

Grant Project Descriptions

Healthcare Career Advancement Program (H-CAP), Inc., New York, NY

Organization Type: Labor/management organization

Project Name: *H-CAP Apprenticeship Expansion Project (AEP)*

Total Request: \$4,000,000

Target Industry: Healthcare and health care-related industries

Target Occupations: Health care Industry occupations in nursing (ex. Registered Nurse, Licensed Vocational Nurse); professional and technical occupations (ex. Radiologic Technologist, Pharmacy Technician); community-based care occupations (ex. Community Health Worker, Medical Assistant); Administration (ex. Medical Coder, Cybersecurity Analyst).

Credentials Awarded: NCC AP - NCAC I/II, CHW Certification (issued by states), ARRT-RT, ARRT-IR NHA-CCMA, NMI Certification, COT, NHA or PTCB CPhT, IAHCMM, CRCST, NCCT, and CompTIA CySA+CISSP,

New or Existing Apprenticeship Program: Both

Cybersecurity and AI: Cybersecurity

Summary of Apprenticeship Program Activities: The **Healthcare Career Advancement Program (H-CAP), Inc.** was awarded \$4,000,000 for the *H-CAP Apprenticeship Expansion Project (AEP)* to build on previous work creating apprenticeship programs in healthcare to scale turnkey solutions and increase efficient expansion of our national program through the AEP program. The Apprenticeship Partnership includes seven affiliate labor/management workforce partnership sites and other national collaborators to (1) expand high-road apprenticeship programs that address growing skills gaps in the health care industry, (2) increase opportunities for diverse populations to attain the benefits of high-road health care apprenticeships, and (3) engage a national alliance of employers, unions, labor/management organizations, IHEs, CBOs, workforce development boards, and other partners in support of healthcare apprenticeship expansion. Activities will support the development and implementation of 16 new and 19 expanded apprenticeship programs in high-priority healthcare occupations. National-level technical assistance and movement-building, led by H-CAP, will promote partner engagement, creation and sharing of occupational frameworks and other resources, and peer learning, leading to rapid adoption and scaling of the apprenticeship model to close the skills gap in America's healthcare industry. The program is National in scope and will serve incumbent workers, unemployed and underemployed individuals in 17 states across the country including those in Opportunity Zones.

Geographic Scope: National **Service Area:** CA, CO, MA, MD, MI, MN, NC, NJ, NV, NY, PA, OH, OR, RI, TX, VA, WA **Opportunity Zone:** Yes

Proposed Number of Apprentices Served: 3,200

Target Population: Incumbent workers, unemployed and underemployed individuals with a focus on veterans and military spouses, adults with disabilities, English language learners, underrepresented people of color, and residents of neighborhoods with demonstrated health disparities, including incumbent health care workers and others living in proximity to our employer partner facilities.

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