

Division of Apprenticeship Standards (DAS)

Apprenticeship Program Summary Sheet

To: Adele Burnes, Chief
From: Joseph Gallardo
CC: Program Planning and Review
Date: September 5, 2024

Program Name: Bakersfield College Healthcare Apprenticeship Program
Industry: Healthcare
DAS File No.: 101071
Grant Awardee: ☐ No ☒ Yes CAI Grant FY CAI-2023

Actions:

- ☒ Proposed new apprentice program
- ☐ Existing apprenticeship program adding new occupations
- ☐ Existing apprenticeship program expanding area of operations
- ☐ Existing apprenticeship program changing work processes on approved occupations.

Labor Organizations Representing Any of the Apprentices:

Service Employees International Union (SEIU) Local 521 – 1001 17th St., Bakersfield, CA 93301

Request for Approval under Labor Code 3075:

Bakersfield College Healthcare Apprenticeship Program is not intended to train in the building and construction trades and is not eligible to dispatch apprentices to projects with public works, prevailing wage or skilled and trained workforce requirements within the meaning of Labor Code sections 1720 and 3075 and will not train or dispatch apprentices in the building and construction trades or firefighters occupations.

Comments:

Bakersfield College Healthcare Apprenticeship Program will work to serve to grow employment numbers within the nursing field. This program will strive to close a gap within the medical profession.

Bakersfield College Healthcare Apprenticeship Program will oversee the apprenticeship program herein and seeks approval from the Department of Industrial Relations, Division of Apprenticeship Standards for the following items:

Proposed Occupation, Wage Rate & O*Net Code:

- Perioperative Registered Nurse O*Net: 29-1141.00
Professional Worker Wage: \$39.78 per hour
Proposed Apprentice Wage: \$36.08 per hour
Proposed No. of Apprentices: 5

Proposed Employers:

- Adventist Health Bakersfield - 2615 Chester Ave., Bakersfield, CA 93301

Bakersfield College Healthcare Apprenticeship Program Standards

Incorporating and Adopting

U.S. Department of Labor, Office of Apprenticeship Approved Standards

1801 Panorama Dr., Bakersfield, CA 93305

Bakersfield, CA 93305

(661) 395-3578

apprenticeship@bakersfieldcollege.edu

Table of Contents

Program Standards.....	1-6
Approved DOL Standards	
Local Education Agency Letter(s).....	Attachment A
List of Committee Members.....	Attachment B
California Apprenticeship Agreement (DAS-1)	Attachment C
Sample Employer Agreement	Attachment D

Article I Purpose and Policy – CA LC §3075, 3076, 3089; CCR §205, 206, 212.1, 212.2, 218

The parties hereto declare their purpose and policy to incorporate the attached standards approved by the U.S. Department of Labor Office of Apprenticeship to establish an organized, planned system of apprenticeship conducted as an education-sponsored, employer-based undertaking. All provisions in the U.S. Department of Labor Office of Apprenticeship attached hereto, that do not conflict with California laws and regulations shall be incorporated, adopted and agreed upon under the Shelley-Maloney Apprentice Labor Standards Act of 1939, as amended, to govern the employment and training of apprentices in the trade, craft or occupation defined herein, to become effective upon their approval under the California standards. In case of conflict of law, California Law shall prevail. No Section of these standards of apprenticeship shall be construed as permitting violation of any Federal Law or Regulations and the State of California Law or Regulations.

These standards shall apply to the employer and employee organizations signatory hereto, their members, to other employers who subscribe hereto or who are party to a collective bargaining agreement with an employee organization(s) signatory hereto and to all apprentice agreements hereunder. An "Employer Agreement" [DAS-752, see attachment D] will be provided to specify the information particular to that employer as noted herein, including the option to waive or offer participation on the committee, employer committee members will be selected as outlined in the rules & regulations.

Article II Craft, Trade, Occupation – CA LC §3078 (c); CCR §212 (a,1)

The approved occupations are set forth in the U.S. Department of Labor Office of Apprenticeship standards attached to this California State standard. Additional occupations may be added or deleted by the above-named master apprenticeship committee by first submitting the proposed change(s) to the U.S. Department of Labor Office of Apprenticeship. Once the U.S. Department of Labor Office of Apprenticeship approves the change, the revised standards may be submitted to the California Division of Apprenticeship Standards (DAS) for approval of the Administrator of Apprenticeship.

Article III Occupations – CA LC §3078.5

The occupational supplement(s) included in the attached U.S. Department of Labor Office of Apprenticeship standards set forth the terms of the occupation, ratio, work processes, and related supplemental instruction for each individual occupation.

Article IV Responsibilities of Program Sponsor – CA LC §3076, 3076.3; CCR §205, 206, 212, 212.3

The program sponsors are responsible for the administration and enforcement of all aspects of a Registered Apprenticeship program. Sponsor means any person, association, committee, or organization operating an apprenticeship program and in whose name the program is (or is to be) registered or approved.

