

# **MA Apprentice and Pre-Apprentice Pipelines for Expanding Access to Care in Rural Southern Oregon**

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# As One We Rise

Pipeline Programs:  
MA Apprentice



# Some introductory thoughts...

- Sky Lakes is the largest local private employer in the county & along with the education sector, is the primary economic driver.
- We have a healthcare and education ecosystem that, together, can serve as a model for rural healthcare education across the PNW region.
- OIT now has more health-education student enrollment than engineering!
- KU has a new Health Occs CTE program funded (with Sky Lakes) by a future ready Oregon 3 grant.
- KU, Henley & Mazama are forecasting more incoming freshman for Health Occupations than teaching capacity... interest is growing! (50% growth in 2 years)



## **We have the opportunity to...**

- Shape the future of rural healthcare training in rural Oregon & beyond, providing excellent jobs and changing futures.





# Why transform?

Transformation 2030 will not be an incremental change. We must transform our health system to serve our community better, achieve the best outcomes, and create a vibrant community where residents are actively engaged in their health and well-being.

We must transform to succeed in the changing environment of the payer market and evolving reimbursement and care models.

We need to transform to address the needs of our community.

## Poverty

20%

of households are under the federal poverty level.



5-Year  
Rural  
Mortality  
Penalty

## Access to Primary Care

1 : 2000

The state  
average is  
1 : 1200

Our goal is  
1 : 1000



76%

of patients are covered  
by Medicare & Medicaid

These do not cover the cost of care today.



## To address these issues...

Sky Lakes is building a new “team-based” care model of the future.

Sky Lakes hired 23 new providers (Docs & APP’s) in 2024 and will continue at this pace over the next several years.

Sky Lakes is a teaching hospital for Doctors, Nurses, Respiratory Therapy and Diagnostic Imaging and more.

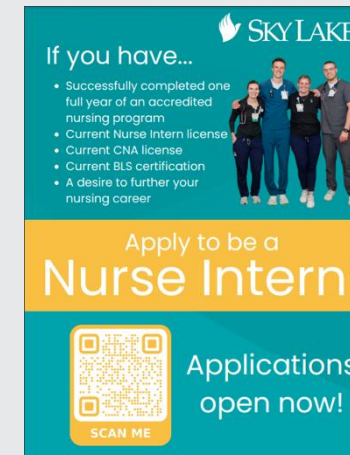
Sky Lakes is partnering with OIT to bring a new medical school to the region.



SKY LAKES

# Clinical Pipeline Programs (2025)

- **Health Occupations (High School)**
  - Observation opportunities: short-term (October-June)
  - Earn & Learn Ambassador programs: Clinic, Hospital/Unit, Surgical (12 weeks)
- **CNA Training Program (3 months)**
- **Nurse Intern (up to 2 yrs while in school)**
- **Nurse Residency (12 months)**
- **APP Residency (team-based primary care) (6 months)**
- **MA Apprentice (6 months / 2,000 hrs. CMA practice requirement; and, new 9-month MA pre-apprenticeship)**
- **Surgical Tech Scholar (KCC / 2 yr continuous program)**





