

APPRENTICESHIP

LVNs' Income Doubles upon Completion of Correctional Health Care Services' RN Apprenticeship Program



The 4th cohort sign their apprenticeship agreements.

Four years ago California Correctional Health Care Services (CCHCS), San Joaquin Delta College and SEIU Local 1000 collaborated to develop a Licensed Vocational Nurse (LVN) to Registered Nurse (RN) civil service apprenticeship. The program is the first of its kind in the nation and provides an opportunity for qualified LVNs to advance their careers and substantially increase their income. This past May in Elk Grove, an apprentice recognition and signing ceremony was held to recognize the apprentices who have graduated, as well as to welcome a 4th cohort and an expansion of the program to Sacramento City College.

communities,” said Barbara Barney-Knox, Chief Nurse Executive at CCHCS. “Nursing is an industry predominately made up of women, and programs like this one actually assist them to move forward in their careers.”

Apprentices earn full-time wages while working at CCHCS part-time and studying. The minimum starting salary for these RNs is \$8,239, more than double their earning potential as LVNs. This program also provides a pipeline of qualified registered nurses for corrections and California’s inmate population.

The LVN to RN apprenticeship, featured as a model program by the Pew Charitable Trust, has over the past four years flourished. Of the 34 apprentices registered in the program’s last three cohorts, 23 have graduated and 16 are currently working as RNs.

CCHCS Chief Nurse Executive Barbara Barney-Knox has been invited to address the U.S. House Committee on Ways and Means to discuss the program for possible expansion nationwide. Apprenticeship has been cited in the Pathways to Health Careers Act as a means to provide low-income individuals, including people with arrest and conviction records, an opportunity to enter and follow a career pathway in the health professions.

For questions regarding the LVN to RN Apprenticeship Program including requirements and prerequisites, please email CCHCSLVNtoRNApprenticeship@cdcr.ca.gov.

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“One of the goals of this program was to offer more opportunities for underserved



Barbara Barney-Knox speaks at the apprentice recognition and signing ceremony in Elk Grove.