



HEALTHCARE CAREER
ADVANCEMENT PROGRAM

A photograph of a smiling woman with dark hair, wearing a light-colored scrub top and a lanyard with an ID badge. She is standing in a clinical or hospital setting with shelves and equipment visible in the background. The entire image is overlaid with a semi-transparent purple filter.

**UNDERSTANDING AND USING REGISTERED
APPRENTICESHIP AS A WORKFORCE
SOLUTION**



The Healthcare Career Advancement Program (H-CAP) is a national labor/management organization that promotes innovation and quality in healthcare career education.

As a champion for Registered Apprenticeship, H-CAP partners with the U.S. Department of Labor, serving as the national Registered Apprenticeship Industry Intermediary for healthcare and as an Apprenticeship Ambassador.



Our Approach

As an industry intermediary, H-CAP provides the following:



Technical Assistance and Partnership Building



Customized On-The-Job Learning Competencies



Recruitment, Hiring and Retention Strategies



Incentive Funding Opportunities



REGISTERED APPRENTICESHIP

A Proven Solution

Workforce Challenge

The U.S. health care system is facing a complex challenge of growing workforce shortages and increasing demand for services



Registered Apprenticeship in Healthcare

Registered Apprenticeship is a **proven solution** for recruiting, training, and retaining world-class healthcare talent in good, quality jobs/careers.



How Does It Work?

- **On-the-Job + “Classroom Training”**

A business-driven model that combines on-the-job training with related technical instruction.

Customized and Flexible Approach

A flexible training strategy that can be customized to meet the needs of every business.



“Earn and Learn” Model

Apprentices receive a paycheck from day one, earning wages while learning on the job.

REGISTERED APPRENTICESHIP ROLES



The Apprenticeship Components

Industry Led



A person in a dark suit stands with their back to the viewer, pointing towards a circular process diagram. The diagram features five interconnected gears with arrows indicating a clockwise flow. The stages are labeled: PLAN (bottom left), LAUNCH (bottom right), GROW (right), TEST (top right), and IMPROVE (top left). A large arrow points from the PLAN stage towards the right. A small potted plant is visible at the bottom left of the diagram.

Supplemental Education



A person is seated at a desk, working on a laptop. The laptop screen displays a presentation slide with a person's silhouette and a checkmark. The person is looking at the screen.

Quality and Safety



A healthcare professional in a purple uniform is assisting an elderly patient who is seated in a wheelchair. Another healthcare professional stands nearby, and a third person is seated in a chair. The setting appears to be a home or a private care facility.

Structured, On-the-Job Learning and Mentorship




A healthcare professional in a purple uniform is attending to a patient lying in a hospital bed. Another person is standing by the bed, possibly a mentor or another healthcare professional.

Diversity



A healthcare professional in a purple uniform is operating an MRI machine. A patient is lying on the table inside the machine. The professional is looking at a monitor displaying the patient's scan.

Paid Job



A woman in a purple suit is holding a framed award. The award is labeled 'EMPLOYEE OF THE MONTH' and features a star and a checkmark. She is smiling and looking at the award.

Credentials



A person is holding a large document labeled 'CERTIFICATION'. The document has a checkmark and a seal. There are gears and a checkmark icon in the background.

Industry Led

Healthcare employers play an active role in hiring workers and identifying the skills and knowledge apprentices must learn.



Supplemental Education



Quality and Safety



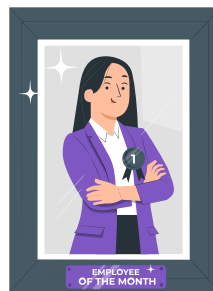
Structured, On-the-Job Learning and Mentorship



Diversity

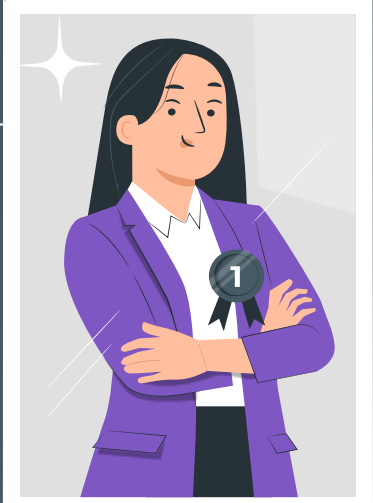


Paid Job



Credentials





EMPLOYEE
OF THE MONTH

Industry Led



Supplemental Education



Quality and Safety



Structured, On-the-Job Learning and Mentorship



Diversity



Paid Job

Registered Apprenticeships are real jobs!
Apprentices earn progressive wage increases
as their skills and productivity increase.

