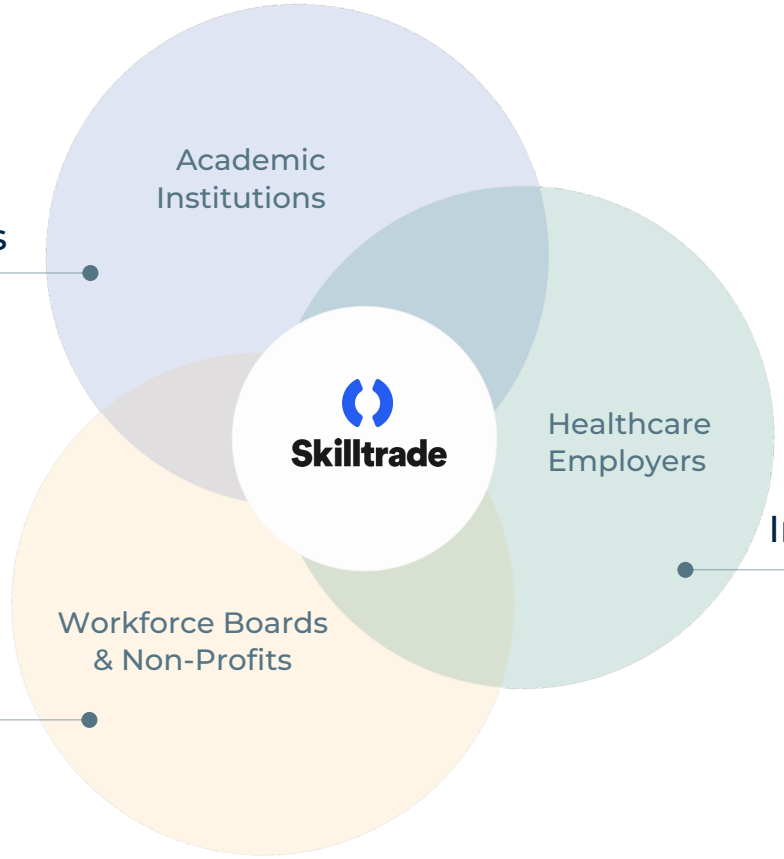
One Ecosystem. Multiple Partners. Shared Outcomes.

We Power
Certification Programs

Expand workforce-aligned offerings and create opportunities for stackable credential pathways.

We Train
Community Cohorts

Expand access to healthcare careers and connect learners with regional workforce needs.



We Upskill
Incumbent Workers

Build internal pipelines and help employees advance into high-need roles.

The audiences are different. The Skilltrade training infrastructure connects them.

- ✓ Program & curriculum design
- ✓ Online + hybrid delivery
- ✓ Labs & instructors
- ✓ Student support
- ✓ Funding strategy
- ✓ Reporting & employer engagement

Flexible Training Model. Online or Hybrid.

Online Training

Accessible, scalable training delivered through an engaging digital learning experience.

- 3D simulations
- Interactive, scenario-based learning
- AI-supported skills development
- Live instruction and structured learning support.

