

01 / THE OPPORTUNITY

The most expensive bed may be the empty one.

How healthcare organizations can build a supported pathway for their next sleep technologist.

Start with the capacity problem

When demand exists but staffing is insufficient, an available bed cannot become a completed study. Workforce development begins with the shifts you need to cover and the people your organization can develop.

Build from people already connected to your community

Your next candidate may be a reliable hospital employee, a medical assistant, or another person with the learning habits, patient communication, and commitment needed for overnight work. Candidate fit matters as much as finding someone willing to start.

Create a process your team can use again

Dream Sleep Center connects live foundation education with a home-laboratory development plan. Accelerator PLUS adds 12 months of active coaching, preceptor support, registry preparation, and included community access. The aim is to give both the trainee and the teaching team a clearer path forward.

Built from operating experience

This pathway grows out of Dr. Bradley W. Smith's experience as a sleep medicine physician and owner of Dream Sleep Center in Colorado. Recruiting challenges and early training attempts made the need for structured teaching, preceptor development, culture, and continued contact clear. Those lessons shape this employer offer.

The employer question

What additional productive capacity could we create, and what support would our candidate and preceptors need to achieve it?

Program design is intended to support development. It does not establish a guaranteed exam pass rate, retention rate, productivity date, or financial return.

02 / THE PATHWAY

From candidate selection to continued development.

The trainee and the home laboratory prepare together. Progress is reviewed at defined milestones.

Stage	Purpose and responsibilities
Before enrollment	Employer selects and employs the candidate. Confirm the intended education route, primary and backup preceptors, supervision, appropriate experience, and a workable schedule.
80 live foundation hours	Live education, observation or supervised practice, and educational assessment establish learning priorities. Any preparatory learning is identified separately from these 80 hours.
Approximately six months	The home laboratory provides supervised on-the-job experience. Competency records, feedback, and milestones guide development. Clinical leadership authorizes assignments.
12 months with PLUS	Active coaching, monthly education, progress reviews, registry preparation, and community access continue through the included year. An early registry pass does not end the support term.

Six months is a target, not an automatic graduation date

Advancement depends on demonstrated competence, appropriate experience, and applicable requirements. Course completion, clinical readiness, registry eligibility, and examination success are distinct milestones.

Make the handoff usable

- Identify learning strengths and gaps after foundation education.
- Name who will teach, who will verify records, and who will address concerns.
- Review experience, progress, and next actions throughout development.

The current foundation delivery plan uses two five-day weeks in Pueblo and Colorado Springs, Colorado. Dates, location assignments, preparation, and any custom delivery are confirmed in the written proposal.

03 / THE SUPPORT SYSTEM

Develop the preceptor. Support the whole year.

A capable technologist needs protected time and a practical teaching process to develop someone else.

Preceptor development

- Turn broad expectations into specific learning goals and observable performance.
- Give timely feedback and document competency reviews consistently.
- Recognize learning barriers and create a remediation plan with an owner.
- Build a teaching process the local team can reuse for future candidates.

Accelerator PLUS: 12 months of active coaching

Support	How it supports development
Monthly education	Case-based learning and practical topics connect foundation knowledge to continued development.
Trainee and preceptor reviews	Review progress, learning barriers, experience records, and next actions.
Registry preparation	Educational preparation and readiness feedback tied to the candidate's intended pathway.
Included community access	Continued educational discussion and learning with peers and preceptors throughout the included term.

Measure learning and operating outcomes separately

Track competency reviews, eligibility progress, examination results, additional completed studies, preceptor time, and retention. Establish the starting point before enrollment so progress can be discussed against a real baseline.

The written offer defines service frequency, covered participants, support dates, and any service limits. Continuing membership after the included 12 months is a separate purchase.

04 / CHOOSING THE SCOPE

Choose the support your local team needs.

Pricing is provided privately after a discussion of facility readiness, candidate count, and the desired support.

Option	Intended scope
Clinical Foundations Intensive	80 live foundation hours, educational assessment, and defined learning strengths and gaps. Intended for employers with strong internal development resources.
Workforce Accelerator	Foundations plus a written development roadmap and employer/preceptor handoff for the local development program.
Accelerator PLUS	Accelerator plus 12 months of active coaching, monthly reviews and education, registry preparation, and included community access.
Employer partnerships	Preferred: two PLUS positions. Growth: four. Enterprise: six or more, with facilities and coordination defined in the proposal.
Private cohort	Dedicated delivery is scoped individually. A private cohort does not automatically include PLUS support.

What the employer brings

Employment, suitable supervised experience, primary and backup preceptors, protected teaching time, local records, and clinical governance remain employer responsibilities. Travel, exams, licenses, and other external costs must be addressed in the proposal.

Prepare for a planning conversation

Bring the shifts you need covered, unused capacity with genuine patient demand, candidate count, preceptor availability, target start window, and local economics. Use the readiness checklist and capacity worksheet to organize your discussion.

Start with your operation

Email training@dreamsleepcenter.org with your organization, role, capacity need, candidate count, and desired start window. Please do not include patient information.