Sponsors with multiple employers will establish an Apprenticeship Training Committee to fulfill the responsibilities and duties required of a Program Sponsor as described in the attached U.S. Department of Labor Office of Apprenticeship standards.

In addition, the Sponsor(s) agree to (1) supervise the administration and enforcement of these standards; (2) adopt such rules and regulations as are necessary to govern the program provided that the rules and regulations do not conflict with these standards and provide a copy of such to each apprentice; (3) conduct orientations, workshops or other educational sessions for employers to explain the apprenticeship program's standards and the operation of the apprenticeship program; (4) pass upon the qualification of employers and, when appropriate, to suspend or withdraw approval; (5) conduct on-going evaluation of the interest and capacity of employers to participate in the apprenticeship program and to train apprentices on the job; (6) determine the qualifications of apprentice applicants and ensure fair and impartial treatment of applicants for apprenticeship selected through uniform selection procedures; (7) file a signed copy, written or electronic, of each apprentice agreement with the Division of Apprenticeship Standards, within 30 days of execution, with copies to all parties to the agreement; (8) establish and utilize a procedure to record and maintain all records of the apprentice's worksite job progress and progress in related and supplemental instruction; (9) establish and utilize a system for the periodic review and evaluation of the apprentice's progress in job performance and related instruction; (10) discipline apprentices, up to and including termination, for failure to fulfill their obligations on-the-job or in related instruction, including provisions for fair hearings; (11) annually prepare and submit a Self-Assessment Review as well as a Program Improvement Plan to the Chief of the Division of Apprenticeship Standards; (12) ensure training and supervision, both on the job and in related instruction, in first aid, safe working practices and the recognition of occupational health and safety hazards; (13) ensure training in the recognition of illegal discrimination and sexual harassment; (14) establish an adequate mechanism to be used for the rotation of the apprentice from work process to work process to assure the apprentice of complete training in the apprenticeable occupation including mobility between employers when essential to provide exposure and training in various work processes in the apprenticeable occupation; (15) establish an adequate mechanism that will be used to provide apprentices with

reasonably continuous employment in the event of a lay-off or the inability of one employer to provide training in all work processes as outlined in the standards; (16) have a Local Education Agency (L.E.A.) provide a letter approving the Related and Supplemental Instruction pursuant to LC 3074 [see Attachment A]; (17) grant apprentices credit for previous experience; (18) apprenticeship programs with more than one employer or an association of employers shall include provisions sufficient to ensure meaningful representation of the interests of apprentices in the management of the program; (19) adopt changes to these standards, as necessary, subject to the approval of the parties hereto and the Chief of the Division of Apprenticeship Standards.

Article V Apprentice Agreements – CA LC § 3077, 3077.5, 3078, 3079, 3086; CCR §205, 206, 207

To obtain approval in the State of California, the program sponsor shall register Apprentices, by electronic or other means, to the Division of Apprenticeship Standards within 30 days of execution of the Apprentice Agreement [California Apprenticeship Agreement (DAS-1), see attachment C] in addition to having already been registered for federal purposes by the U.S. Department of Labor, Office of Apprenticeship. These standards, and the U.S. Department of Labor standards, shall be a part of the apprenticeship agreement. Apprentices shall be furnished a copy of the standards or given an opportunity to read them before registration.

An apprentice is a person at least 18 years of age, who has met the requirements for selection under the selection procedures of participating employer, who is engaged in learning a designated craft or trade and who has entered into a written apprentice agreement under the provisions of these standards. If the apprentice is under 18 years of age, the agreement must be signed by the apprentice's parent or guardian. When the period of training extends beyond 18, the apprentice agreement shall likewise be binding to such a period as may be covered. A program sponsor shall not provide a maximum age for apprentices.

Each apprentice agreement shall conform to the State law governing apprentice agreements, and shall be signed by the employer, by the program sponsor, and by the apprentice and must be approved by the apprenticeship committee. Each apprentice shall be furnished a copy of or be given an opportunity to study these standards before registration. These standards shall be considered a part of the apprentice agreement as though expressly written therein.

During the probationary period, an apprentice agreement shall be terminated by the apprenticeship committee at the request in writing of either party. After such probationary period, an apprentice agreement may be terminated by the Administrator by mutual agreement of all the parties thereto or cancelled by the Administrator for good and sufficient reason.

If an employer is unable to fulfill his/her obligations to train under any apprentice agreement or in the event of a layoff, the apprenticeship committee may, with the approval of the Administrator, transfer such agreement to any other signatory employer if the apprentice consents, and such other employer agrees to assume the obligation of said apprentice agreement.

Article VI Hours and Working Conditions – CA LC §3078 (k); CCR §208 (a, d), 209, 210, 212

Apprentices shall work under and with competent professional workers and/or instructors and shall be assigned to work and learning tasks so that they obtain the diversified training on-the-job provided for in the apprenticeship standards.

The workday and workweek and all other conditions of employment for apprentices shall conform to all applicable laws and regulations and shall not be greater than for those of a professional worker.