Hybrid Training

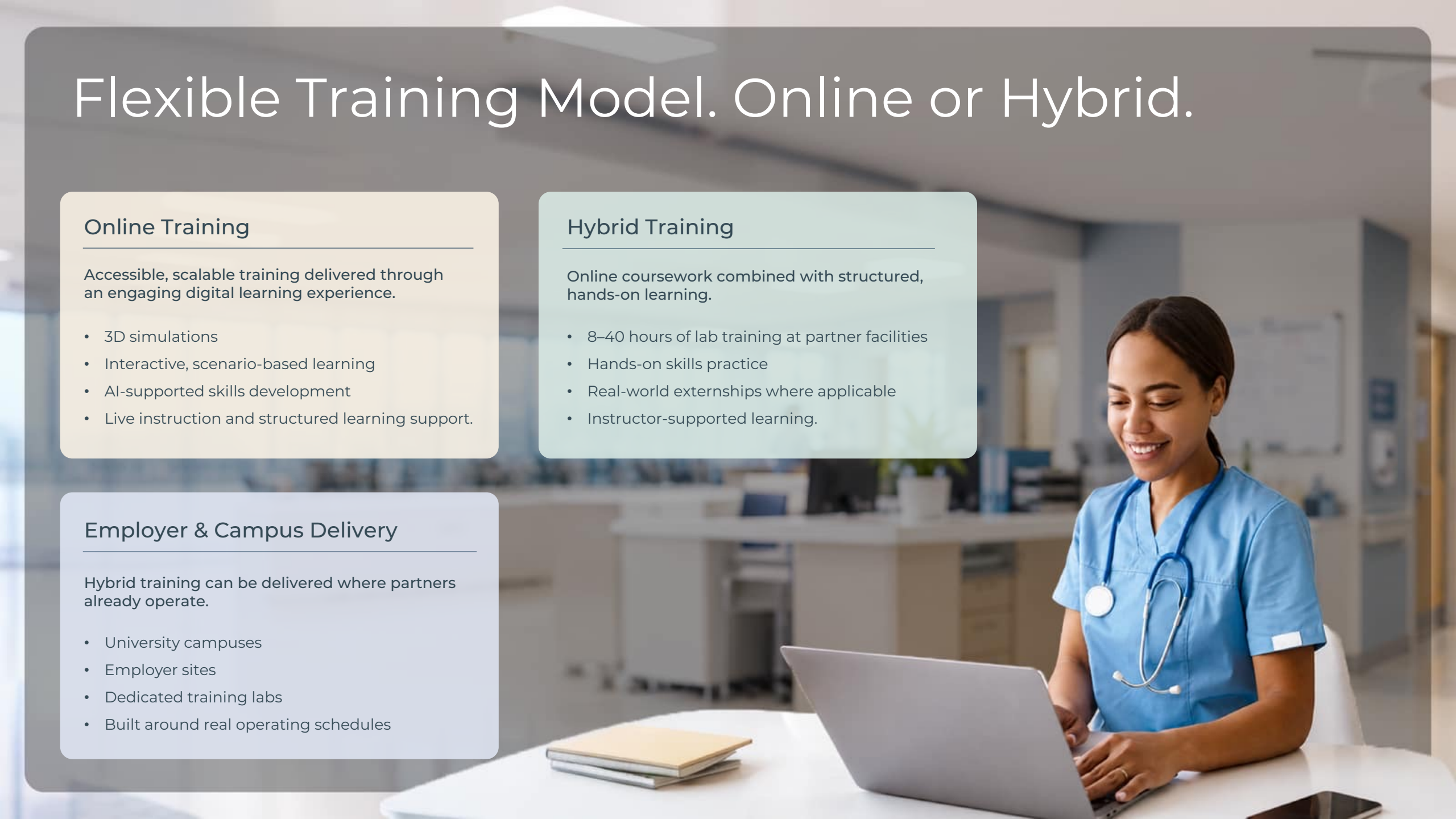
Online coursework combined with structured, hands-on learning.

- 8–40 hours of lab training at partner facilities
- Hands-on skills practice
- Real-world externships where applicable
- Instructor-supported learning.

Employer & Campus Delivery

Hybrid training can be delivered where partners already operate.

- University campuses
- Employer sites
- Dedicated training labs
- Built around real operating schedules



THE SKILLTRADE MODEL

We Train Anywhere You Have Space

Physician Exam Rooms

Use available exam rooms during off-hours, turning existing clinical space into hands-on training environments.

On-Site at Hospitals

Deliver in-person training directly inside partner health systems and around real operating schedules.

University Infrastructure

Use simulation rooms, labs, classrooms already on campus, scheduled around existing academic use.

