

Healthcare

A highly trained healthcare workforce is essential to economic stability—delivering timely, high-quality care that lowers system costs and fosters healthier, more resilient communities. However, the healthcare industry faces complex workforce challenges, including talent shortages and increasing demand for services. To meet this demand, employers are increasingly turning to Registered Apprenticeship as a proven strategy to develop a skilled healthcare workforce—combining on-the-job training with classroom instruction to build competency and increase retention. In 2025, there were 36,892 apprentices served in the healthcare industry, a 43 percent increase over the past 5 years.

SNAPSHOT: SOME OF THE MOST COMMON APPRENTICEABLE OCCUPATIONS IN HEALTHCARE

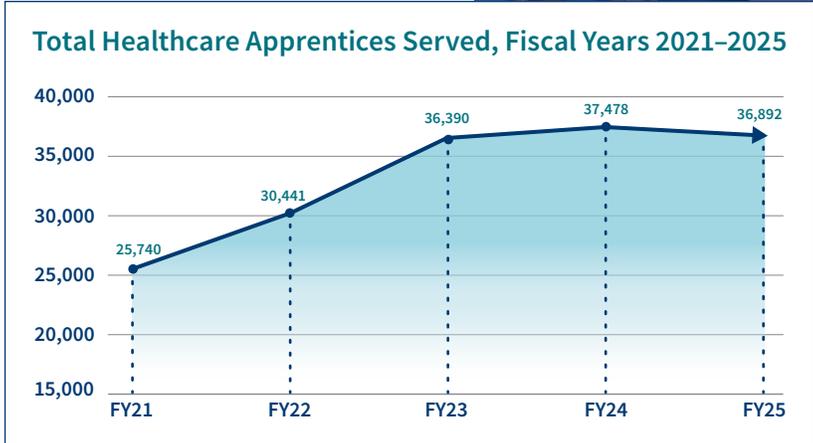
- ▶ Registered Nurse
- ▶ Home Health Aide
- ▶ Licensed Practical Nurse
- ▶ Long-Term Care Nurse Manager
- ▶ Medical Assistant
- ▶ Medical Coder
- ▶ Pharmacy Technician

THE NEED FOR REGISTERED APPRENTICESHIP IN HEALTHCARE

The healthcare industry is critical to the country’s well-being—and the economy. In 2025, there were 36,892 apprentices served in the healthcare industry. The challenge? Healthcare is projected to be the fastest growing industry sector through 2034, with 1.9 million openings per year.¹ However, talent shortages, burnout among healthcare workers, and increasing skill demands have made it difficult to keep pace with growing demand. Among these challenges:

- ▶ Replacing large numbers of highly skilled workers who are nearing retirement.
- ▶ Managing the increased cost of labor and recruitment due to staff shortages and challenges attracting new talent pools with the right education, skills, and credentials.
- ▶ Retaining skilled workers, including those eligible to retire.
- ▶ Developing talent that can keep pace with advances in healthcare technology and service delivery.
- ▶ Increasing workforce training capacity, including access to career pathways.

These workforce challenges impact healthcare quality, efficiency, and patient outcomes. The good news? There is a proven solution that can be integrated into existing training and



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workforce development strategies to meet critical talent challenges: **Registered Apprenticeship** is a proven and industry-driven training model that can provide a critical talent pipeline for healthcare organizations.

WHAT IS REGISTERED APPRENTICESHIP?

Registered Apprenticeship is an industry-driven, high-quality career pathway through which employers can develop and prepare their future workforce, and individuals can obtain paid work experience with a mentor, and receive progressive wage increases, classroom instruction, and a portable, nationally recognized credential. Registered Apprenticeships are industry-vetted and approved by the U.S. Department of Labor or a State Apprenticeship Agency.

REGISTERED APPRENTICESHIP: THE TOP TALENT DEVELOPMENT SOLUTION FOR EMPLOYERS

Thousands of healthcare employers across the U.S. use Registered Apprenticeship to recruit, train, and retain workers with the right skills. Registered Apprenticeship is the most effective training model for enhancing business performance and competitiveness.

HOW CAN REGISTERED APPRENTICESHIP HELP COMPANIES?

Organizations that hire healthcare employees realize a number of benefits from Registered Apprenticeship programs. Through Registered Apprenticeship, employers will:

- ▶ Vet workers and instill the company's culture.
- ▶ Recruit and develop a highly skilled workforce.
- ▶ Improve productivity, profitability, and the company's bottom line.
- ▶ Reduce turnover, improve loyalty, and retain top talent.
- ▶ Upskill incumbent workers in advanced occupations, which are also higher paying.
- ▶ Demonstrate investment in the community.

Partner with the Office of Apprenticeship, your respective State Apprenticeship Agency [or our investment partners](#) to access a



nationwide network of expertise, customer service, and support. Our apprenticeship team creates business solutions and helps you quickly achieve workforce results.

“Loretto’s LPN Apprenticeship program, which was the first federally registered LPN apprenticeship program in the country, has provided a pathway to prosperity for our employees and has allowed the organization to deliver the highest quality care to some of the most vulnerable individuals in our region. The ability to ‘earn as you learn’ helps our employees focus on their personal and professional growth. It’s changing lives, and it’s changing who we are as an organization.”—Dr. Kimberly Townsend, CEO/President, Loretto

¹ U.S. Bureau of Labor Statistics. Healthcare Occupations (<https://www.bls.gov/ooh/healthcare/home.htm>).

Explore Registered Apprenticeship Today!

Want to learn more? Visit the U.S. Department of Labor’s one-stop source for all things apprenticeship: www.apprenticeship.gov or email us at apprenticeship@dol.gov.

APPRENTICESHIPUSA™
★★★