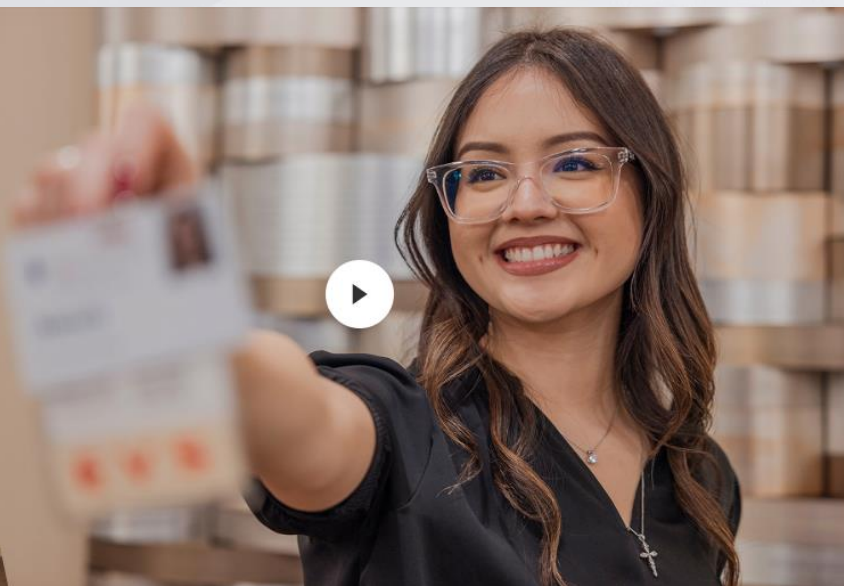
# The “health occupations” CTE model. A pre-nursing success story...

## As one, we achieve.

When Alexis moved to Klamath Falls, she didn't know where she fit in. Then, a teacher introduced her to a program that would change everything. She got hands-on experience, met mentors who saw something in her, and found a path forward. Now in college, she's working toward becoming a nurse—proof of what's possible when someone opens a door at the right time.

“When I moved to Klamath Falls... I realized I had a lot of opportunity and I wanted to be a part of that.”

[Watch Alexis' Story](#)



A strong community isn't just about offering opportunities—it's about recognizing potential, giving people a place to grow, and standing behind them as they take the next step.

“I'm most excited about being able to care for people; to bring them the comfort and satisfaction of knowing I helped them”

[Read More](#)



**A 9-month “human centered design” project was led by Sky Lakes and an external education change consultant to discover what was possible. In May of 2025, 15 regional CTE educators and administrators voted unanimously to start a Health Occupations focused CTE Campus in Klamath Falls for the 2025/2026 school year...**





# 3 YEAR ROADMAP

Now - Near - Far

YEAR 1  
**2025**



## Earn and Learn 2025

- Surgical Ambassador
  - Surgical Scholar
- Clinic Ambassador
  - MA Program
- Unit Ambassador
  - CNA Program
- Therapy Ambassador

YEAR 2  
**2026**



## Earn and Learn 2026

- Diagnostic Imaging Ambassador
- Community Health Ambassador

YEAR 3  
**2027**



## Earn and Learn 2027

- Respiratory Ambassador
- Behavioral Health Ambassador

## PAID PROGRAMS

## HIGH SCHOOL PROGRAMS

### Health Occupations CTE Campus

#### LAUNCH

- Klamath Union High School will have Health Occ 1 at the CTE campus fall of 2025.
- Certified Nursing Assistant
- Medical Assistant Pre-Apprenticeship
- Phlebotomy
- Increased Health Occupation Capacity

### Health Occupations CTE Campus

#### EXPAND

- Expand Health Occupations to all Klamath High Schools
- Therapy Pre-Apprenticeship
- Diagnostic Imaging Pre-Apprenticeship
- Community Health Pre-Apprenticeship
- All courses offered in 2025

### Health Occupations CTE Campus

#### REFINE

- Respiratory Therapy Pre-Apprenticeship
- Behavioral Health Pre-Apprenticeship
- Dental Hygiene
- All courses offered in 2025 & 2026



