



# Registered Apprenticeships in Healthcare

## Building the 21st Century Workforce

### The Problem: Healthcare Talent Gaps and Workforce Shortages

Healthcare, an industry that touches people when they are sick and vulnerable, requires a highly skilled workforce to provide the right care at the right time. Healthcare employers are challenged with serving more complex patients, increased consumer preferences for care in the home and community, advances in technology, and addressing the needs of an increasingly diverse and aging population, all while meeting marketplace and regulatory pressures. Healthcare workers themselves are growing older and will be retiring. These changes are resulting in new roles for workers combined with a need for different skill sets and knowledge, which have dramatic implications for the healthcare industry and workforce programs.

### The Registered Apprenticeship Solution

Healthcare employers and workforce organizations are turning to Registered Apprenticeships to address the projected talent shortfall and evolving trends. Registered Apprenticeship is a job that combines workplace learning with job-related instruction tailored to organizational need. Employers and other partners such as education, unions, and workforce stakeholders develop apprenticeships programs together. Workforce organizations are a vital partner for employers in Registered Apprenticeship programs, by offering resources and expertise to build a skill base for demand occupations. Advantages of a Registered Apprenticeship approach include:

- **Creates industry-driven and flexible training solutions** that meet national and state needs resulting in an apprentice earning a national credential
- **Helps recruit and prepare a highly skilled workforce** to keep pace with the changing healthcare marketplace
- **Improves productivity and the bottom line** by achieving a return on investment
- **Reduces turnover costs and improves retention** as studies show that 9 in 10 employees stay on the job
- **Raises learning for all employees** tied to organizational goals
- **Increased diversity** in your workforce that reflects and supports your patients
- **Can leverage federal, state, and local resources** to support your program

### National Industry Partner in Healthcare

H-CAP is available to help in developing and setting up a Registered Apprenticeship program with your employer, education, workforce, and other interested partners. The U.S. Department of Labor, the federal agency overseeing apprenticeships, awarded H-CAP a National Industry Partner contract to help increase the adoption of Registered Apprenticeship in healthcare. H-CAP has deep knowledge and relationships in healthcare, coupled with tools and experts, to assist in the adoption of Registered Apprenticeship.



HEALTHCARE CAREER  
ADVANCEMENT PROGRAM



Apprenticeship USA

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