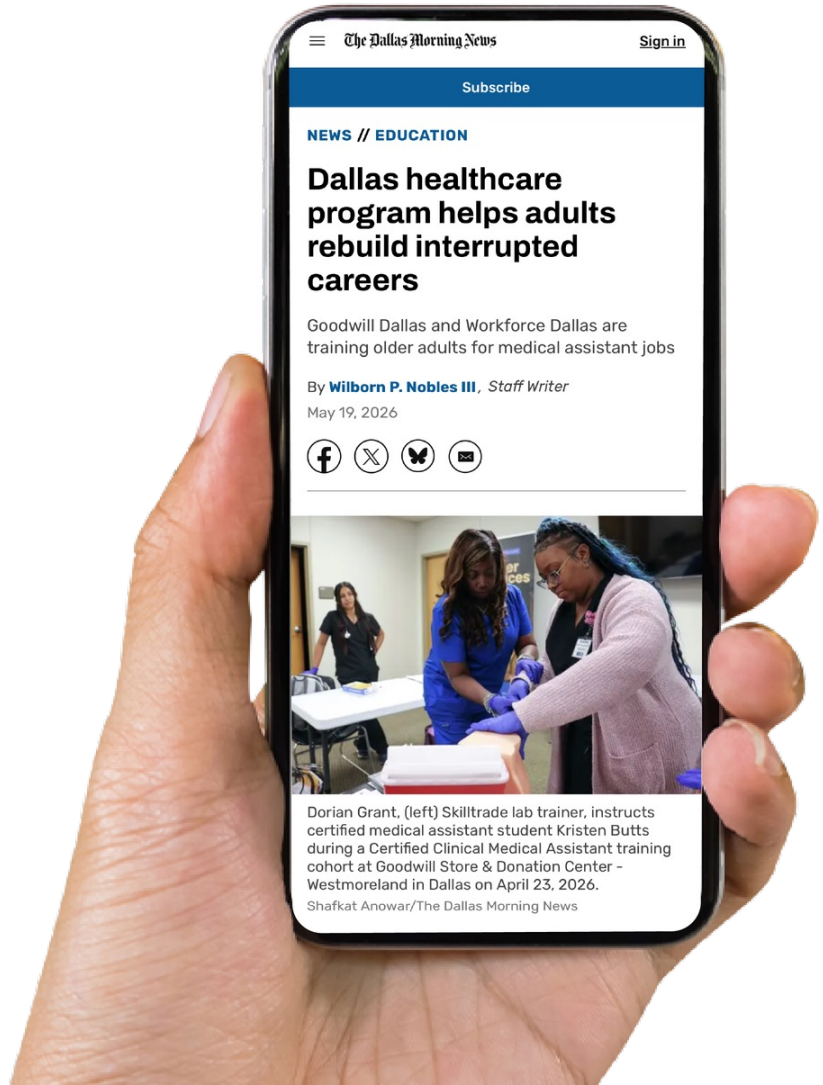
Workforce & Non-Profit Facilities

Bring hands-on training into workforce centers and non-profit facilities, including locations such as Goodwill.



How Skilltrade Makes It Work

- ✓ Core equipment maintained on-site
- ✓ Consumable supplies shipped directly to each lab
- ✓ Inventory managed centrally by Skilltrade
- ✓ Instructors sourced and credentialed nationally
- ✓ Labs scheduled weekly or every other week, depending on the program



WHO WE WORK WITH

Proven Partnerships Across the Workforce Ecosystem

Texas Woman's University

Corewell Health

Risepoint

1199SEIU United Healthcare Workers East

EPIC Health

JobWorks Innovative Workforce Services

Henry Ford Health

Alabama Works!

Goodwill Industries of Dallas, Inc.

Kennebec Valley Community College — Your Bridge to a Brighter Future

Advantage Health

Matrix Human Services — "Touching Hearts, Changing Lives" Established 1906

AdventHealth

Career TEAM

Detroit At Work

Skilltrade is already working with academic institutions, healthcare employers, workforce agencies, non-profits, and labor partners to build and deliver job-aligned training.

THE SKILLTRADE MODEL

Scalable, Employer-Aligned Training Model

Source

Identify internal and external candidates aligned to workforce needs.

Build

Deliver hybrid, job-aligned training with online learning and hands-on labs.

Train

AI-powered simulations, live instruction, and structured skills development.

Validate

Assess real-world readiness through externships and skills-based evaluation.

Deploy

Transition learners into roles through employer-aligned hiring pathways.

Online Training Platform

Engaging 3D simulations and interactive, scenario-based learning — accessible and scalable.