Overtime shall not be allowed if it will interfere with or impair the training or be detrimental to the health and safety of the apprentice.

There shall be no liability on the part of the employer for an injury sustained by an apprentice engaged in schoolwork at a time when the employment of the apprentice has been temporarily or permanently terminated.

Article VII Wages and Wage Progression – CA LC §3076, 3078 (f); CCR §208 (a, d), 212 (a, 5)

The wages shall be a progressively increasing wage, employee benefits and other compensation as set by Section CCR §208 and CA LC §3078 (f).

In no case shall an Apprentice receive a starting wage that is less than the applicable federal, state or local entity (city or county) minimum wage, whichever is higher for the county or city where the apprentice is working. The applicable minimum wage law shall establish the effective date of the minimum wage.

Time spent in related and supplemental instruction may not be compensated.

Article VIII Responsibilities of Apprentices – CCR §205, § 206, 207, 212

Each apprentice, having entered into an apprenticeship agreement, shall satisfactorily perform all work and learning assignments both on the job and in related instruction and shall comply with the standards, rules, regulations and decisions of the apprenticeship committee.

Article IX Certificate of Completion - CCR §205, 212, 224

A "Certificate of Completion of Apprenticeship", attesting to the completion of an apprenticeship, will be issued under the authority of the Division of Apprenticeship Standards upon receipt of such competent evidence as may be required.

Article X Controversies – CA LC §3078 (h), 3081; CCR §201

All controversies or differences concerning apprentice agreements, that cannot be adjusted locally by the apprenticeship committee or otherwise, shall be submitted to the Administrator.

Article XI Written Applications

Applications for apprenticeship will be accepted:

On a Continuous basis and you may visit online and reach out to the contacts to apply.
<https://www.bakersfieldcollege.edu/academics/pathways/itt/apprenticeship/index.html>

Article XII Records

All records will be maintained, in written or electronic form, for five years and kept at:

Bakersfield College Healthcare Apprenticeship Program
1801 Panorama Dr.
Bakersfield, CA 93305

Article XIII Modification of Standards - CA LC § 3073, 3075, 3078, 3078.5; CCR §205, 212 (b,13)

These standards shall be modified to conform to any changes in prevailing practices, conditions and wages in the area and the industry when such changes occur. Requests of the program sponsor for modification are subject to the approval of the Administrator of Apprenticeship.

Article XIV Collective Bargaining Agreements - CA LC 3086

Where applicable, if the employer(s) has a collective bargaining agreement with a labor organization applicable to these occupation(s), approval by the labor organization will be affixed to the Employer Agreement (DAS-752).

Nothing hereunder, nor in any approved apprentice agreement, shall operate to invalidate any apprenticeship provision in any collective bargaining agreement between employers and employees setting up higher apprenticeship standards.

Bakersfield College Healthcare Apprenticeship Program agrees to accept electronic signatures for these Division of Apprenticeship Standards and all related Division of Apprenticeship Standards documents.

The foregoing standards are hereby agreed to and adopted by Bakersfield College Healthcare Apprenticeship Program on August 28, 2023 (Committee approval date).

Employer/Organization

Bakersfield College Healthcare Apprenticeship Program
1801 Panorama Dr., Bakersfield, CA 93305

Sabrina Aguilar, Program Director

Date

Employee Organization

Service Employees International Union (SEIU) Local 521
2302 Zanker Rd., San Jose, CA 95131

Yvonne Davila, SEIU Union Director Region 5

Date

The foregoing apprenticeship standards, being in conformity with the applicable California Labor Code, California Code of Regulations and Federal Regulations, are hereby approved

(DAS approval date)

Adele Burnes, Chief
Division of Apprenticeship Standards

Date

Registered Apprenticeship Standards

For Programs with Collective
Bargaining Agreements

Local Apprenticeship Standards

BAKERSFIELD COLLEGE HEALTHCARE APPRENTICESHIP PROGRAM

SEIU Local 521

1801 Panorama Drive

Bakersfield, CA 93305

Occupation(s): Perioperative (Registered Nurse Resident)

O*NET-SOC Code(s): 29-1141.00 RAPIDS Code(s): (2074CB)

Developed in Cooperation with the
U.S. Department of Labor
Office of Apprenticeship

Approved by the
U.S. Department of Labor
Office of Apprenticeship

Registered By: Douglas Howell

Signature:

Title: state Director

Office of Apprenticeship

Date: 9/21/2023

Registration Number: 2023-CA-116910

☒ Check here if these are revised standards

TABLE OF CONTENTS

SECTION I- STANDARDS OF APPRENTICESHIP	2
SECTION II -APPENDICES AND ATTACHMENTS	6
SECTION III-VETERANS' EDUCATIONAL ASSISTANCE	7
SECTION IV PART 1 - COLLECTIVE BARGAINING PROVISIONS	8
SECTION IV PART 2 - SIGNATURES	8

SECTION I - STANDARDS OF APPRENTICESHIP 29 CFR § 29.S

A. Responsibilities of the sponsor: *Bakersfield College* must conduct, operate, and administer this program in accordance with all applicable provisions of Title 29 Code of Federal Regulations (CFR) part 29, subpart *A* and part 30, and all relevant guidance issued by the Office of Apprenticeship (OA). The sponsor must fully comply with the requirements and responsibilities listed below and with the requirements outlined in the document "Requirements for Apprenticeship Sponsors Reference Guide."