# The Collaborators...



## Respiratory Program

- Provide clinical rotations

## Imaging Programs

- Provide clinical rotations

## Physical Therapy Program (OHSU)



**Grant Support  
Community  
Coordination**



## Bachelor Registered Nurse Program

- Provide clinical rotation
- Nurse Intern candidates



## Medical Assistant Program

- Provide clinical rotation

## Certified Nursing Assistant Program

- Partnered to host program at Sky Lakes

## Surgical Technologist Program

- Sky Lakes provide instructor for program

## Associate Registered Nurse Program

- Provide clinical rotations
- Nurse Intern candidates



## Expanded Networking opportunities

- Primary Care
  - APP Residency
  - MA program



**Grant Writing Support &  
Administration  
Scholarship Funds (donors)  
Scholarship Awards**



## Health Occupations

- Provide shadow rotations
- Ambassador candidates



**KLAMATH  
COUNTY**  
SCHOOL DISTRICT

## Health Occupations

- Provide shadow rotations
- Ambassador candidates



# 2025-2026 COURSE OFFERINGS

## **HEALTH OCCUPATIONS I**

*(1.0 HS CREDIT, 6 CREDITS KCC- MDA 101 & MDA 102)*

A year-long course that focuses on healthcare industry preparedness and the development of introductory healthcare skills. Through classroom instruction and clinical shadowing, students will acquire direct exposure to a variety of healthcare career paths.

## **HEALTH AND FITNESS FOR LIFE**

*(0.5 HS CREDIT, 3 CREDITS KCC- HPE 295)*

A semester-long dual credit health education course that educates students to take control of their personal well-being through informed nutrition choices and healthy lifestyle habits.

## **FIRST AID AND BEYOND**

*(0.5 HS CREDIT, 3 CREDITS KCC- HEA 252)*

A semester-long dual credit course that equips students with essential life-saving skills and the confidence to respond effectively in emergency situations.

## **NURSING ASSISTANT CAPSTONE**

*(1.00-2.00 HS CREDITS, 5 CREDITS KCC- HEA 100 & HEA 100C)*

A year-long nursing assistant program that provides in-depth training in patient care, clinical skills, and healthcare procedures, preparing students to take the Oregon State Board of Nursing Certified Nursing Assistant (CNA) exam.

## **MEDICAL ASSISTING CAPSTONE**

*(1.00-2.00 HS CREDITS)*

A year-long MA program that equips students with clinical, administrative, and patient care skills, preparing students to take the National Healthcareer Association (NHA) Certified Clinical Medical Assistant (CCMA) exam.

# CAPSTONES



## **MEDICAL ASSISTANT CAPSTONE**

*(1.00-2.00 HS CREDITS)*

**SEAT CAPACITY: 24**

### **Course Description:**

This comprehensive, year-long Medical Assistant capstone program prepares students for a successful career in healthcare with the opportunity to earn a National Healthcareer Association (NHA) certification upon completion. The course combines foundational knowledge, hands-on experience, and real-world application to equip students with the skills necessary to assist healthcare providers and deliver quality care to patients. Throughout this course, students will gain a deep understanding of key medical concepts such as medical terminology, patient care techniques, anatomy, and basic clinical procedures. Students will engage in interactive lectures and practical lab sessions designed to hone their skills in clinical and administrative tasks, including vital signs monitoring, patient intake, and healthcare documentation. The program also emphasizes professionalism, communication, and ethical behavior within healthcare settings. By the end of the program, students will be well-prepared to sit for the NHA certification exam, enabling them to pursue entry-level roles as medical assistants. They will also have the clinical exposure and practical experience needed to confidently begin their careers in a variety of healthcare environments.

### **Key Components:**

- **Clinical Lectures:** Detailed instruction on patient care, medical procedures, medical ethics, communication, and healthcare laws.
- **Hands-On Lab Practice:** Simulated environments where students practice skills such as administering injections, taking vital signs, and patient documentation.
- **Clinical Experience:** Practical training in healthcare settings, providing students with the opportunity to apply their knowledge and refine their skills under professional supervision.
- **NHA Exam Preparation:** Focused study sessions, mock exams, and review materials tailored to ensure students are ready for the National Healthcareer Association (NHA) Medical Assistant certification exam.