Boot Camps / Externships

8–40 hour lab training at partner facilities, plus real-world externships with leading healthcare organizations.

Employer & Campus Sites

Delivered at university campuses, employer sites, or dedicated training labs — built around real operating schedules.



WORKFORCE & NON-PROFIT PARTNERSHIP

From Candidate Interest to Career Opportunity

Goodwill Industries partnered with Skilltrade to launch job-aligned healthcare training cohorts, giving learners in its workforce network a direct, supported pathway into credentialed healthcare careers.

Goodwill Industries of Dallas, Inc.

- ✓ Regionalized lab sites to reduce access barriers
- ✓ Wraparound learner support (coaching, readiness prep)
- ✓ Full outreach, enrollment & implementation managed by us

93%
Program completion rate

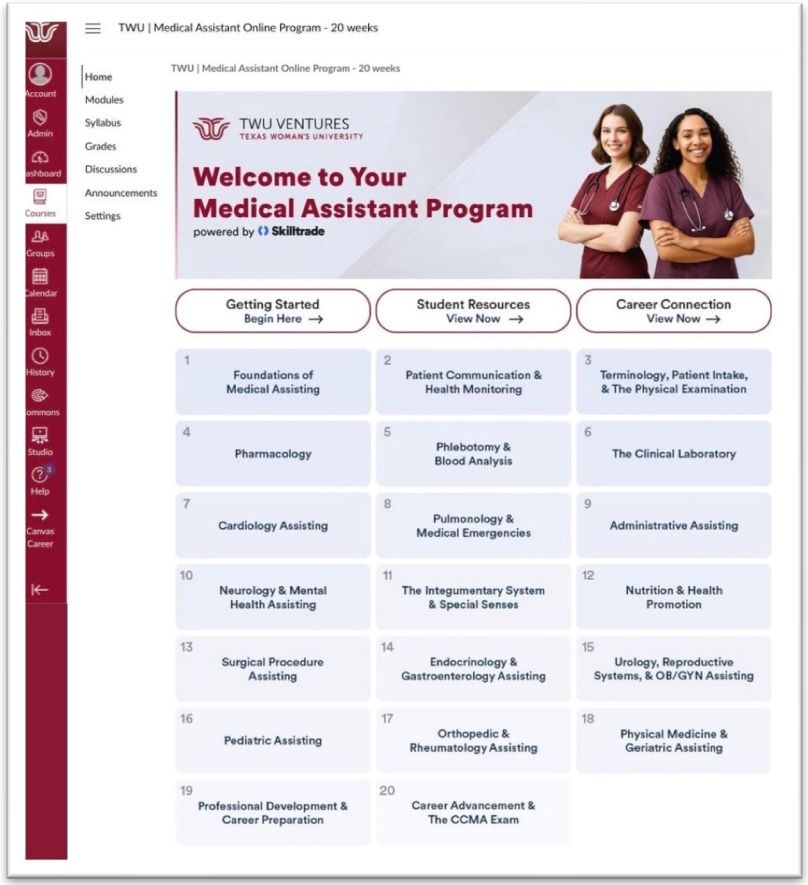
93%
Certification pass rate



ACADEMIC + WORKFORCE PARTNERSHIP

Connecting Education, Workforce, and Employer Demand

Skilltrade connected academic infrastructure, workforce access, and employer demand to launch a job-aligned Medical Assistant program in Dallas–Fort Worth.



Dallas-Fort Worth Healthcare Employers

- Regional workforce shortages
- 1,200+ open Medical Assistant roles
- Demand for job-ready talent
- Need for scalable talent pipelines

Texas Woman's University — Academic Partner

- Workforce-aligned program development
- Curriculum & training infrastructure
- Program implementation
- Student learning & support

Goodwill Industries of Dallas, Inc. — Workforce Partner

- Job-aligned training programs
- Cohort implementation
- Learner training & support
- Pathway to credentialed careers

Skilltrade Powers the Partnership

- Identifies workforce opportunities
- Connects partners across customer audiences
- Designs and launches training programs
- Powers curriculum, delivery, technology, and student support

