

# Registered Apprenticeships Frequently Asked Questions

## What is Registered Apprenticeship?

Registered Apprenticeship is an “earn while you learn” model that combines employer-based, on-the-job training, with job-related classroom and/or online instruction. Together, this combined instruction prepares apprentices, who are paid employees receiving wage increases as their skills increase, to achieve a nationally recognized certificate of competency and achievement upon program completion.

## What are the basic program components of Registered Apprenticeship?



### *Employer Involvement*

As the foundation of every apprenticeship program, employers help to shape and build the program, remaining involved every step of the way.



### *Structured On-the-Job Learning (OJL)*

Apprenticeships include a work-based learning component with support from a preceptor/mentor who is fully competent in the occupation. The training is based on national industry standards, customized to the needs of the particular employer.



### *Related Technical Instruction (RTI)*

RTI covers the technical and academic knowledge base that applies to the occupation. Depending on the type of apprenticeship, RTI can be delivered by the employer, union-based trainers or by an education partner including Community Colleges and Universities.



### *Rewards for Skill Gains*

Apprentices receive increased earnings tied to an increase in skills and competencies.



### *Recognized Credential*

Apprentices gain a nationally recognized, portable credential upon completion, which signifies to employers that apprentices are fully qualified for the job.

## Is a Registered Apprenticeship a job?

Yes, apprentices start working from day one with at least one wage increase as they become more proficient in the occupation.

## How long are Registered Apprenticeship programs?

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 6 months of On-the-Job Learning experience is required.

## What are examples of occupations that have a Registered Apprenticeship in healthcare?

Over 40 Registered Apprenticeship programs have been approved for healthcare occupations, examples of which include:

- Medical/Hospital Coder
- Medical Assistant
- Home Care Worker/Aide
- Community Health Worker
- Behavioral Health Technician
- Certified Nursing Assistant

The list of healthcare occupations using Registered Apprenticeship continues to grow, as employers and their workforce partners learn about apprenticeships and develop new programs.

## Why bring Registered Apprenticeships to the healthcare industry?

Healthcare is continuously evolving, as new regulations, technological advances and changing patient demographics emerge that create unique workforce challenges. Apprenticeships have demonstrated benefits for workers and employers, especially given the expansion and reorganization of healthcare services taking place.

## Benefits of Apprenticeship

### *Earn and Learn*

- Industry-recognized Credential
- Qualify for Permanent Position
- Financial Incentives
- Work-based Learning
- Classroom Instruction
- Federal Oversight

## How does Registered Apprenticeship benefit current workers?

Current workers who are not participating in the apprenticeship program will retain their jobs, while gaining well-trained workers to share the workload. The holistic, team-based training approach builds morale and a collaborative work environment.

## How does Registered Apprenticeship benefit the employer?

Apprenticeships help healthcare employers develop skilled employees specific to 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.

## Can you earn college credit while participating in a Registered Apprenticeship program?

Some apprenticeships require college credit-bearing courses (e.g., Medical/Hospital Coding). For other apprenticeable occupations (e.g., Community Health Worker or Certified Nursing Assistant), credit bearing courses may be optional.

*For more information about healthcare apprenticeships, please contact Daniel Bustillo, Director, H-CAP and Director, National Center for Healthcare Apprenticeships at [daniel.bustillo@hcapinc.org](mailto:daniel.bustillo@hcapinc.org) or (646) 463-3729*