### **Course Schedule:**

Offered **Fall 2025:**

**Lecture: T/W/TH 0700-0845 or 1300-1445**

**Lab: TH 0700-1100 or 1200-1600**

After the completion of lecture and lab hours:

**Clinicals: W/TH/F 0700-1100 or 1200-1600**



# Pipeline Pathways...



Pipeline pathways provide a strategic framework for students, outlining the essential steps required to successfully achieve their career goals

## Unit Ambassador to Medical Assistant Pipeline



### Complete

- Health Occupations I
- 4 hours of shadow time
- Anatomy and Physiology (optional)

### Apply for Clinic Unit Ambassador position at Sky Lakes

12 week training on the job, working front and back office, 1 on 1 with MA coach.  
\$15.50/hr

### Apply for MA Position

Continue training for 1 year with an assigned coach, getting weekly feedback, and tuition reimbursement,  
\$17.35 to \$25.59 /hr

### After 1 year of training

You're now eligible to take the Certified Clinical Medical Assistant Exam

### CCMA

Helps you to develop skills in multiple disciplines (family practice, neurology, cardiology, etc)

\$21.15 to \$31.31 /hr

### Advanced Practice Provider or Registered Nurse

Become a registered nurse, nurse practitioner (2 years masters program), or a physicians assistant.



## MEDICAL ASSISTANT PROGRAM

Embark on an exciting journey with our Medical Assistant Training Program!

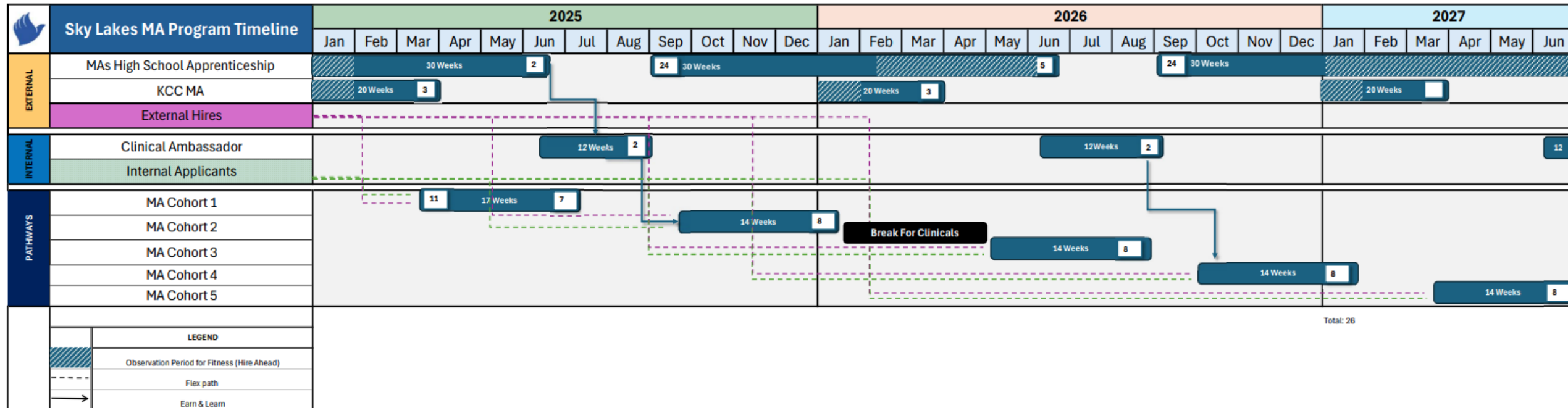
You will gain hands-on experience as a full time employee while mastering the skills needed to excel in a clinical setting



MORE INFORMATION



# MA Cohorts... (expanding access to care)



- **High School (CTE) MA Pre-Apprenticeship:** 9-months; classroom instruction; labs; national certification
- **Internal SLMC Cohort (upskilling employees):** 6-months; lecture; online coursework; precepted; 2,000 hrs. practice
- **Klamath Community College:** 20-week curriculum + externship clinicals (SLMC participating clinical site). Timing offset from high-school cohorts to provide clinic capacity.
- Clinical rotations through primary and specialty care. Actively expanding network of “coaches” across practice sites.
- To meet growing access needs and standard turnover rates, we’ll need to hire and train approximately 40 – 50 MA’s per year.



