



# HEALTHCARE APPRENTICESHIPS FOR EMPLOYERS

## INDUSTRY-LED PROGRAM TO RETAIN AND DEVELOP OUR WORKFORCE

The Healthcare Apprenticeship Expansion Program (HAEP) is addressing the skills gap in healthcare by growing a strong pipeline of workers with industry-identified skills and competencies, with a special focus on careers in senior living. This industry-led initiative supports employers that are building career paths for target occupations, including caregivers, CNAs, LPNs, and RNs.

Through a four-year federal grant with the U.S. Department of Labor, the collaborative is developing apprenticeship opportunities in healthcare leadership—including supervisors, clinical directors, and executive directors—as well as cybersecurity. For these career paths, HAEP is identifying common competencies and training resources that will be part of a national apprenticeship.

The consortium aims to enroll 7,200 registered apprentices over the four-year project. Employer partners will be reimbursed for a portion of their apprentice training costs. In addition, their apprentices will receive case management and support services including emergency assistance.

### WHAT IS AN APPRENTICESHIP?

Apprenticeships are structured learning programs used to train workers in a particular career. Apprenticeships define career paths, lay out on-the-job training and classroom (including on-line) learning for advancement, and detail promotions and wage increases for apprentices. These programs are a proven workforce strategy to improve recruitment and retention, while creating a more engaged and satisfied workforce.

### APPRENTICESHIP BENEFITS

- Recruit and develop a diverse and highly-skilled workforce
- Create flexible training options that ensure workers develop the right skills
- Improve profitability and positive impact to your bottom line
- Minimize cost with reduced turnover and liability
- 94% of apprentices continue employment after completing an apprenticeship

## BENEFITS OF HAEP

The HAEP consortium will help employers navigate apprenticeship, reduce reporting burdens, provide access to affordable training, and scale up activities more rapidly. Specific benefits of joining HAEP include:

- ◆ Training reimbursement for Related Technical Instruction: up to 50% maximum reimbursement based on occupation;
- ◆ Case management and wrap-around services through Family Scholar House, including a call center, coaching, and emergency services: up to \$500 per apprentice for emergency support;
- ◆ Technical assistance: a multidisciplinary team with expertise in apprenticeships, workforce development, education, and leadership will support apprenticeship applications, execution at the community level, and reporting;
- ◆ Funding opportunities: the HAEP team will complete individual DOL state applications for Registered Apprenticeship and help identify state support for training;
- ◆ Reporting: HAEP will take on monthly reporting to DOL via RAPIDS, meaning less work for the host employer;
- ◆ National direction: help direct future apprenticeships (such as leadership) and selection of Related Technical Instruction.

## CONTACT

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