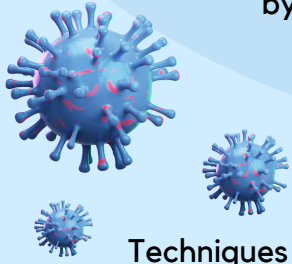


ICATAP Methodology

ICATAP promotes education on-site in the healthcare industry by employing best practices developed to immerse the learner in the healthcare setting while engaged in academics. Similar to OJT (on-the-job training) promoted by traditional apprenticeship programs, ICATAP employs that and much more to provide a holistic approach to learning while employed.



Techniques include hybridized academics which use online, in-person, one-on-one, group, and Zoom media to support the learner in gaining knowledge appropriate to the real-time skills-based learning in the work setting. In the workplace, apprentices have work assignments, and skills-based learning side by side with a qualified mentor. Skills-based learning combined with academic learning creates an enhanced acceleration that builds sustained learning that can surpass traditional education.



ICATAP Partnership Experience:

ICATAP is fully committed to partnership with each healthcare provider. Our support is holistic in nature. We are committed to being available to answer questions, seek solutions, and provide all the support needed to make the apprenticeship process successful for everyone involved. We take your success seriously- ICATAP is there for administrators, supervisors, mentors, and apprentices during the entire process.

Train the Trainer: ICATAP provides expert support for mentors in the workforce. Our qualified education staff have developed in-person and online training for first-time mentors. We are here throughout the apprenticeship to support all apprentices and mentors alike during their shared training/educational experience. Our education specialist and our instructors are available as needed to provide additional reinforcement regarding the apprentices' learning journey.

Mentoring: Experienced employees with a desire to share their knowledge are paired with ICATAP apprentices. They build a relationship that allows the apprentice to learn first by shadowing, then partnering, and next by guided skills development, until finally working unassisted as skills are proficient. ICATAP is by your side – anytime you have a question about teaching in general or specifically we will work with you to find the answer.

Individual and Cohort Options: Each apprentice works closely with a mentor and some organizations choose to train just one or two at a time. Others may engage a small group of 4-6 and others even larger. It is all possible and ICATAP will provide what is needed for your desired scenario. If a cohort is desired, we can set that particular group in online and Zoom meetings as a cohort as well. ICATAP builds to fit.

Flexible Academic Delivery

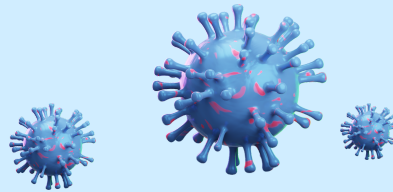
Each healthcare setting has methods and protocols that are unique to them. ICATAP can build a flexible learning experience that will meet those differences. We stay in touch with mentors to ensure the academics are matching the live experience in the workplace- the immersive approach.

1. Zoom Groups with Instructor: We provide weekly Zoom meetings with the instructor where apprentices in many settings come together to discuss their experiences and learn from one another as well as from the instructor. Since apprentices can begin on any day of the week or any week of the year- the group often ranges from those in their first week to those at the end of the training experience. The discussions are meaningful and provide a platform for questions and clarification. This is also known as discussion-based learning. It can be employed in the workplace setting as well- either formally or over lunch with a few co-workers.

2. Online learning: The learning management system is set up to provide opportunities for a variety of information to suit all learning styles. Readings, video lectures, demonstrations, and interactive modules that train in terminology, identification of instruments, and a variety of other types of information- all come together to supplement academics and skill development. Apprentices can be engaged in online discussions with the instructor and others in the same job role or they can be engaged individually in learning. Options provided allow for flexibility for each learner to engage in what supplements their experience best.

3. Simulations: Online simulations provide technical training that supports skills development occurring in the workplace. Many workplace scenarios are set up to provide the learner with a chance to identify processes, instruments, and many other parts of a successful day in the life of a medical assistant or surgical technician.

Academic & Skills Assessment:



ICATAP uses a variety of approaches to assess and successfully reach our learners. The methods we use provide data that informs not only what has been learned and how, but what may need to be reviewed, changed, or revised. Quizzes and tests, and verbal and written discussions provide information regarding progress. Regular contact with the workplace staff and mentors also provides a great deal of information. ICATAP provides assessment tools and skills checklists for our on-site skills mentors. Apprentices, mentors, and administration all completed surveys to provide us with information used to fine-tune training. If a bump occurs in an apprentice's learning progress- we work on solutions with the skills mentor- our goal is success for all concerned.

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