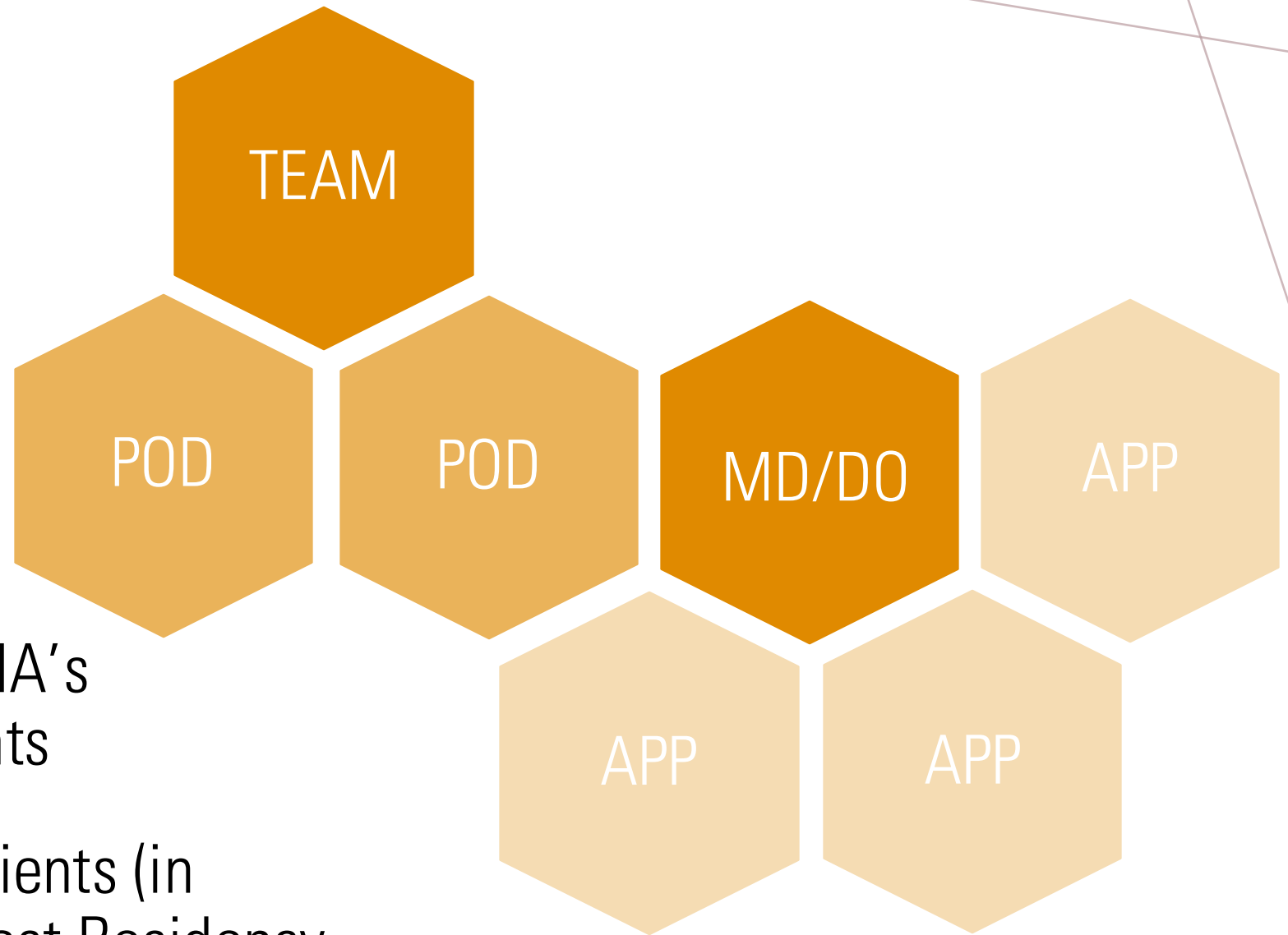
# TEAM-BASED CARE MODEL

4 teams

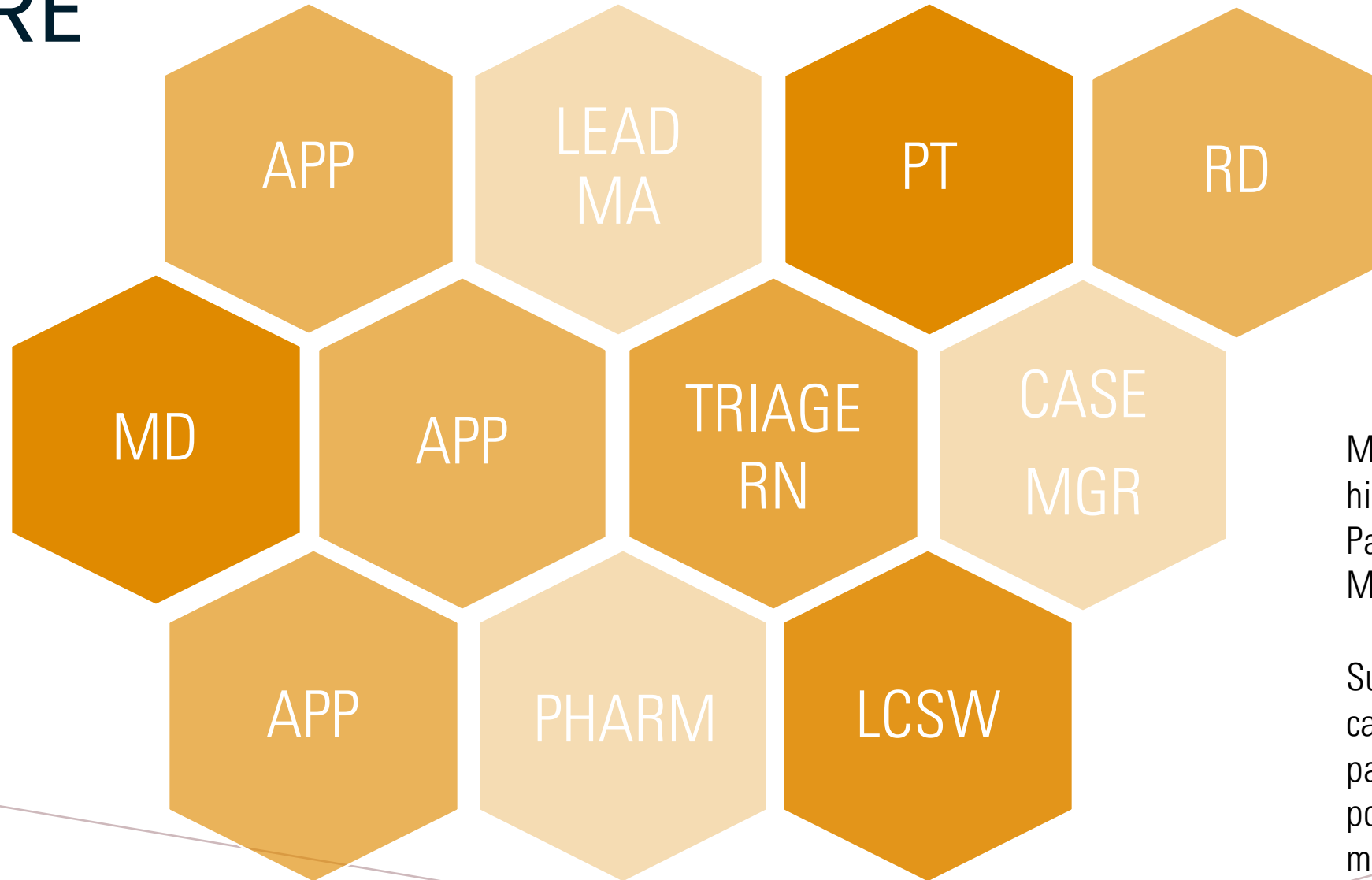
2 pods per team

1 MD/DO; 3 APP's; 5 MA's  
per pod for 4000 patients

Capacity for 32,000 patients (in  
addition to Cascades East Residency  
program)



# INTEGRATED CARE



Moving towards the highest level of Patient Centered Medical Home.

