



HEALTHCARE CAREER ADVANCEMENT PROGRAM

REGISTERED WITH THE U.S. DEPARTMENT OF LABOR OR STATE APPRENTICESHIP AGENCY

Registered Apprenticeship programs are registered with either the U.S. Department of Labor or a State Apprenticeship Agency. Registration is a seal of approval that the apprenticeship program is a rigorous, structured program that has been vetted by industry and the U.S. Department of Labor and meets standards for quality. Advantages to registration include targeted tax credits, access to federal resources and technical assistance and support.

Apprenticeship programs enable healthcare employers to tailor their training programs to meet their workplace needs. Apprenticeship programs have been shown to pay for themselves and to improve companies' bottom lines by reducing turnover rates, increasing productivity and lowering recruitment costs. Some apprentices require college coursework (e.g., Coding, Licensed Practical Nurse). Other may require courses leading to a credential (e.g., Certified Nursing Assistant, Emergency Medical Technician).

Apprenticeships typically last a year or more, depending on the skills and knowledge required for mastery of a particular occupation. Credit for prior experience and/or learning can be granted. However, at least six months of on-the-job learning experience is required.

Working with H-CAP on developing unique programs to grow our employees has been transformational. Their partnership in the development of our LPN Apprentice program has been instrumental in building a rich curriculum and framework that results in well-trained employees ready to hit the ground running on day one.

**- KIM TOWNSEND
AT LORETTO**



Registered Apprenticeship

A TARGETED AND PROVEN WORKFORCE SOLUTION

FOR A LIST OF HEALTHCARE
APPRENTICESHIP'S WORK
PROCESSES AND RELATED
INSTRUCTION, VISIT OUR
NATIONAL LIBRARY AT:

hcapinc.org/nationallibrary
Info@hcapinc.org

- Reduces difficulty finding employees for a specific position
- Replaces certificate programs that do not sufficiently prepare workers to hit the ground running
- Offers opportunities for current staff to advance with valuable training or certifications
- Integrates new hires more quickly by leveraging mentorship from experienced incumbents

HOW H-CAP CAN ASSIST YOUR COMPANY

- Provide technical assistance free of charge to develop your Registered Apprenticeship Program
- Assist you in working with the USDOL Office of Apprenticeship or State Apprenticeship Agency
- Develop On-The-Job Learning competencies for each occupation
- Partner with secondary and post-secondary educational providers for the academic portion of the apprenticeship
- Partner with the regional and local workforce system to assist in funding and other resources
- Work on strategies to recruit and retain workforce including diversity
- Provide incentive funding to help launch your program.

For More Information, Please Contact: info@hcapinc.org

