

# Opening Doors to Workforce | Earn as You Learn Models in Workforce

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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

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Customized On-The-Job Learning Competencies

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Recruitment, Hiring and Retention Strategies

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Incentive Funding Opportunities

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# Results

In the first year as an Industry Intermediary, 2016. H-CAP registered 100 apprentices in health care. By May 2024, H-CAP has registered more than 4,000 apprentices.

H-CAP has apprentices in every state.

H-CAP has worked with more than 40 different healthcare occupations.

# Why are we here...

Create a space to ground Healthcare Employers on:

- An introduction to Registered Apprenticeship programs
- Benefits of implementing a Registered apprenticeship program
- Next Steps

# Learning Objectives

- 1** Describe the key components of Registered Apprenticeship programs

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- 2** Identify the benefits of RA programs for employers and workers.-

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- 3** Explore how H-CAP promotes the growth of registered apprenticeships in healthcare

# Workforce Challenge

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





# Discussion

1. What are the main causes of the healthcare worker shortage?
2. How does the healthcare worker shortage impact care outcomes?



# REGISTERED APPRENTICESHIP

A Proven Solution

# What is Registered Apprenticeship?

Registered Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce.

“An apprenticeship is an opportunity to work and study at the same time. Most of your time is spent doing on-the-job training, and the rest is spent working towards a qualification.

You’ll get paid a salary and be part of a team, just like a standard employee, but you’ll also get dedicated study time throughout the week.”

# Registered Apprenticeship in Healthcare

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



# Apprenticeable Occupations

Examples of apprenticeships in healthcare include:

- Behavioral Health Specialist
- Surgical Technologist
- Pharmacy Tech
- Certified Nurse Assistant
- Licensed Practical Nurse
- Medical Coder
- MRI Tech
- Community Health Worker
- Registered Nurse (post-licensure)
- EMT
- Certified Medical Assistant (CMA)

\*List is not inclusive of all occupations that can be included in apprenticeship.

# Why Employers Invest Registered Apprenticeship?

- Lack of training programs in their region
- Lack of trained workers
- High turnover of workers
- Degree programs don't always prepare workers for on-the-job realities

# Benefits for Workers

- 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 a nationally recognized credential
  - Complete with little to no education debt
  - Provides a pathway to middle class jobs for underrepresented workers
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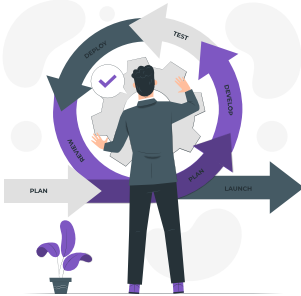


# Benefits for Employers

- Reduce turnover
- Recruit and develop a diverse and highly skilled workforce
- Improved employee engagement and loyalty
- Creates safer workplace
- Reduce difficulty finding employees for a specific position
- Efficiently integrate new hires by leveraging mentorship from experienced incumbents
- Customize training program to your needs
- Gain access to network of employers developing apprentices

# 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 four stages: PLAN, LAUNCH, TEST, and REVIEW, connected by arrows in a clockwise cycle. A large arrow points from the PLAN stage to the LAUNCH stage. A small potted plant is visible in the bottom left corner.

### 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. A small icon of a person is also visible near the laptop.

### Quality and Safety




A healthcare professional in a purple uniform is assisting an elderly patient who is seated in a wheelchair. Another person is standing 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, and a third person is seated nearby. The setting is a hospital room.

### Diversity



A healthcare professional in a purple uniform is operating a medical scanner (likely an MRI or CT) on a patient lying on a table. The professional is standing next to the scanner, and the patient is lying on the table. The setting is a medical facility.

### Paid Job



A framed photograph of a woman in a purple blazer. She is holding a ribbon that says "EMPLOYEE OF THE MONTH". The photo is set against a dark background with a starburst effect.

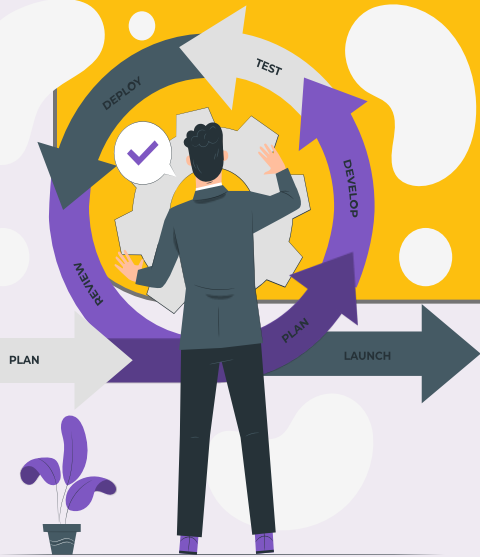
### Credentials



A person in a purple blazer is holding a large certificate labeled "CERTIFICATION". The certificate features a seal and a signature. There are also some 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



