

Standards Alignment Summary

Force for Health Network

Pre-Apprentice Skills Lab

Standards Alignment Summary (Non-Clinical)

Program Overview

The Force for Health Network Pre-Apprentice Skills Lab prepares learners ages 14–24 for healthcare education and workforce pathways by developing foundational, non-clinical competencies. The curriculum emphasizes personal readiness, communication, teamwork, professionalism, safety awareness, care navigation support, and career readiness.

Rather than focusing on clinical procedures, the Skills Lab builds transferable skills required across healthcare roles and aligned with national education, workforce, safety, and technology standards.

Frameworks Addressed

The Skills Lab is intentionally aligned with the following nationally recognized frameworks:

- **NICEC (National Institute for Careers Education and Counselling)**
Career development, self-concept, adaptability, reflection, and transition readiness
- **NACE Career Readiness Competencies**
Career & self-development, communication, teamwork, professionalism, leadership, and critical thinking
- **OSHA (Occupational Safety and Health Administration)**
Safety awareness, risk recognition, rule compliance, stop-work awareness, and incident reporting (non-clinical)
- **CMS Culture of Safety & Quality**
Speaking up, human factors, accountability, team communication, and continuous improvement
- **State CTE / Career Pathways Standards (Cross-State)**
Employability skills, workplace behavior, safety foundations, professional skills, and work-based learning readiness
- **ISTE Standards for Students**
Empowered Learner, Digital Citizen, Creative Communicator, Knowledge Constructor, and Global Collaborator

Alignment by Skill Category (High-Level)

Personal Readiness Skills (Skills 1.1–1.4)

Aligned with:

- NICEC Self-Awareness, Career Adaptability, Reflective Learning
- NACE Career & Self-Development, Professionalism
- OSHA Safety Awareness, Risk Recognition
- CMS Safety Culture, Human Factors, Continuous Improvement
- CTE Employability Skills, Workplace Behavior
- ISTE Empowered Learner, Digital Citizen

Outcome: Learners develop self-management, resilience, accountability, and growth mindset required for safe participation in healthcare pathways.

Communication Skills

Aligned with:

- NICEC Career Communication, Career Management
- NACE Communication, Teamwork
- OSHA Safety Communication, Stop-Work Awareness
- CMS Team Communication, Speaking Up
- CTE Professional Skills, Workplace Communication
- ISTE Creative Communicator, Global Collaborator, Empowered Learner

Outcome: Learners communicate clearly, listen actively, seek help appropriately, and contribute to psychologically safe learning environments.

Teamwork Skills

Aligned with:

- NICEC Career Management, Decision-Making
- NACE Teamwork, Equity & Inclusion, Critical Thinking
- OSHA Rule Compliance, Risk Recognition
- CMS Team Communication, Safety Culture
- CTE Work-Based Learning Readiness, Employability Skills

- ISTE Global Collaborator

Outcome: Learners understand roles, collaborate respectfully, manage conflict awareness, and function effectively in diverse teams.

Professional Behavior Skills

Aligned with:

- NICEC Career Management, Career Self-Concept
- NACE Professionalism, Leadership
- OSHA Rule Compliance
- CMS Accountability, Continuous Improvement
- CTE Workplace Behavior, Professional Skills
- ISTE Digital Citizen

Outcome: Learners demonstrate ethical behavior, professional boundaries, accountability, and respect for privacy and confidentiality.

Safety & Risk Awareness Skills

Aligned with:

- NICEC Decision-Making
- OSHA Safety Awareness, Risk Recognition, Incident Reporting, Stop-Work Awareness
- CMS Safety Culture, Human Factors, Speaking Up
- CTE Safety Foundations
- ISTE Empowered Learner (select lessons)

Outcome: Learners recognize hazards, follow protocols, report concerns, and support a culture of safety without performing clinical tasks.

Care Navigation & Support Skills

Aligned with:

- NICEC Career Management
- NACE Professionalism
- OSHA Rule Compliance, Risk Recognition
- CMS Safety Culture, Speaking Up

- CTE Professional Skills, Work-Based Learning Readiness

Outcome: Learners support care processes appropriately, observe and escalate concerns, and follow through responsibly without providing medical advice.

Career Readiness Skills

Aligned with:

- NICEC Career Exploration, Career Self-Concept, Career Management, Reflective Learning
- NACE Career & Self-Development, Critical Thinking
- CTE Career Pathway Awareness
- ISTE Empowered Learner, Knowledge Constructor

Outcome: Learners explore healthcare careers as pathways, plan education and training, practice professional curiosity, and direct their own growth.