

# Healthcare

The American healthcare industry faces complex workforce challenges, including talent shortages and increasing demand for services. To meet these demands, employers are increasingly turning towards Registered Apprenticeship as a proven solution for recruiting, training, and retaining world-class healthcare talent in good, quality jobs.

## SNAPSHOT: SOME OF THE MOST COMMON APPRENTICEABLE OCCUPATIONS IN HEALTHCARE

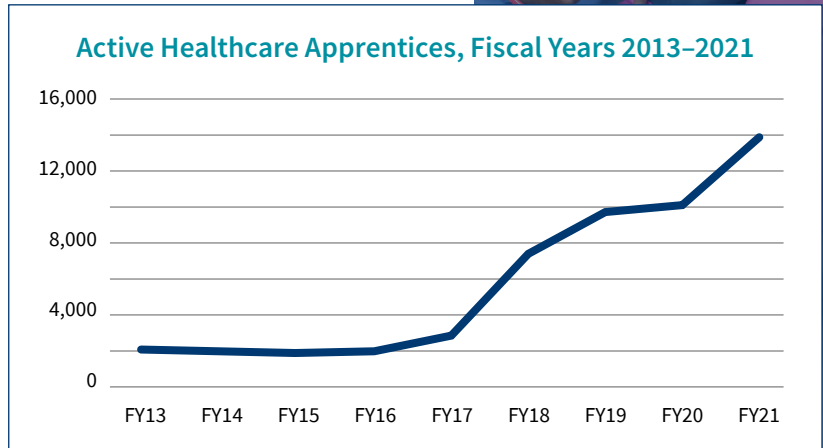
- ▶ Certified Nursing Assistant
- ▶ Health Unit Coordinator
- ▶ Home Health Aide
- ▶ Licensed Practical Nurse
- ▶ Long-Term Care Nurse Manager
- ▶ Medical Assistant
- ▶ Medical Coder
- ▶ Pharmacy Technician

## THE NEED FOR REGISTERED APPRENTICESHIP IN HEALTHCARE

The healthcare industry is critical to our country's wellbeing—and our economy. In 2021, there were 13,882 registered apprentices in the healthcare industry. The challenge? Employment in healthcare occupations is projected to grow 16% through 2030, faster than all other occupations, adding about 2.6 million new jobs.<sup>1</sup> However, talent shortages, burnout among healthcare workers and increasing skill demands have made it difficult to keep pace with growing demand. Among these challenges:

- ▶ Large numbers of highly-skilled workers that are nearing retirement
- ▶ Increased cost of labor and recruitment due to staff shortages and challenges attracting new talent pools with the right education, skills, and credentials
- ▶ Retaining skilled workers, including those eligible to retire
- ▶ Developing talent that can keep pace with advances in healthcare technology and service delivery
- ▶ Increasing workforce training capacity including access to career pathways

These workforce challenges impact healthcare quality, efficiency and patient outcomes. The good news? There is a proven solution to meet critical talent needs: **Registered Apprenticeship** is a proven and industry-driven training model that can provide a critical talent pipeline for healthcare organizations.



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## REGISTERED APPRENTICESHIP: THE TOP TALENT DEVELOPMENT SOLUTION FOR EMPLOYERS

Thousands of healthcare employers across the U.S. and among our global competitors use Registered Apprenticeship to recruit, train, and retain workers with the right skills. Registered Apprenticeship is the most effective training model for enhancing business performance and competitiveness.

### HOW CAN REGISTERED APPRENTICESHIP HELP COMPANIES?

Organizations that hire healthcare employees realize a number of benefits from implementing Registered Apprenticeship programs. Through Registered Apprenticeship, you will:

- ▶ Vet workers and instill the company's culture
- ▶ Recruit and develop a diverse and highly-skilled workforce
- ▶ Improve productivity, profitability, and the company's bottom line
- ▶ Reduce turnover, improve loyalty, and retain top talent
- ▶ Upskill incumbent workers in an advanced occupations which are also higher paying
- ▶ Demonstrate investment in the community

Partner with the Office of Apprenticeship, a [U.S. Department of Labor Industry Intermediary](#), or your respective State Apprenticeship Agency to access a nationwide network of expertise, customer service, and support. Our apprenticeship team creates business solutions and helps you quickly achieve workforce results.

### WHAT IS REGISTERED APPRENTICESHIP?

Registered Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, receive progressive wage increases, classroom instruction, and a portable, nationally-recognized credential. Registered Apprenticeships are industry-vetted and approved and validated by the U.S. Department of Labor or a State Apprenticeship Agency.



*“Loretto’s LPN Apprenticeship program, which was the first federally registered LPN apprenticeship program in the country, has provided a pathway to prosperity for our employees and has allowed the organization to deliver the highest quality care to some of the most vulnerable individuals in our region. The ability to ‘earn as you learn’ helps our employees focus on their personal and professional growth. It’s changing lives, and its changing who we are as an organization.”—Dr. Kimberly Townsend, CEO/President, Loretto*

<sup>1</sup> U.S. Bureau of Labor Statistics. Healthcare Occupations. (<https://www.bls.gov/ooh/healthcare/home.htm>.)

## Explore Registered Apprenticeship Today!

Want to learn more? Visit the U.S. Department of Labor’s one-stop source for all things apprenticeship: [www.apprenticeship.gov](http://www.apprenticeship.gov) or email us at [apprenticeship@dol.gov](mailto:apprenticeship@dol.gov).

**APPRENTICESHIPUSA™**  
★★★