Credentials



Supplemental Education

Apprentices are provided a minimum of 144-hour supplemental classroom education based on the employers' unique training needs to ensure quality and success.



Quality and Safety



Industry Led



Structured, On-the-Job Learning and Mentorship



Paid Job



Credentials



Diversity





Structured, On-the-Job Learning and Mentorship

Programs provide a minimum of 2000 hours of structured on-the-job training to prepare for a successful career, which includes instruction from an experienced mentor. The number of hours may vary based on the apprenticeship model.

Industry Led



Supplemental Education



Quality and Safety



Paid Job



Credentials



Diversity



Industry Led



Supplemental Education



Quality and Safety



Paid Job



Structured, On-the-Job Learning and Mentorship



Diversity



Credentials

Apprentices earn a portable, nationally-recognized certificate from the USDOL. Additionally, apprentices may earn industry recognized certification or license.



Industry Led



Supplemental Education



Quality and Safety



Paid Job



Structured, On-the-Job Learning and Mentorship



Credentials



Diversity

Programs are designed to reflect the communities in which they operate through strong non-discrimination, anti-harassment, and recruitment practices to ensure access, equity, and inclusion.



Quality and Safety

Apprentices are afforded worker protections while receiving rigorous training to equip them with the skills they need to succeed and the proper training and supervision they need to be safe.



Supplemental Education



Industry Led



Structured, On-the-Job Learning and Mentorship



Paid Job



Credentials



Diversity



Benefits for Employers

- Reduces Turnover.
- Recruit and develop a diverse and highly skilled workforce.
- Improved employee engagement and loyalty.
- Creates a safer workplace.
- Efficiently integrate new hires by leveraging mentorship from experienced incumbents.
- Customize training programs to your specific needs.

Benefits for Post-Secondary Institutions

- ❑ Enhanced Student Employment Opportunities.
- ❑ Increased Retention and Graduation Rates.
- ❑ Access to State and Federal Grant Funding Opportunities.
- ❑ Curriculum Alignment with Industry.
- ❑ Opportunity to Build more robust partnerships with employers, workforce development, and community-based organizations.
- ❑ Community and Economic Impact.

Benefits for Students or Recent Graduates

- ❑ Earn as you learn with a guaranteed wage increase as you develop new skills.
- ❑ Gain workplace-relevant skills through on-the-job learning.
- ❑ Ease the transition from school to career by working with an experienced mentor.
- ❑ Receive your Degree and a Nationally Recognized Credential.
- ❑ Complete with little to no education debt.
- ❑ Provides a pathway to into careers.



FUNDING

- ❖ National, State, and Local Funding Available
 - ❖ Apprenticeship Building America Grant (\$85 million) (National)
 - ❖ Pathway Home5 (Re-Entry Opportunity- \$52 million) (National)
 - ❖ Good Jobs Challenge Grant
 - ❖ Strengthening Community College Training Grants (Round 5)
 - ❖ Job Corps
 - ❖ Growth Opportunities Round 4 & 5 (Re-Entry Opportunity- \$40 Million)
 - ❖ State Expansion Apprenticeship Grants (State)
 - ❖ Workforce Boards (Local)

- ❖ Industry Intermediaries (i.e., H-CAP)

- ❖ Foundations

- ❖ Veterans (i.e., Education Fund and Post 9/11 GI Bill)



**ARE YOU READY TO
INITIATE YOUR
HEALTHCARE
APPRENTICESHIP
PROGRAM?**

AS AN INTERMEDIARY H-CAP CAN HELP YOU:

Free Technical Assistance



Partnership Building



Customized OJT Training



Navigating Healthcare Regulations



Recruitment & Retention



Incentive Funding



Host Events



Let The National Center For Healthcare Apprenticeships (NCHA) BE THE SPONSOR



- **What is NCHA?** NCHA is the National Center for Healthcare Apprenticeships. NCHA is governed by a labor/management Joint Apprenticeship Committee and sponsors programs in many healthcare occupations. NCHA is staffed by H-CAP, and H-CAP can grant partners the use of the NCHA occupational standards. Union and Non-Union organizations can use NCHA Standards.
 - **What are NCHA standards?** These are standards approved by the US Department of Labor/Office of Apprenticeship for several occupations. By your company signing on to these standards, you do not have to do all the paperwork required by the government. HCAP will do it for your organization, but it must provide primary data to HCAP.
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NEXT STEPS



Contact/Meet with Joy Jamerson



Develop a plan to meet with employers and OA/SAA to discuss industry needs, host events, etc.



Assist employers in choosing occupations and building OJT competencies.



Develop Standards and Appendix A to submit for approval.



Once Approved, begin recruiting your apprentices



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**Healthcare Career
Advancement Program
(H-CAP)**

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