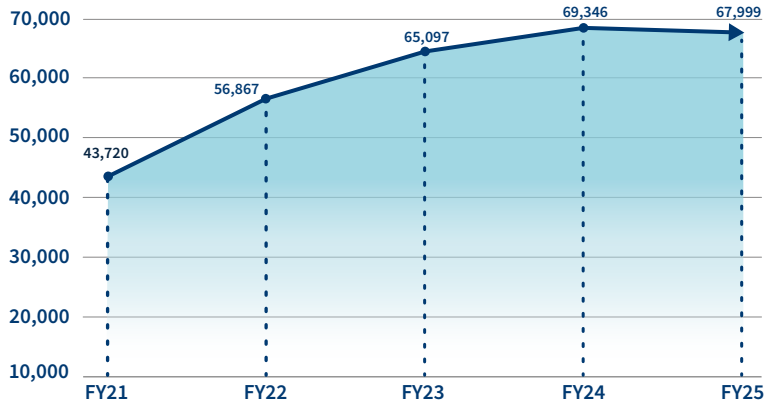
APPRENTICESHIPUSA

Healthcare and Human Services

A highly trained healthcare and human services workforce is essential to economic stability—delivering timely, high-quality care and support that lowers system costs and fosters healthier, more resilient communities. From hospitals and clinics to behavioral health programs, home care agencies, and community-based support services, this workforce touches nearly every stage of life. However, the 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 and human services workforce—combining on-the-job training with classroom instruction to build competency and increase retention. At the end of FY25, there were 67,999 apprentices served across the healthcare and human services industry, a 56 percent increase over the past 5 years—growth driven not only by clinical roles like nursing, but also by rapid expansion in human services occupations such as Direct Support Professional, Peer Support Specialist, and Behavioral Health Technician.

Total Healthcare and Human Services Apprentices Served, Fiscal Years 2021–2025



SNAPSHOT: SOME OF THE MOST COMMON APPRENTICEABLE OCCUPATIONS IN HEALTHCARE AND HUMAN SERVICES

Technical & Clinical Health Services

- Registered Nurse
- Licensed Practical Nurse
- Medical Assistant
- Medical Coder
- Pharmacy Technician
- Long-Term Care Nurse Manager

Mental & Therapeutic Services

- Behavioral Health Technician
- Counselor (Professional & Kindred)

Personal Care & Community-Based Support

- Home Health Aide
- Direct Support Professional
- Community Health Worker

In 2025, there were

67,999

Apprentices Served

in the healthcare and human services industry

THE NEED FOR REGISTERED APPRENTICESHIP IN HEALTHCARE AND HUMAN SERVICES

The healthcare and human services industry is critical to the country's well-being—and the economy. The challenge? Healthcare and human services is projected to be the fastest growing industry sector through 2034, with an 8.4 percent job growth rate and 1.9 million openings per year.[1] However, talent shortages, burnout among healthcare and human services 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 health and human services technology and service delivery, including in emerging areas like behavioral health.
- Increasing workforce training capacity, including access to career pathways in both clinical and human services occupations.

These workforce challenges impact the quality, efficiency, and outcomes of care and support services delivered to individuals, families, and communities. The good news? There is a proven solution that can be integrated into existing training and 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 and human services organizations, across both clinical and community-based settings.

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 and human services employers across the U.S.—from hospitals and health systems to behavioral health providers and community-based organizations—. 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 and human service 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 across clinical, behavioral health, and community support roles.
- 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.

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The Employment and Training Administration promotes Registered Apprenticeship—a proven model of apprenticeship that has been validated by the U.S. Department of Labor or a State Apprenticeship Agency—under the National Apprenticeship Act.

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