Sponsors shall:

- Ensure adequate and safe equipment and facilities for training and supervision and provide safety training for apprentices on-the-job and in related instruction.
- Ensure there are qualified training personnel and adequate supervision on the job.
 - Ensure that all apprentices are under written apprenticeship agreements incorporating, directly or by reference, these Standards and the document "Requirements for Apprenticeship Sponsors," and that meets the requirements of 29 CFR § 29.7. Sponsors may utilize Form ETA 671 for this purpose and is available upon logging into RAPIDS.
 - Register all apprenticeship Standards with the U.S. Department of Labor, including local variations, if applicable.
 - Submit apprenticeship agreements within 45 days of enrollment of apprentices.
 - Arrange for periodic evaluation of apprentices' progress in skills and technical knowledge, and maintain appropriate progress records.
 - Notify the U.S. Department of Labor within 45 days of all suspensions for any reason, reinstatements, extensions, transfers, completions and cancellations with explanation of causes. Notification may be made in RAPIDS or using the contact information in Section K.
 - Make a good faith effort to obtain approval for educational assistance for a veteran or other individual eligible under chapters 30 through 36 of title 38, United States Code, and will not deny the application of a qualified candidate who is a veteran or other individual eligible for educational assistance described in the above for the purpose of avoiding making a good faith effort to obtain approval.

- Provide each apprentice with a copy of these Standards, Requirements for Apprenticeship Sponsors Reference Guide, Appendix A, and any applicable written rules and policies, and require apprentices to sign an acknowledgment of their receipt. If the sponsor alters these Standards or any Appendices to reflect changes it has made to the apprenticeship program, the sponsor will obtain approval of all modifications from the Registration Agency, then provide apprentices a copy of the updated Standards and Appendices and obtain another acknowledgment of their receipt from each apprentice.
- Adhere to Federal, State, and Local Law Requirements -- The Office of Apprenticeship's registration of the apprenticeship program described in these Standards of Apprenticeship on either a nationwide basis (under the National Program Standards of Apprenticeship) or within a particular State, and the registration of individual apprentices under the same program, does not exempt the program sponsor, and/or any employer(s) participating in the program, and/or the individual apprentices registered under the program from abiding by any applicable Federal, State, and local laws or regulations relevant to the occupation covered by these Standards, including those pertaining to occupational licensing requirements and minimum wage and hour requirements.

The program's Standards of Apprenticeship must also conform in all respects with any such applicable Federal, State, and local laws and regulations. Any failure by the program to satisfy this requirement may result in the initiation of deregistration proceedings for reasonable cause by the Office of Apprenticeship under 29 CFR § 29.8.

B. Minimum Qualifications - 29 CFR §29.S(b)(10)

An apprentice must be at least 18 years (Enter an age of at least 16 years) of age, except where a higher age is required by law, and must be employed to learn an apprenticeable occupation. Please include any additional qualification requirements as appropriate (optional):

The additional qualification requirements as appropriate are listed below:

There is an educational requirement of

Current RN license or attending the final year of an approved RN program.

C. Apprenticeship Approach and Term - 29 CFR § 29.S(b)(2)

The apprenticeship program(s) will select an apprenticeship training approach. The approach is notated in Appendix A, APPRENTICESHIP APPROACH.

D. Work Process Schedule and Related Instruction Outline - 29 CFR § 29.S(b)(4)

Every apprentice is required to participate in related instruction in technical subjects related to the occupation. Apprentices *will not* be paid for hours spent attending related instruction classes. The Work Process Schedule and Related Instruction Outline are outlined in Appendix A.

E. Credit for Previous Experience-29 CFR§ 29.S(b)(12)

Apprentice applicants seeking credit for previous experience gained outside the apprenticeship program must furnish such transcripts, records, affidavits, etc. that may be appropriate to substantiate the claim. *Bakersfield College* will evaluate the request for credit and make a determination during the apprentice's probationary period.

F. Probationary Period - 29 CFR § 29.S(b)(8) and (20)

Every applicant selected for apprenticeship will serve a probationary period, which may not exceed 25 percent of the length of the program, or 1 year whichever is shorter. The probationary period is notated in Appendix A, PROBATIONARY PERIOD.

G. Ratio of Apprentices to Journeyworkers - 29 CFR § 29.S(b)(7)

Every apprenticeship program is required to provide an apprenticeship ratio of apprentices to journeyworkers for adequate supervision. The ratio is notated in Appendix A, RATIO OF APPRENTICES TO JOURNEYWORKERS.