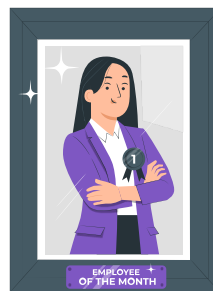
### Structured, On-the-Job Learning and Mentorship



### Diversity

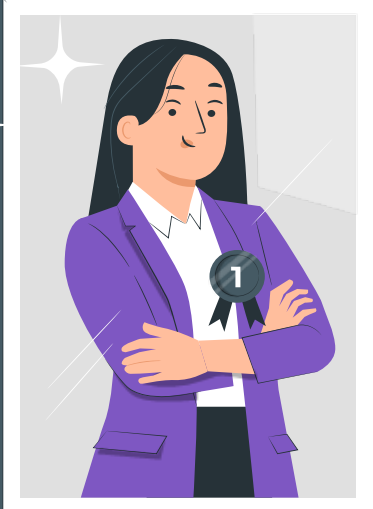


### Paid Job



### 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





# Funding Opportunities

- ❖ **National, State, and Local Funding Available**
  - ❖ Apprenticeship Building America Grant (\$85 million) (National)
  - ❖ Pathway Home5 (Re-Entry Opportunity- \$52 million)
  - ❖ 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)**

# TN Resources: Workforce Boards & American Job Centers



Support  
to  
Job  
Seekers  
and  
Employers

# Support to Individuals

- Through the American Job Center Network, qualified job applicants may be eligible for the following:
  - Job Search Assistance,
  - Career Advising,
  - Training scholarships for short-term training in an “in-demand” course of study, and/or
  - Support services such as childcare, transportation, uniforms, or tools necessary to go to work



# Support to Employers

- With a goal to ensure a robust workforce to meet employer needs, several grants programs are in place.
  - On the Job Training Grants
  - Incumbent Worker Training Grants
  - Apprenticeship Grants



Empower Electric Apprenticeship Signing Day, Nashville

# Support to Employers: OJT Grants

- **On the Job Training Contracts**

- Employers sign an OJT contract prior to hiring WIOA-eligible individuals
- American Job Center refers qualified and WIOA-eligible individuals to the employer for interview
- OJT Contract reimburses the employer 50% of the new hire's pay for a designated number of hours (generally for 6 to 10 weeks of full-time employment)
- American Job Center continues to work with the new hire to support successful employment and provide support services to lessen the impact of employment barriers, such as transportation.
- Employer HR department and American Job Center work together to support new hires with frequent communication.

# Support to Employers: Incumbent Worker Training Grants

- **Incumbent Worker Training Grants**
  - Board-designated funds to provide training for incumbent workers who have been employed at least six months.
  - Designed to provide skill upgrades, new equipment training, or other justified training needs determined by the employer. Healthcare Career Pathways
  - Reimbursable contract. Employer application and trainee applications required.
  - \$25,000 limit per year.



# Support to Employers: Apprenticeship Grants

- **Apprenticeship Grants**
  - Funds to provide support for Apprenticeship Development through offsetting the cost of the OJL and RTI of an apprenticeship
  - TN registered apprenticeship programs
  - \$2,500 for 1<sup>st</sup> & 2<sup>nd</sup> Year Apprentices
  - \$1,500 for 3<sup>rd</sup> & 4<sup>th</sup> Year Apprentices

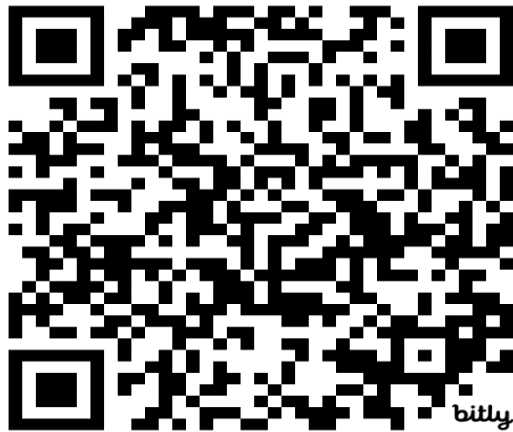




ARE YOU READY TO  
INITIATE YOUR  
HEALTHCARE  
APPRENTICESHIP  
PROGRAM?



# THA Workforce Strategies Webinar PROGRAM DEVELOPMENT & FUNDING IN HEALTHCARE APPRENTICESHIP



## Join us for Healthcare Apprenticeship: Part 2

Marla and Joy will further the discussion around resources and processes in establishing healthcare apprenticeships.

Each will present the support and strategies that their organizations provide to support employers, training providers, and learners in their apprenticeship journey.



# Joy Jamerson, MBA

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# QUESTIONS & ANSWERS