42
Learners across 3 concurrent cohorts

60-90
Days from partnership to launch

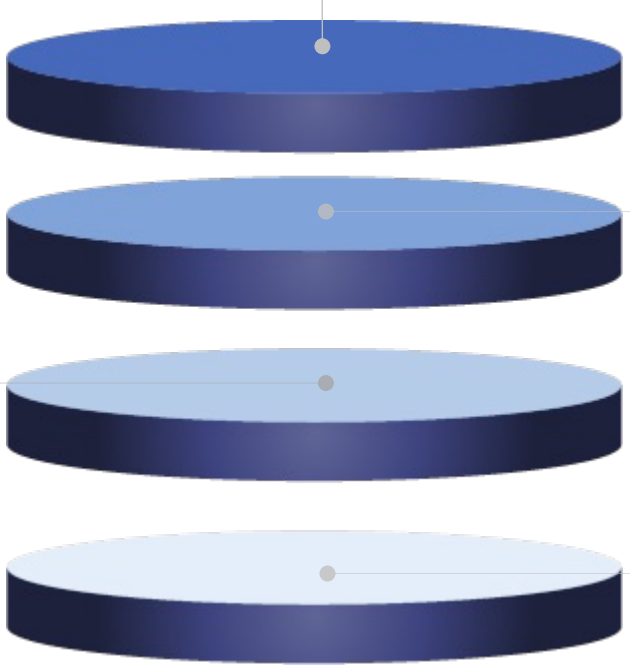
STACKABLE CREDENTIAL PATHWAYS

Short-Term Workforce Training Can Become a Pathway Into Degree Enrollment

01 Short-Term Workforce Entry

Skilltrade Certificate Programs

- Medical Assistant - CCMA
- Patient Care Technician - CPCT/A
- Sterile Processing Technician - CRCST / CSPDT
- Surgical Technologist - TS-C



02 Bridge Into Academic Credit

Articulation / Credit for Prior Learning

- Articulation agreement
- Credit for Prior Learning (CPL)
- Recognition of completed training
- Institution determines eligible academic credit

03 Associate Degree Pathway

Academic Progression

- AAS Health Sciences
- AAS Medical Assisting
- AAS Surgical Technology
- AAS Health Information / related pathways

04 Bachelor’s Degree Pathway

Long Term Advancement

- BS Health Sciences
- BS Healthcare Administration
- Related bachelor’s programs
- Continued academic and career mobility

HEALTHCARE EMPLOYER PARTNERSHIPS

Flexible Training Models Built Around Workforce Needs

HENRY FORD HEALTH

Hybrid Model – Medical Assistant

- Employees continue working while completing training
- **20-week** hybrid program
- Tuition reimbursement through **ED Assist**
- **12 employees** in the first cohort
- Employees attend Skilltrade's hybrid training location

1199SEIU United Healthcare Workers East

UHealth UNIVERSITY OF MIAMI HEALTH SYSTEM

On-Site Apprenticeship

Sterile Processing Technician

- Customized training for incumbent hospital employees
- **8 staff** upskilled
- Labor-management partnership with **1199SEIU**
- Hands-on training delivered on-site at UHealth

AdventHealth

Employer-Based Upskilling

Sterile Processing Technician

- Incumbent-worker training
- Delivered in coordination with Advent University
- Training delivered around employer workforce needs.

Program Cost Structure

- $4,500 cost, less $500 scholarship
- $400 upfront to reserve enrollment
- Balance over 12 mo. (~$315/mo.)
- Reimbursed via ED Assist on completion

From hybrid training to on-site delivery, Skilltrade adapts the model around how an employer needs to train its workforce.

