Surgical Tech Program

We have multiple open surgical tech positions and we have not had even one applicant! What do we do?????

Who helped us set up the apprenticeship?

- Wanda Bigelow

- She is the apprenticeship manager at GST Michigan Works

- Her contact information:
  - Phone: 810.233.5974 Ext. 348
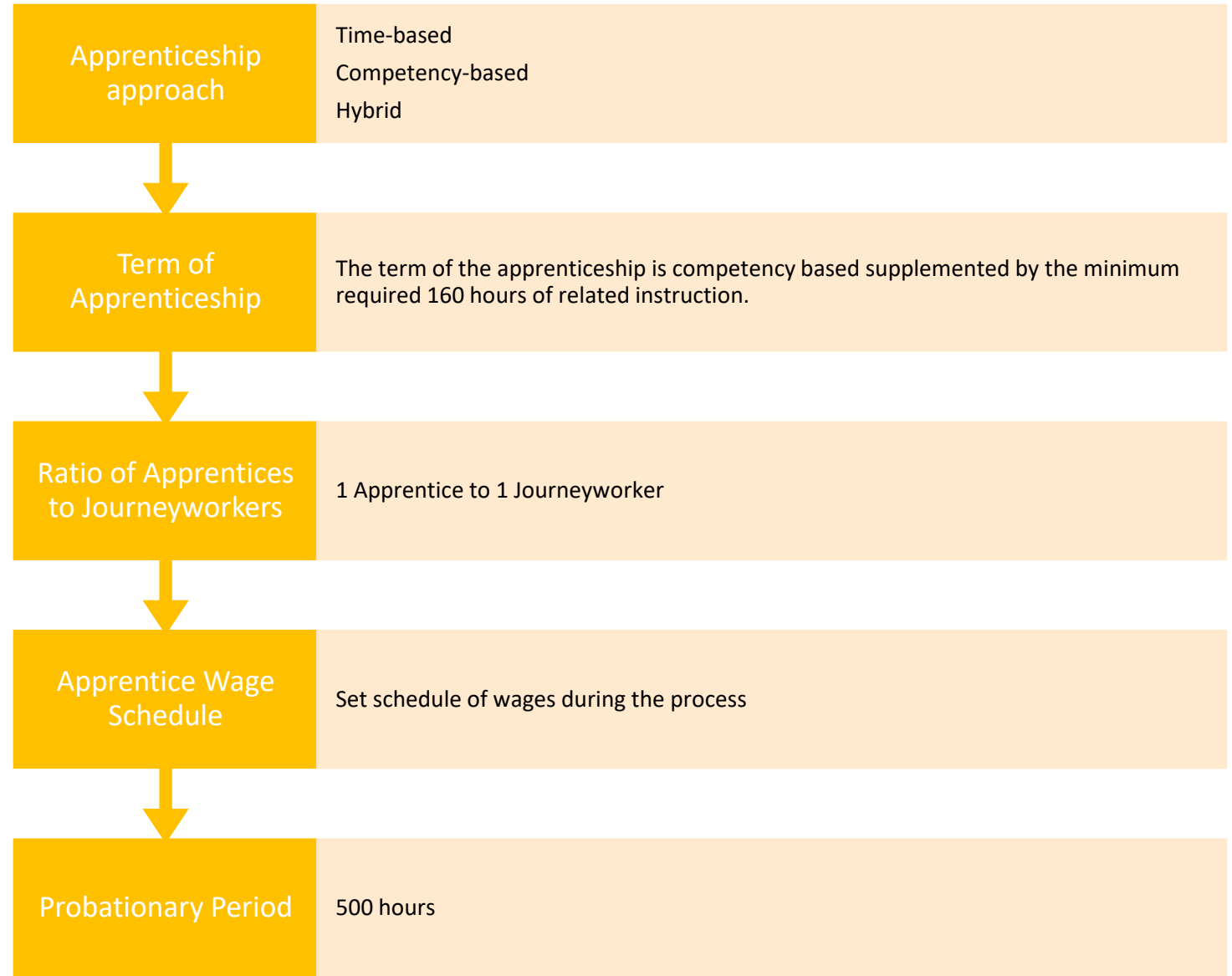 - Email: wbigelow@gstmiworks.org

DOL Approved Apprenticeship

- Worked with Wanda to complete the necessary paperwork (Employer Program Agreement)and to create a work process schedule to submit to the DOL.

- Wanda let me know when the apprenticeship program had received final approval and is officially registered with the US Department of Labor (DOL). She attached the approved versions of the program.

Work Process Schedule

Apprenticeship approach	Time-based Competency-based Hybrid
Term of Apprenticeship	The term of the apprenticeship is competency based supplemented by the minimum required 160 hours of related instruction.
Ratio of Apprentices to Journeyworkers	1 Apprentice to 1 Journeyworker
Apprentice Wage Schedule	Set schedule of wages during the process
Probationary Period	500 hours

