



## Health Care Apprenticeship Fact Sheet

**What is it:** Health care apprenticeships are a method of training employees in a variety of occupations ranging from medical assistants, to dietary aids, from CNAs to medical coders, and from LPNs to maintenance workers. There are still education requirements, especially for the clinical occupations, but the difference is that apprentices **EARN WHILE THEY LEARN**.

**Value to Employers:** In light of the workforce challenges facing health care, employers are able to use registered health care apprenticeships to grow their own and develop more highly skilled and competent members of their organizations. This can be a great structured pathway to:

1. Upskill employees already employed in your organization; or
2. To bring in members of the community who may be working in non-health care industries but would like to make the transition to serve in health care. Those individuals have the advantage of being a W2 employee on Day 1 and don't have to worry about taking time off work and losing income to pursue their education.

Apprenticeships have a **90 percent** retention rate, which is especially valuable as employers are struggling to find employees. The best recruitment strategy is to retain your workers.

Apprenticeships also are shown to make employees more knowledgeable (applying textbook knowledge in real time by also working in the health care setting) which can minimize errors and accidents and improve productivity and employee morale.

### Value to Apprentices:

- Have a paying job while gaining a professional credential in health care
- Gain education that is paid by the employer instead of the individual employee
- Acquire on-the-job experience while also learning the material from instruction
- Remain living in the local community instead of leaving to attend a program
- Become a valued part of the hospital by having a mentor

### Checklist to Get Started:

- Determine if you will start your apprenticeships on your own, or use an intermediary
- Decide what occupation(s) your organization would like to apprentice
- Determine where the Related Technical Instruction (RTI) aka "education" will come from
  - A learning management system (LMS), local tech college, community college, other online learning source
- Identify who will be going through your apprenticeship program
- Who will be mentoring the apprentice(s)?
- What you will call your program
- How the program will be funded

## Health Care Occupations Available to Apprentice

CLINICAL ROLES	NON-CLINICAL ROLES
CNA/PCT	Dietary Aide
Medical Assistant	Maintenance
LPN/RN	Management
Phlebotomist	Medical Biller/Coder/Admin Assistant
Surgical Technician	IT-HIT/HIM/HIA & Help Desk
Sterile Processing Technician	Community Health Worker
Medical Laboratory Technician	Unit Clerk
Paramedic/EMT	Certified Dietary Manager
Pharmacy Technician	

## The Employer Partner's Commitment



Launch a registered apprenticeship program and enroll participants (new hires and incumbent workers).



Complete and facilitate submittal of required documentation.



Provide a mentor for on-the-job training and identify related technical instruction.



Provide apprentice wage increases commensurate with their advancement in skills and knowledge.



Collect participant data including demographic information and progress, as required for DOL reports.