LEARNING PLATFORM & OUTCOMES

Built For Engagement, Practice, and Certification Readiness

Structured Learning Path

- ✓ Program modules organized around clear learning objectives
- ✓ Self-paced coursework with defined milestones
- ✓ Centralized access to assignments, resources, and learning activities

Interactive Learning

- ✓ 3D simulations
- ✓ Embedded assessments and knowledge checks
- ✓ Scenario-based activities
- ✓ Gamified learning modules

Instructor & Cohort Support

- ✓ Virtual instructor-led sessions
- ✓ Instructor communication and guidance
- ✓ Peer and cohort engagement
- ✓ Structured support throughout the program

Certification Preparation

- ✓ eBooks & study materials
- ✓ Practice tests
- ✓ Certification-aligned content
- ✓ Structured review resources



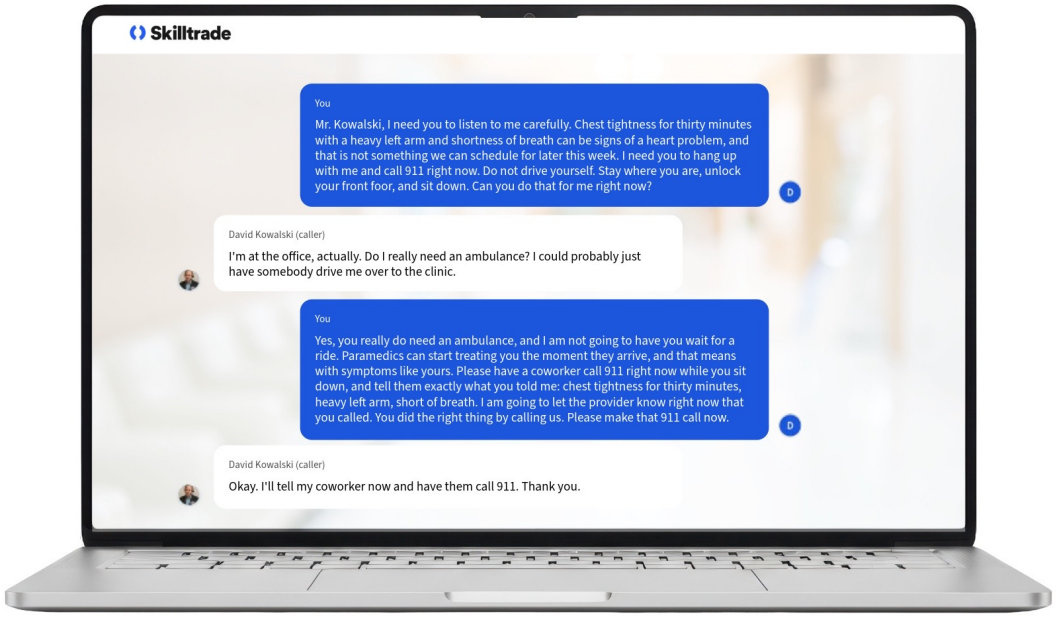
CLINICAL CONVERSATION SIMULATOR

Practice Real Clinical Conversations Before They Happen

Realistic Patient Interaction

Learners speak with lifelike AI patient personas and respond to realistic clinical scenarios.

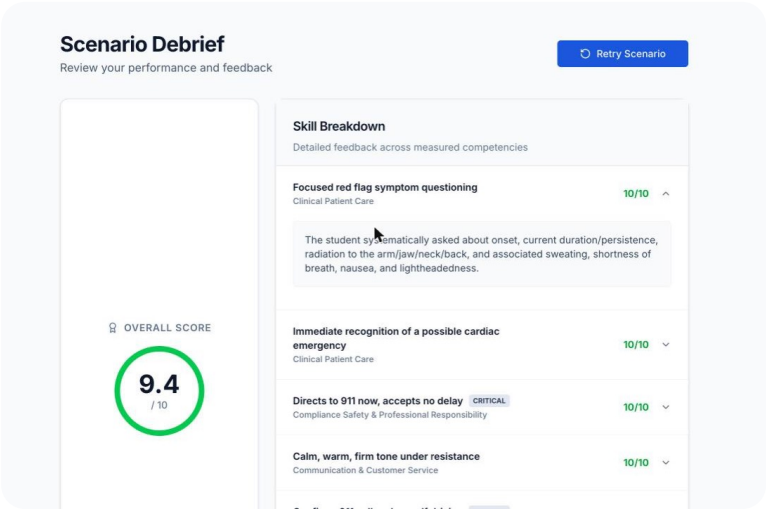
- **Real-time, scenario-based** clinical conversations
- Practice communication, judgment, and professionalism
- Safe environment to build confidence before live patient interaction
- Repeatable scenarios that support skill development over time.