Work Process Schedule

Surgical Technologist

Job Description: Transports preoperative and postoperative patients and related records to and from the operating room. Performs safety checks and operator preventive maintenance on equipment and fixtures. Prepare surgical suite in setup and opening instruments and supplies. Assist anesthesia staff with patient positioning and anesthesia administration. Applies principles of asepsis, infection control, and medical ethics. Receives, decontaminates, and cleans soiled patient care items. Stores, maintains, and distributes sterile patient care items. Assist in the preparation of records, reports and requests. Prepares and transports specimens to the laboratory. Performs scrub duties: Scrubs hands, and arms, dons sterile gloves and gown. Prepares and maintains sterile field. Counts sponges, needles, instruments, and related items in accordance with current standards of practice. Assists the operative team with donning sterile gowns and gloves, and applying sterile drapes. Passes instruments, sutures, and other supplies to the operative team. Anticipates surgeon's needs and provides additional assistance as required. Cares for surgical specimens on the sterile field. Cleans and prepares instruments and reusable supplies for decontamination and terminal sterilization. Performs basic nursing duties: Assists surgeon and nursing staff with monitoring and recording vital signs. Assists in the administration of oxygen, helps arouse patients, and assists with carrying out surgeon's orders. Assists with identifying and managing complications.

RAPIDS Code: 1051	O*NET Code: 29-2055.00

Program Length: 2000 hours

Apprenticeship Type: ☒ Competency-Based   ☐ Time-Based   ☐ Hybrid

On-the-Job Learning Outline

PREOPERATIVE

A. Patient Care Concepts		
Competencies	**Date Completed**	**Initial**
1. Biopsychosocial needs of the patient		
2. Preoperative routines		
3. Patient identification		
4. Transportation		
5. Review of the chart		
6. Consent		
7. Transfer		
8. Anesthesia concepts		
9. Positioning		
10. Urinary catheterization		
11. Skin preparation		

B. Nonsterile Responsibilities		
Competencies	**Date Completed**	**Initial**
1. Attire		
2. Case selection		
3. Equipment		
4. Instrumentation		
5. Room preparation		

C. Sterile Responsibilities		
Competencies	**Date Completed**	**Initial**
1. Asepsis and sterile technique		
2. Scrubbing Gowning and gloving		
3. Preparation of the sterile field		
4. Counts		
5. Draping		
6. Preoperative case management		

INTRAOPERATIVE

A. Patient Care Concepts		
Competencies	**Date Completed**	**Initial**
1. Homeostasis		
2. Emergency procedures		
3. Surgical wound classification		

B. Nonsterile Responsibilities		
Competencies	**Date Completed**	**Initial**
1. Monitoring the sterile field		
2. Documentation		
3. Specimen care		

C. Sterile Responsibilities

Competencies	Date Completed	Initial
1. Intraoperative case management		
2. Abdominal incisions		
3. Homeostasis.		
4. Exposure		
5. Catheters and drains		
6. Tissue approximations		
7. Surgical dressings		
8. Wound healing.		

POSTOPERATIVE

A. Patient Care Concepts

Competencies	Date Completed	Initial
1. Approximate Death and dying		
2. Discharge planning		
3. Health and wellness		
4. Post anesthesia care unit (PACU)		

B. Nonsterile Responsibilities

Competencies	Date Completed	Initial
1. Decontamination/disinfection		
2. Reprocessing		
3. Sterile storage and distribution		

C. Sterile responsibilities

Competencies	Date Completed	Initial
1. Postoperative care management		

D. Integration

Competencies	Date Completed	Initial
1. Basic, intermediate, advanced, and related surgical interventions		

E. Applications

Competencies	Date Completed	Initial
1. Case levels (procedures) assisted.		

Related Instruction Outline

MedCerts	
Name: Sandy Mead	
Address: 14143 Farmington Road, Livonia, MI 48154	
Email: smead@medcerts.com	**Phone Number:** 734-237-3960
Suggested Related Instruction Hours: 288	

Wages Paid During RTI: ____Yes   __X__ No

Hours Instruction Provided: ___ During Work Hours __X__ During Non-Work Hours ____Both

ST 3000
Surgical Technologist

Tech in Surgery - Certified (TS-C)

National Center for Competency Testing

MedCerts
A stride company

(800)734-1175

Hills & Dales General Hospital

The MedCerts Surgical Technologist program provides students with immersive and virtual hands-on learning experiences that allow for demonstration of key clinical skills. Surgical procedures are demonstrated using virtual tools or live-recorded video and are simulated — allowing the student to immerse him/herself into a virtual experience that is engaging, safe, and repeatable.

This program prepares students to become Tech in Surgery — Certified (TS-C) by the National Center for Competency Testing (NCCT). Professionals who earn the TS-C designation have the clinical skills and knowledge for maintaining asepsis during surgery, anticipating the surgeon's needs, and remaining attentive to all aspects of the surgical procedure to ensure a safe environment for the patient.

TARGET CERTIFICATIONS		
Certifications	Issuing Authority	Exam Details
Tech in Surgery-Certified (TS-C)	National Center for Competency Testing (NCCT)	4 Hours, 175 questions/25 pretests

Course Code	Title	Hours	Weeks	Course Materials (Included)
PS-1011	Professionalism in Allied Health	32	2	None
HI-1014	Introduction to Human Anatomy and Medical Terminology	96	6	PDF
HI-6016	Surgical Technology	160	10	eBook
	Total Hours	288	18 weeks	

Selection Process

- Internal Candidates and External Candidates
    - Step 1: Job Posting
    - Step 2: Qualifications
    - Step 3: Candidate Selection
    - Step 4: Offer Employment

How we track our apprentice's hours

- GST provided us with the WorkHands App which streamlines tracking hours and RTI for both the apprentice and employer.