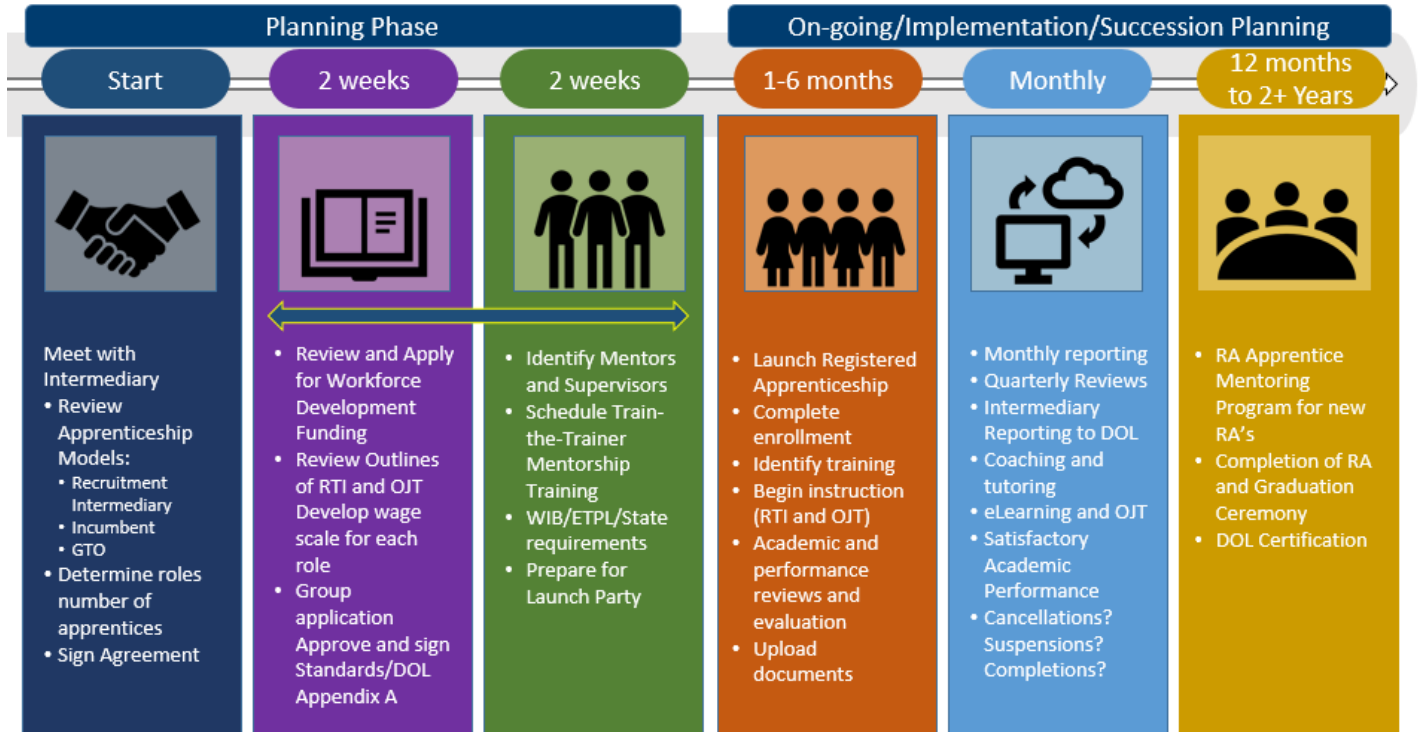


Communicate to apprentices the support services and case management they may be eligible to receive.

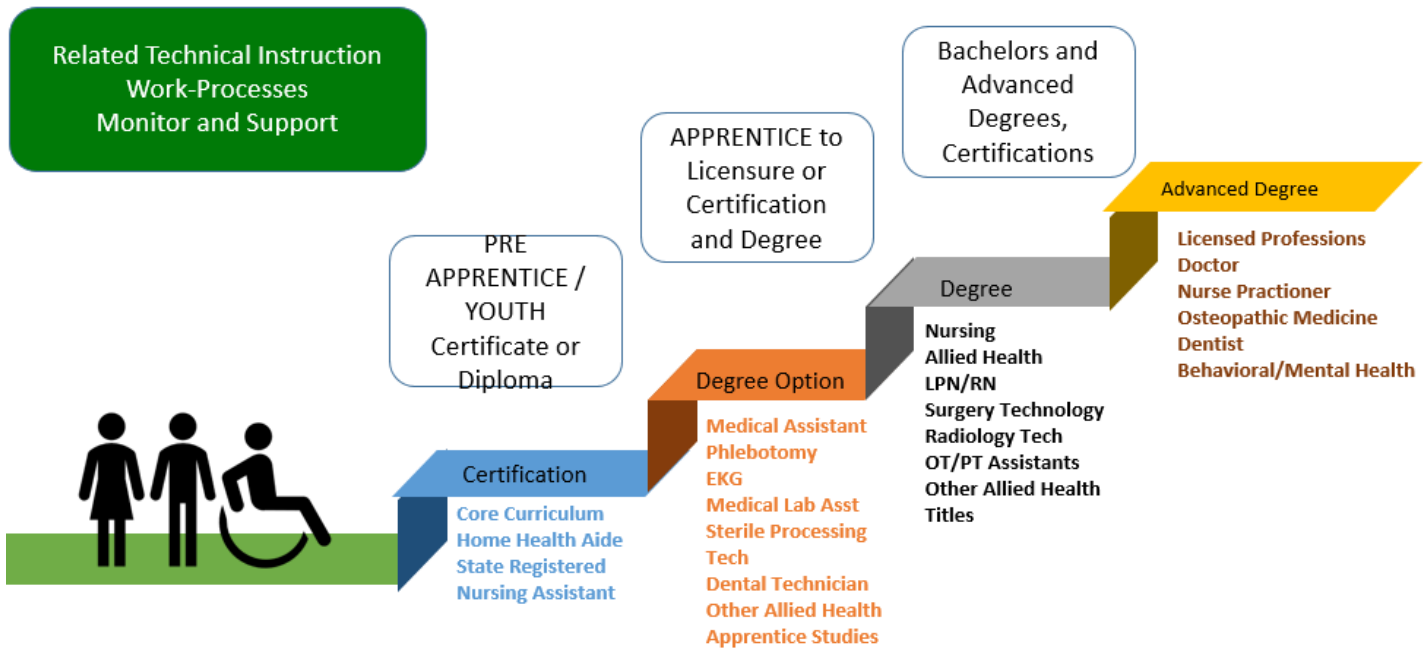


Work collaboratively with respective intermediary and other apprenticeship partners.

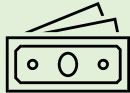
## Sample Timeline for Apprenticeship Programs



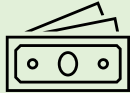
## Clinical Career Ladder Sample



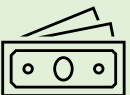
## Funding & Supporting Apprenticeship Programs



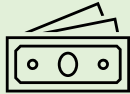
Company funded: Employer partner pays for their training, LMS and other instructional tools



Community College/Financial Aid: Financial aid programs associated with colleges and Institutes of Higher Education



State and local grants: Workforce Investment Boards, State Expansion Grants, WIOA Grants, SkillBridge & other funding with Veterans



Federal Grants: US DOL, Veterans Administration, Vocational Rehabilitation, other Federal Grant Sources

## KANSAS APPRENTICESHIP ACT (HB 2292)

- Not-for-Profit Employers
  - Grants awarded to individual employers
  - **\$2,750 for each apprentice employed**
  - Up to 20 apprentices annually
  - Cannot award funding for the same apprentice more than 4 successive years
  - Maximum of \$55,000 annually
- For-Profit Employers:
  - Can claim the apprenticeship tax credit
  - **\$2,750 for each apprentice employed**
  - Up to 20 apprentices annually
  - Cannot award funding for the same apprentice more than 4 successive years
  - Maximum of \$55,000 annually