Debrief, Grade Analysis & Remediation

Every attempt is followed by a structured debrief that shows how the learner performed and where improvement is needed.

- Overall score and skill-by-skill breakdown
- Written feedback tied to a defined rubric
- Safety-critical behaviors flagged individually
- Clear remediation guidance and next-step coaching
- Helps learners improve before the next attempt.



Skilltrade combines simulation, evaluation, and targeted feedback in one learning experience.

STUDENT SUCCESS PLAYBOOK

Support Before Small Problems Become Big Ones

Milestone-Based Outreach

Proactive Support at Every Stage of the Learner Journey

We meet every student at each milestone with a personal touch, before anything goes wrong.

Personal Welcome	Home Stretch	Confidence to Test	Career Runway	Celebrate & Guide
A week-one call to build excitement and learn the student's goals.	A check-in near the end to celebrate progress and keep energy high.	We encourage testing at peak momentum, then support each step.	The career conversation opens early and continues through externship.	Every completion is recognized, with a clear path forward.

Rapid Response When Learners Need More Support

A quiet week or a slipping grade triggers outreach within days, small problems get solved while they're still small.

Re-engagement	Academic Coaching	Attendance Support	Pace Coaching	Confidence Rebuild
When logins and coursework stop, we reach out right away.	Slipping grades trigger outreach with added support and resources.	A missed session prompts a caring check-in and a plan.	Falling behind prompts outreach and a tailored catch-up plan.	A setback becomes a chance to prepare and reconnect to the goal.

INSTRUCTOR QUALITY

Instructor Quality Built Into The Model

Who We Recruit

- Our instructors are working professionals currently practicing in their field.
- Every instructor is vetted for subject-matter mastery, current credentials, and a mentoring mindset.

Structured Hiring & Onboarding

Every instructor is set up to succeed, from day one.

- One centralized hiring bar, every campus
- Mentored ramp-up before running a lab solo
- Full curriculum plus a play-by-play instructor manual

Quality & Accountability

Observations happen during hands-on labs, so feedback is directly tied to in-class facilitation.

- 1–2 formal observations per cohort
- Feedback triangulated with student data drives curriculum updates

Stability

- Most instructors return cohort after cohort, so students learn from people invested long term.

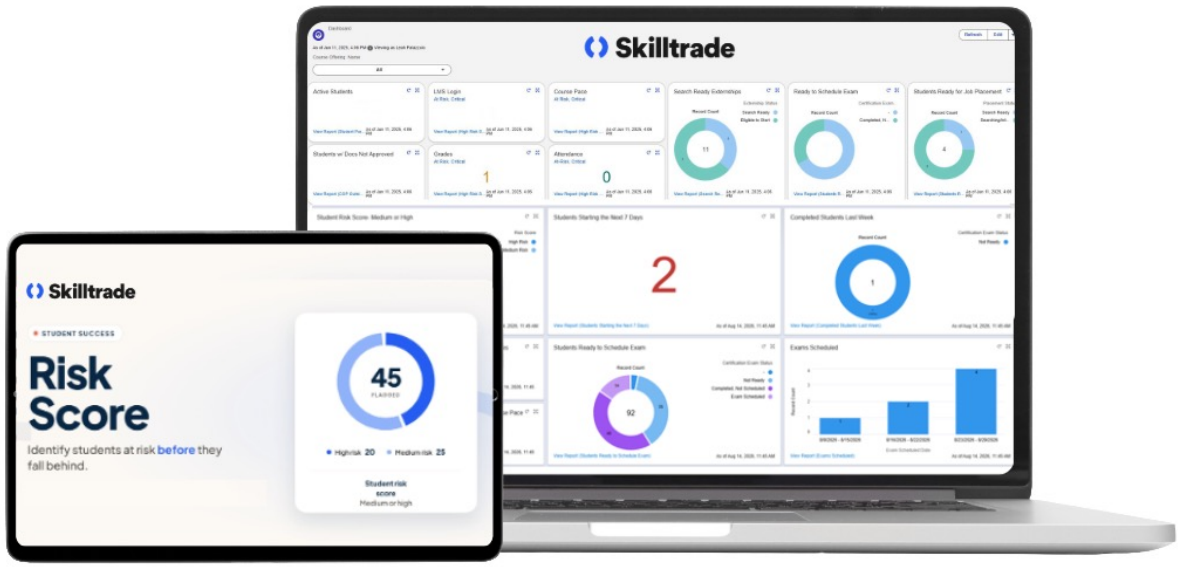
Recruited, developed, and held accountable at every stage, across every campus.