H. Apprentice Wage Schedule - 29 CFR § 29.S(b)(S)

Apprentices must be paid a progressively increasing schedule of wages based on either a percentage or a dollar amount of the current hourly journeyworker wage rate. The progressive wage schedule is notated in Appendix A, APPRENTICE WAGE SCHEDULE.

I. Equal Employment Opportunity and Affirmative Action

1. Equal Opportunity Pledge - 29 CFR §§ 29.5(b)(21) and 30.3(c)(1)

Bakersfield College will not discriminate against apprenticeship applicants or apprentices based on race, color, religion, national origin, sex (including pregnancy, gender identity, and sexual orientation), sexual orientation, genetic information, or because they are an individual with a disability or a person 40- years old or older.

Bakersfield College will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, part 30.

[Optional] The equal opportunity pledge applies to the following additional protected bases (as applicable per the sponsor's state or locality):

2. Affirmative Action Program - 29 CFR §§ 29.S(b)(21), 30.4-30.9

Bakersfield College acknowledges that it will adopt an affirmative action plan in accordance with Title 29 CFR §§ 30.4-30.9 (required for sponsors with five or more registered apprentices by two years from the date of the sponsor's registration or by two years from the date of

registration of the program's fifth (5th) apprentice). Information and technical assistance materials relating to the creation and maintenance of an affirmative action plan will be made available on the Office of Apprenticeship's website.

3. Selection Procedures - 29 CFR§30.10

Every sponsor will adopt selection procedures for their apprenticeship programs, consistent with the requirements set forth in 29 CFR § 30.10(b). The selection procedures for each occupation for which the sponsor intends to train apprentices are notated in Appendix A, SELECTION PROCEDURES.

J. Complaint Procedures- 29 CFR §§ 29.S(b)(22), 29.7(k), 29.12, and 29 CFR § 30.14

If an applicant or an apprentice believes an issue exists that adversely affects the apprentice's participation in the apprenticeship program or violates the provisions of the apprenticeship agreement or Standards, the applicant or apprentice may seek relief. Nothing in these complaint procedures precludes an apprentice from pursuing any other remedy authorized under another Federal, State, or local law. Below are the methods by which apprentices may send a complaint:

For all issues covered by a Collective Bargaining Agreement (CBA), apprentices must seek resolution through the applicable procedures contained in the CBA. (if applicable, see *Requirements for Apprenticeship Sponsors Reference Guide*)

- 1. Complaints regarding discrimination.** Complaints must contain the complainant's name, address, telephone number, and signature, the identity of the respondent, and a short description of the actions believed to be discriminatory, including the time and place. Generally, a complaint must be filed within **300** days of the alleged discrimination. Complaints of discrimination should be directed to the following contact:

***U.S. Department of Labor, Office of
Apprenticeship 200 Constitution Ave. NW,
Washington, DC, 20210 Telephone Number:
(202) 693-2796***

Email: Address: ApprenticeshipEEOcomplaints@dol.gov

***Point of Contact: Director, Division of Registered Apprenticeship
and Policy***

Attn: Apprenticeship EEO Complaints

You may also be able to file complaints directly with the EEOC, or State fair employment practices agency.

- 2. Other General Complaints.** The sponsor will hear and attempt to resolve the matter locally if written notification from the apprentice is received within **15** days of the alleged violation(s). The sponsor will make such rulings as it deems necessary in each individual case within **30** days of receiving the written notification:

Name: Sabrina Aguilar

Address: 1801 Panorama Drive

Bakersfield, CA 93305

Telephone Number: (661) 395-3578

Email Address: sabrina.aguilar@bakersfieldcollege.edu

Any complaint described that cannot be resolved by the program sponsor to the satisfaction of all parties may be submitted to the Registration Agency provided below in Section K.

K. Registration Agency General Contact Information 29 CFR § 29.S(b){t7}

The Registration Agency is the United States Department of Labor's Office of Apprenticeship. General inquiries, notifications and requests for technical assistance may be submitted to the Registration Agency using the contact information below:

Name: Doug Howell

Address: 90 7th Street San

Francisco, CA. 94103

Telephone Number: 415-625-2230

Email Address: Howell.douglas@dol.gov

L. Reciprocity of Apprenticeship Programs 29 CFR § 29.13(b)(7)

States must accord reciprocal approval for Federal purposes to apprentices, apprenticeship programs and standards that are registered in other States by the Office of Apprenticeship or a Registration Agency if such reciprocity is requested by the apprenticeship program sponsor.

Program sponsors seeking reciprocal approval must meet the wage and hour provisions and apprentice ratio standards of the reciprocal State.

