



HEALTHCARE CAREER
ADVANCEMENT PROGRAM

National Center for Healthcare Apprenticeships

Building 21st Century Labor-Management Healthcare Workforce Solutions

Background

In this time of healthcare transformation and changing patient demographics, employers are faced with mounting pressures to meet the increasingly complex health needs of the individuals they serve, while producing better health and quality outcomes and reducing healthcare expenditures. These are challenging undertakings that require a collaborative and comprehensive industry-based approach.

Healthcare employers have joined with SEIU and AFSCME, local unions, and partners across the country to develop the National Center for Healthcare Apprenticeships. The primary goal of the National Center is to pull together the collective strength of industry partnerships as a means for building targeted workforce solutions – through apprenticeship training programs – that effectively address industry challenges while improving job quality and developing career advancement opportunities for workers.¹

Program Description

The National Center for Healthcare Apprenticeships offers a streamlined approach for working and learning well-suited to today's rapidly changing healthcare industry. The National Center – staffed by the Healthcare Career Advancement Program (H-CAP), a recipient of a National Industry Partner Contract with the U.S. Department of Labor to increase the adoption of Registered Apprenticeship in healthcare – recently received formal approval of its Standards of Apprenticeship through the U.S. Department of Labor.²

Under the auspices of the National Center, there are currently six (6) nationally registered apprenticeship programs – Hospital Coder, Community Health Worker, Medical Assistant, Emergency Medical Technician, Support and Retention Coordinator 1 and 2 – with plans to develop Registered Apprenticeship programs for additional occupations in upcoming years. Each of these occupational training programs will be competency-based, contain on-the-job-learning components, and include stackable credentials and linkages to career pathways. These programs are specifically designed to meet the evolving needs of the healthcare delivery system across home, community, long-term care, ambulatory and hospital-based settings.

¹ For more information on the benefits and costs of Registered Apprenticeship see <http://www.esa.gov/sites/default/files/the-benefits-and-costs-of-apprenticeships-a-business-perspective.pdf>

² For more information on U.S. DOL's National Industry Partner investments see <https://www.dol.gov/newsroom/releases/eta/eta20160921>

National Joint Apprenticeship Training Committee

At the heart of the National Center is a collaborative labor-management body known as the National Joint Apprenticeship Training Committee (NJATC). The NJATC is responsible for creating and overseeing a set of guidelines and occupational standards that can be adopted, customized and expanded. This will lead to national credentials recognized by employers across the country.

The NJATC offers a streamlined path through which industry partnerships will be able to register local apprenticeship programs more quickly than is possible through state registration or individually through the U.S. Department of Labor. The NJATC will also provide support for programs that wish to only register locally or at both local and national levels.

Partnership

One of the National Center's many strengths is in building collaborative relationships with a multitude of critical industry stakeholders. These include employers, unions, government agencies, workforce development systems, training funds and educational institutions, health systems, and research and evaluation entities. From designing, implementing, advising, learning and evaluating – collaboration will be a key ingredient in building an effective scalable system for healthcare apprenticeships that elevates workers and meets industry demand.

Conclusion

The National Center for Healthcare Apprenticeships creates an opportunity for industry partners to plan and implement a strategy that prepares new and incumbent workers with the knowledge, competencies and critical thinking skills necessary to thrive in the increasingly complex and evolving 21st century healthcare workplace.

The tremendous amount of interest from employers, education institutions and other partners combined with the streamlined model, occupational scope and targeted training design demonstrates our intent to build a comprehensive and distinctive industry-based approach to healthcare workforce development through apprenticeships. This will not only lead to better outcomes for employers and other industry partners and create the foundation for expanding to other health and social service related occupations in the future, it will also lead to much needed job quality improvements, skill development and training options, higher wages and career advancement opportunities for low-wage healthcare workers.

For more information about healthcare apprenticeships or how your organization can get involved, please contact: Daniel Bustillo, Director, H-CAP and Director, National Center for Healthcare Apprenticeships at daniel.bustillo@hcapinc.org or (646) 463-3729.