

A woman with long dark hair, wearing a light-colored scrub top, is smiling and looking towards the camera. She is standing in a hospital or clinical setting, with shelves and equipment visible in the background. She is wearing a Montefiore ID badge around her neck. The entire image has a purple overlay.

# Program Development & Funding in Apprenticeship

**HCAP**  
HEALTHCARE CAREER  
ADVANCEMENT PROGRAM



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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# 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.



# Why Do Employers Invest In Registered Apprenticeship Programs?

- 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 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



# HOW DOES IT WORK?



## EXPLORE

Get to know apprenticeship, its benefits, determine occupations, and how different employers and sponsors are creating programs across industry and geography.



## BUILD

Understand your options, the steps involved in building an apprenticeship program, and the tools we offer to help you get started.

## PARTNER

Collaborate with apprenticeship representatives, workforce organizations, educators, and others to build your program.



# HOW DOES IT WORK?

Register

## REGISTER

Take advantage of benefits such as funding opportunities, tax credits, and no-cost technical assistance when you register your program



## LAUNCH

Understand your options, the steps involved in building an apprenticeship program, and the tools we offer to help you get started.



# The Apprenticeship Components

### Industry Led



An illustration of a person in a dark suit standing and pointing towards a circular process diagram. The diagram has four main stages: PLAN, LAUNCH, TEST, and REVIEW, connected by arrows in a clockwise cycle. There are also smaller arrows and checkmarks within the cycle. A small potted plant is visible at the bottom left of the diagram.

### Supplemental Education



An illustration of a person sitting at a desk with a laptop. The laptop screen displays a presentation slide with a person on it. There are also some papers and a small plant on the desk.

### Quality and Safety




An illustration of a healthcare professional in purple scrubs assisting an elderly patient in a wheelchair. Another person is sitting in a chair nearby, and there are framed pictures on the wall in the background.

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



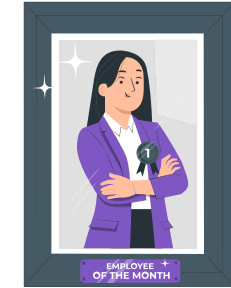
An illustration of a healthcare professional in purple scrubs attending to a patient lying in a hospital bed. A nurse in white scrubs is also present, and there are medical monitors and equipment around the bed.

### Diversity



An illustration of a healthcare professional in purple scrubs operating an MRI machine. A patient is lying on the table inside the machine, and there are various medical monitors and equipment around the machine.

### Paid Job



An illustration of a framed photograph of a woman in a purple blazer. Below the photo is a purple ribbon with the text "EMPLOYEE OF THE MONTH".

### Credentials



An illustration of a person in a purple blazer holding a large certificate. The certificate has the word "CERTIFICATION" at the top and a seal. 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



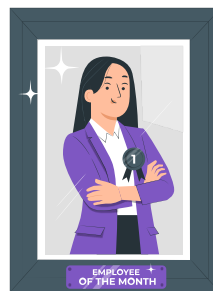
### Structured, On-the-Job Learning and Mentorship



### Diversity

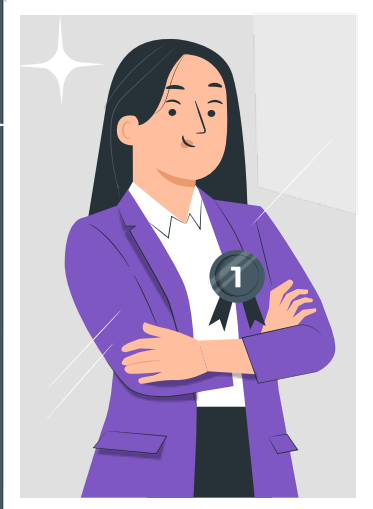


### Paid Job



### 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



## Diversity



## Paid Job



## Credentials







## 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





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

# HOW CAN H-CAP HELP YOU

Incentive Funding



Partnership  
Building



Customized  
Program



Free Technical  
Assistance



Recruitment &  
Retention



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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