SECTION II-APPENDICES AND ATTACHMENTS

- ☒ **Appendix A** - *Work Process Schedule, Related Instruction Outline, Apprentice Wage Schedule, Ratio of Apprentices to Journeyworkers, Type of Occupation, Term of Apprenticeship, Selection Procedures, and Probationary Period*
- ☒ **Appendix B** - *ETA 671 -Apprenticeship Agreement and Application for Certification of Completion of Apprenticeship (To be completed after registration)*
- ☐ **Appendix C** - *Affirmative Action Plan (Required within two years of registration unless otherwise exempt per 29 CFR §30.4(d))*
- ☐ **Appendix D** - *Employer Acceptance Agreement (For programs with multiple-employers only)*

SECTION III -VETERANS' EDUCATIONAL ASSISTANCE AS MANDATED BY PUBLIC LAW 116-134 (134 STAT. 276)

Pursuant to section 2(b)(1) of the Support for Veterans in Effective Apprenticeships Act of 2019 (Pub. L. 116-134, 134 Stat. 276), by signing these program Standards the program sponsor official whose name is subscribed below assures and acknowledges to the U.S. Department of Labor's Office of Apprenticeship the following regarding certain G.I. Bill and other VA-administered educational assistance referenced below (and described in greater detail at the VA's website at: <https://www.va.gov/education/eligibility>) for which current apprentices and/or apprenticeship program candidates may be eligible:

- (1) The program sponsor is aware of the availability of educational assistance for a veteran or other eligible individual under chapters 30 through 36 of title 38, United States Code, for use in connection with a registered apprenticeship program;
- (2) The program sponsor will make a good faith effort to obtain approval for educational assistance described in paragraph (1) above for, at a minimum, each program location that employs or recruits an veteran or other eligible individual for educational assistance under chapters 30 through 36 of title 38, United States Code; and
- (3) The program sponsor will not deny the application of a qualified candidate who is a veteran or other individual eligible for educational assistance described in paragraph (1) above for the purpose of avoiding making a good faith effort to obtain approval as described in paragraph (2) above.

NOTE: The aforementioned requirements of Public Law 116-134 shall apply to "any program applying to become a registered apprenticeship program on or after the date that is 180 days after the date of enactment of this Act" (i.e., September 22, 2020). Accordingly, apprenticeship programs that were registered by a Registration Agency before September 22, 2020, are not subject to these requirements.

SECTION IV PART 1- COLLECTIVE BARGAINING PROVISIONS

The employer or employer association must furnish to any union that is a collective bargaining agent of the employees to be trained a copy its application for registration and of these Standards, including all attachments. The *Bakersfield College* and *Service Employees International Union (SEIU) Local 521* hereby adopt these Standards of apprenticeship on this 13th day of june. 2023.

Signature of Management [designee]

Signature of Labor (designee)

Sabrina Aguilar

Yvonne Davila

Printed Name

Printed Name

SECTION IV PART 2 - SIGNATURES

OFFICIAL ADOPTION OF APPRENTICESHIP STANDARDS

The undersigned sponsor hereby subscribes to the provisions of the foregoing Apprenticeship Standards formulated and registered by *Bakersfield College*, on this 13th day of june.2023

The signatories acknowledge that they have read and understand the document titled "Requirements for Apprenticeship Sponsors Reference Guide" and that the provisions of that document are incorporated into this agreement by reference unless otherwise noted.

Signature of Sponsor (designee)

Sabrina Aguilar

Printed Name

Appendix A

WORK PROCESS SCHEDULE

AND

RELATED INSTRUCTION OUTLINE

Appendix A
WORK PROCESS SCHEDULE
Perioperative (Registered Nurse
Resident) O*NET-SOC CODE: 29-1141,00 RAPIDS CODE:
2074CB

This schedule is attached to and a part of these Standards for the above identified occupation.

1. APPRENTICESHIP APPROACH

Competency-Based

2. TERM OF APPRENTICESHIP

Apprentices will receive training in the work experience as listed below. The following are the work processes the apprentice will learn and be able to perform on-the-job. The term of the occupation is based on the apprentice's demonstration of the mastery of the competencies as specified and estimated to complete in approximately 1 years.

3. RATIO OF APPRENTICES TO JOURNEYWORKERS

The apprentice to journeyworker ratio is: 1 Apprentice(s) to 1 Journeyworker(s).

4. APPRENTICE WAGE SCHEDULE

Apprentices shall be paid a progressively increasing schedule of wages based on either a percentage or a dollar amount of the current hourly journeyworker wage rate, which is: \$39.78.

Name: **perioperative**

Period	% of Journeyworker wage	Competencies	Wage (Hourly)
1st	90.7%	25	\$36.08
End Wage	100%	75	\$39.78

5. PROBATIONARY PERIOD

Every applicant selected for apprenticeship will serve a probationary period of 500 hours.

6. SELECTION PROCEDURES

The selection procedures for this occupation are listed below:

1. The Sponsor will follow standard employer procedures for filling an open position from outside the organization.
2. Once a list of qualified applicants is received, the employer will interview each candidate and forward its recommendations to Human Resources.
3. SEIU Local 521 will be included in the selection procedure process, along with Human Resources and the Department Manager, who will make the final selection based upon the occupational requirements and the needs of the organization.

Detailed Work Activities:

Standard 1: Assessment

Collects patient health data that are relevant to the operative or invasive procedure.