CORE TECHNOLOGY STACK

A Platform Built to Scale Nationally

Salesforce Canvas ClearGage In-House SMS	✓ CRM, enrollment and partner management ✓ Learning management and learner progress ✓ Payment and financial management ✓ Automated learner communication and outreach
Integrated Data Dashboards Risk Scores	✓ Learner progress and engagement real-time visibility ✓ At-risk learner identification ✓ Cohort and partner dashboards track performance
Automated Outreach Human Intervention	✓ Automated communication keeping learners on track ✓ At-risk students are surfaced for proactive follow-up ✓ Skilltrade teams intervene with targeted coaching





Data identifies where support is needed. Automation triggers outreach. Skilltrade's team intervenes when human support matters.

Skilltrade helps partners solve both sides of the equation: delivering the training and helping identify how to fund it.

Identify relevant funding opportunities and help partners understand available funding pathways

Support grant application and help partners move from funding opportunity to implementation

Support ongoing reporting requirements and help partners manage compliance throughout delivery



Funding Pathways We Support

- Incumbent Worker Training Grants
- Employer Tuition Assistance
- WIOA Grants
- Tax-Advantaged Tuition Reimbursement
- Pell / Short-Term Program Funding

Real Students.
Real Impact.



AW
Ashley White
US • 1 review

2 days ago

We did it!

My experience in this program was made so special because I was surrounded by a village of great individuals. Of course, it takes self-willingness, dedication, and determination to get things done, but I cannot take full credit for my success on my own.

To the instructors, administrators, support staff, and my amazing peers — thank you for your guidance, encouragement, support, and for being part of this journey with me.

I truly could not have done it without you all.

WE DID IT !!

Thank you all from the bottom of my heart!

September 19, 2026 Unprompted review

R
Ryaan Burke
US • 1 review

Apr 30, 2026

Wonderful experience

Wonderful experience! Skilltrade cares about their students and are supportive every step of the way. Not only are they always there to support you but they also provide you with the resources and tools you need to be successful.
I recently completed the ccma program and received my certification and I am beyond grateful for their help and support. 10/10 recommendation!

April 30, 2026 Unprompted review

N
Nyla Henderson
US • 1 review

Jul 30, 2026

A special to everyone who made this...

A special to everyone who made this possible , so grateful and thankful to everyone that put this program together I've learned so much and I'm so excited to use this new skill that I've learned and share it with the real world this is just the beginning step of my career. I'm so glad that I've gotten to be able to get accepted into this program so that I can use this as a steppingstone to where I really wanna be in life. This program was definitely worth it.

July 30, 2026 Unprompted review

Validated Across the Workforce Ecosystem

"Accessible, engaging, and aligned with the needs of employees and labor-management partners."

1199SEIU Funds
Training & Employment

"Flexible training that allowed employees to continue working while pursuing certification."

SVC PEDIATRICS

"A healthcare employer pathway for developing job-ready clinical talent aligned to real workforce needs."

EPIC HEALTH

"A learner-centered approach that supports participants from enrollment through clinical experience and employment."

Goodwill Industries of Dallas, Inc.

"A scalable workforce solution for academic institutions, employers, workforce organizations, & community partners."

TEXAS WOMAN'S UNIVERSITY

"Workforce-aligned training that helps connect Detroit residents to healthcare career pathways."

DETROIT AT WORK

Skilltrade

Let’s Shape the

Future of Healthcare Together

Whether you're a workforce agency, an academic institution, or a healthcare employer, we're ready to build a program that fits your goals in as little as 60 days.

Jason Aubrey - Founder & CEO

jaubrey@skilltrade.com