Supports value-based care / capitated payment models and pop health management.



# Internal Program (upskilling) structure...

## Program Overview

The MA Apprentice Program is a structured 16-week workforce development initiative aimed at building a skilled pipeline of applicants into medical assisting roles in various clinical settings.

## Program Structure

- **Duration:** 16 weeks
- **Delivery:** Weekly 4-hour didactic sessions led by an RN educator
- **Supplemental Learning:** On-site rotations, coaching, and hands-on lab sessions
- **Certification Alignment:** Curriculum designed using **NHA (National Health career Association)** standards

## Curriculum Design

Each week covers core MA competencies, balancing theory with application:

- **Week 1–2:** MA Role Overview, Rooming Process, Chart Scrubbing, Standing Orders, Quality Metrics
- **Week 3–5:** Vital Signs (Adult/Pediatric), Point-of-Care Testing, Lab Specimen Collection
- **Week 6–8:** Inbox & Communication, MA Clinical Skills, Medication Administration
- **Week 9–11:** Vaccine Literacy, Basic Anatomy, Medical Terminology
- **Week 12–14:** Common Medications & Labs, Pharmacology Essentials
- **Week 15:** Clinical Procedures & Emergency Response
- **Week 16:** Capstone Review & Evaluation

**Hands-on Learning:** Dedicated lab workshops are built in to reinforce practical skills in a controlled environment.

## Clinical Rotations

Apprentices rotate through real-world clinical environments for on-the-job learning:

- Aligned with the didactic calendar to reinforce weekly topics
- Exposure to various care teams and patient populations
- Rotation sites include;
  - Primary Care
  - Dermatology
  - ENT
  - Endocrinology
  - General Surgery
  - Heart Clinic
  - Women's Health
  - Neurology
  - Cancer Treatment Center
- Emphasis on teamwork, workflow efficiency, and patient-centered care

## Coaching & Mentorship

Each apprentice is paired with a dedicated 1:1 clinical coach (experienced CMA):

- Coaches are trained to provide regular structured feedback using standardized:
  - **Rooming Competency Forms**
  - **Performance Evaluation Tools**
  - **Skills Check Off List**
- Emphasis on growth, accountability, and confidence-building

## Outcomes & Impact

- Increased MA staffing stability in rural clinics
- Empowered local workforce through earn-while-you-learn model
- Enhanced care team functioning and community trust

# Thank you...

For more information contact Bryan  
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Center

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# Health Occupations Programs...



- Students gain valuable real-world exposure to potential career pathways.
- Students participating in shadowing wear green scrubs along with a badge to clearly identify themselves as Health Occupations students.
- Two county schools have Health Occupations programs, Henley & Mazama.
- Klamath Union (City) has started a new HO program for 2024-2025 school year. Expansion in 2025-2026 expected.
- For Jr's & Sr's, rotations are 2 hours per week for up to 30 weeks..
  - 10 different units/locations to observe
  - Exposure to 20 + health occupations positions that vary in education requirements

# Earn & Learn: Ambassador Programs

Clinic, Hospital/Unit, Surgical

Health Occupations students can apply for the Ambassador Program, a comprehensive 12-week, paid position designed for high school students. This program offers hands-on training in the hospital, clinic or surgical areas.

- **Key Components:**
  - Professionalism Course
  - Setting SMART Career Goals
  - Crafting Professional Resumes
  - Participating in Mock Interviews
  - Exploring Diverse Job Opportunities
- **Certification and Experience Gained:**
  - Certificate of Completion
  - Food Handler's Card
  - First Responder's Card
  - Valuable Paid Work Experience