Competencies

- Determines data collection priorities based on the patient's condition or needs, and the relationship to the proposed intervention
- Collects pertinent data using systematic, comprehensive, and evidence-based techniques
- Involves the patient, designated support person(s), and health care providers in data- collection process
- Reviews the results of diagnostic studies relevant to the patient's current status and planned operative or invasive procedure
- Documents relevant data in a retrievable format

Standard 2: Diagnosis

Analyzes the assessment data to determine nursing diagnoses.

Competencies

- Identifies nursing diagnoses that are consistent with the assessment data
- Sets priorities using nursing diagnoses based on assessment data
- Validates nursing diagnoses with the patient, designated support person(s), and health care providers when possible
- Documents nursing diagnoses using standardized nursing language in a retrievable format

Standard 3: Outcome Identification

Identifies expected outcomes that are unique to the patient.

Competencies

- Uses ethical principles to determine expected outcomes that are mutually formulated with the patient, designated support person(s), and health care providers when appropriate
- Develops culturally and age-appropriate expected outcomes based on the patient's present and potential physical capabilities and behavioral patterns
- Defines expected outcomes that are attainable with considerations to the human and material resources available to the patient
- Identifies measurable criteria to determine outcome attainment
- Modifies expected outcomes based on patient status
- Communicates expected and attained outcomes to health care providers to provide direction for continuity of care

Standard 4: Planning

Develops an individualized plan of care to attain expected outcomes.

Competencies

- Uses current trends and scientific evidence in the planning process
- Designs a plan of care that includes strategies for health promotion and restoration
- Collaborates with the patient and designated support person(s), as appropriate, while planning care
- Creates a plan of care that supports continuity among providers
- Specifies a logical sequence of interventions to attain expected outcomes
- Identifies human and material resources necessary
- Communicates the plan of care to the patient, designated support person(s), and health care providers
- Documents the plan of care using standardized language in a retrievable format

Standard 5: Implementation

Implements the identified plan of care.

Competencies

- Determines that the nursing interventions are consistent with the plan of care
- Verifies that nursing interventions reflect the rights and desires of the patient and designated support person(s)
- Implements nursing interventions safely and efficiently
- Implements the ongoing plan of care in collaboration with the patient, designated support person(s), and health care providers based on the patient's responses
- Anticipates and responds to situational changes
- Incorporates new knowledge and strategies to initiate change in nursing care practices if desired outcomes are not achieved
- Documents interventions using standardized language in a retrievable format to promote continuity of care

Standard 5.a: Coordination of Care

Coordinates patient care continually throughout the patient's perioperative experience.

Competencies

- Delegates tasks and functions according to applicable laws, regulations, and standards, taking into consideration the competency of the assignee
- Assists the patient and designated support person(s) with identifying alternative options for care

Standard 5.b: Health Teaching - Health Promotion.

Promotes holistic wellness and a safe environment.

Competencies

- Teaches modifications for activities of daily living
- Provides information to patients to reduce high-risk behaviors
- Advocates for healthy lifestyle choices

- Uses teaching strategies that are appropriate to the situation and the patient's developmental level, cognitive ability, learning needs, readiness, language preference, culture, and beliefs
- Alters teaching strategies based on feedback

Standard 5.c: Consultation

Seeks specialized dialog appropriate to the patient.

Competencies

- Facilitates communication between health care professionals to enhance patient outcomes

Standard 6: Evaluation

Evaluates the patient's progress toward attaining outcomes.

Competencies

- Conducts a systematic and ongoing evaluation measuring the effectiveness of the interventions in relation to achieving identifiable outcomes
- Monitors the patient's progress toward achieving outcomes in the time frame identified in the plan
- Documents the patient's progress toward achieving outcomes accurately and consistently using standardized language in a retrievable format
- Revises diagnoses, outcomes, and the plan of care, based on ongoing assessment and evaluation
- Involves the patient, designated support person(s), and health care providers in the evaluation process whenever possible

Standard 7: Quality of Practice

Systematically evaluates the quality and appropriateness of nursing practice.

Competencies

- Participates in ongoing quality improvement activities as appropriate to the individual's position, education, and practice environment. Such activities may include, but are not limited to the following:
 - o Collecting data related to the dimensions of performance and quality indicators
 - o Identifying strategies to improve perioperative nursing care or services based on quality indicators as necessary
 - o Taking action to improve perioperative nursing care or services
 - o Assessing the effectiveness of the action(s) taken
- Initiates changes in perioperative nursing practice through knowledge gained and shared via the quality and performance improvement process
- Improves perioperative nursing practice, services, and care through the quality improvement process

Standard 8: Education

Acquires and maintains specialized knowledge and skills in nursing practice.

Competencies

- Demonstrates knowledge of perioperative nursing practice necessary to provide safe and effective patient care.
- Demonstrates skill proficiency relevant to perioperative nursing practice
- Seeks experiences to maintain skills and competency necessary to practice perioperative nursing

Standard 9: Professional Practice Evaluation

Evaluates his or her practice in context with current professional practice standards, rules, and regulations.

