



Industry Intermediary

Healthcare Career Advancement Program (H-CAP)

Industry

Healthcare

Approved Occupations

Ambulatory Coder, Assistant Case Manager, Central Sterile Processing Tech, Certified Nurse Assistant, Community Health Worker, Cook, Early Childhood Education, Emergency Medical Technician, Home Health Aide and Specialties, Hospital Coder, Interventional Radiologic Technician, Licensed Practical Nurse (LPN), Medical Assistant, Registered Nurse Resident, Optical Dispenser, Orthopedic Technician, Phlebotomist, Peer Counselor, Support and Retention Coordinator (Levels 1 and 2), Surgical Technologist, and Vision Services Assistant.

Target Registered Apprentices Populations

Women and Minorities.

Project Overview

H-CAP works with partners to create and implement high-quality Registered Apprenticeship (RA) programs. H-CAP confronts occupational segregation within the healthcare industry by creating opportunities for low-wage healthcare workers and healthcare workers of color to advance into high-paid jobs. H-CAP takes a hands-on approach to collaborating with Federal and State Offices of Apprenticeship, stakeholders, sponsors, and employers to educate employers and build RAs from the ground up. The goal is to identify high-need occupations and build RA programs that can sustainably provide a diverse pool of skilled workers.

Types of Services or Technical Assistance (TA) Provided

- Provide TA to develop RAs, free of charge
- Design and launch strategies to recruit and retain a skilled and diverse workforce
- Develop On-The-Job Learning competencies for each occupation
- Provide training for apprenticeship mentors
- Support partners to ensure compliance with EEO requirements
- Partner with education providers and workforce systems to progress RA initiatives

Key Partners

SEIU Training & Employment Fund, SEIU UHW-West & Joint Employer Education Fund, SEIU Healthcare 1199NW Multi-Employer Training Fund, Center for Caregiver Advancement, Kaiser Permanente, Genesis Healthcare, Dignity Healthcare, Northwell Health, Loretto Healthcare, United We Heal Training Trust

Contact Info

Rebecca von Loewenfeldt, Associate Director: rebecca.vonloewenfeldt@hcapinc.org

Website

<https://www.hcapinc.org>