Competencies

- Maintains current knowledge of and adheres to AORN standards, recommended practices, guidelines, and position statements
- Seeks evaluative input from peers, colleagues, patients, and patients' designated support person(s) regarding nursing practice
- Identifies goals and develops an action plan for professional development as part of an ongoing evaluation process
- Respects diversity in all interactions
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Standard 10: Collegiality

Interacts with and contributes to the professional growth of peers, colleagues, and others.

Competencies

- Contributes to a supportive and healthy work environment by using appropriate verbal and nonverbal communication techniques
- Builds trust by being approachable, honest, and accountable
- Acts as a role model for professional behavior
- Interacts with team members and others in a respectful and courteous manner
- Uses conflict resolution skills to manage difficult behavior, promote positive working relationships, and advocate for patient safety

Standard 11: Collaboration

Collaborates with the patient and designated support person(s) when practicing professional nursing.

Competencies

- Communicates pertinent information relating to patient care to internal and external stakeholders as appropriate
- Demonstrates accountability and flexibility when interacting with others
- Includes the patient and designated support person(s) and health care team members, as appropriate, in decision making when providing perioperative nursing care
- Provides continuity of care when implementing referrals

- Delegates tasks and functions according to applicable law, regulation, and standards, taking into consideration the competency of the assignee

Standard 12: Ethics

Uses ethical principles to determine decisions and actions.

Competencies

- Encourages patient self-advocacy
- Delivers care in a nonjudgmental and nondiscriminatory manner that is sensitive to cultural, racial, and ethnic diversity
- Delivers care in a way that pre- serves and protects patient autonomy, dignity, and human rights
- Formulates ethical decisions by using available resources
- Recognizes own physical and psychological limitations to provide safe, competent patient care

Standard 13: Research

Incorporates research into practice.

Competencies

- Uses the best available research evidence to guide practice
- Supports nursing practice changes based on research evidence
- Seeks new knowledge that is evidence-based through print, web-based, and other sources
- Participates in research activities by involvement in one or more of the following:
 - o Identifying clinical problems pertinent to perioperative nursing practice
 - o Participating in data collection
 - o Reading, analyzing, critiquing, and interpreting research findings to determine applicability to practice

Standard 14: Resource Utilization

Considers factors related to safety, effectiveness, efficiency, and the environment, as well as the cost in planning, delivering, and evaluating patient care.

Competencies

- Assigns tasks or delegates care based on knowledge and skills of perioperative team members to meet the needs of the patient and keep him or her free from harm
- Assists the patient and designated support person(s) with identifying human and material resources that are available to address perioperative patient needs
- Advocates for technical advances in clinical care to increase efficiency or improve outcomes where applicable
- Promotes the use of electronic information systems to provide perioperative patient care efficiently and safely
- Conserves supplies to minimize waste and decrease costs without compromising safety or negatively affecting outcomes

Standard 15: Leadership

Provides leadership in the profession and professional practice setting.

Competencies

- Delegates tasks and responsibilities according to law, regulation, and accrediting agency standards
- Holds self and team members accountable to the patient, the organization, and other internal and external stakeholders
- Advocates for a culture of safety for patients and staff members in the workplace
- Actively has input into organizational operations. Activities include, but are not limited to:
 - o advocating for issues that affect perioperative care
 - o participating in quality improvement activities
 - o supporting change while considering short and long-term organizational goals
 - o operationalizing the mission, vision, and values of the organization
 - o encouraging peers and colleagues to be active
- Participates in ongoing quality improvement workplace activities as appropriate to the individual's position, education, and practice environment

Related Core Subjects

Provider

Name: Bakersfield College

Address: 1801 Panorama Drive

Bakersfield, CA 93305

Email: sabrina.aguilar@bakersfield.college.edu

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Suggested Related Instruction Hours: 162

Course Number	Course Title	Learning Objectives	Contact Hours
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Course Number: NURSB60A			
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Course Title: Perioperative Nursing

Learning Objectives:

1. Compare the roles and responsibilities of multidisciplinary surgical team members in the preoperative, intraoperative, and postoperative areas.
2. Understand the specific role of the perioperative registered nurse in conceptualizing and controlling the perioperative environment based on skills labs, case studies and patient care assignments.
3. Apply the nursing process to identify and address the needs of the perioperative patient and family or support persons in order to provide a safe environment.
4. Apply principles of aseptic and sterile technique in the perioperative environment including the processes involved in creating and maintaining a sterile field.
5. Apply knowledge of safe patient care in the perioperative setting based on case studies and patient care assignments.
6. Discuss the processes of cleaning, disinfection and sterilization of instrumentation and equipment.
7. Apply safe medication administration practices based on knowledge of interventions and pharmacologic indications for drugs commonly utilized in the perioperative setting.
8. Identify the ethical, moral, and legal responsibilities of the surgical team.
9. Demonstrate ability to appropriately prioritize perioperative nursing activities relevant to the surgical setting based on case studies, and/or patientcare assignments.
10. Identify the opportunities and responsibilities for professional growth as a perioperative nurse.

TOTAL Hours: 162