



## DISCOVER APPRENTICESHIP: HEALTHCARE

The American healthcare industry faces complex workforce challenges, including worker shortages and increasing demand for services. Apprenticeship is your proven solution for recruiting, training, and retaining world-class healthcare talent.

### THE NEED FOR APPRENTICESHIP IN HEALTHCARE

The healthcare industry is critical to our country's well-being – and our economy. The challenge? Employment in healthcare occupations is projected to grow 15% through 2029, faster than all other occupations.<sup>1</sup> However, talent shortages and increasing skill demands have made it difficult to keep pace with growing demand. Among these challenges:

- ▶ Large numbers of highly-skilled workers that are nearing retirement
- ▶ 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

These workforce challenges impact healthcare quality, efficiency and patient outcomes. The good news? There is a proven solution to meet your talent needs: **apprenticeship**. It can be integrated into your organization's current training and human resource development strategy.

#### SNAPSHOT: Apprenticeable Occupations

- ▶ Certified Nursing Assistant
- ▶ Health Unit Coordinator
- ▶ Home Health Aide
- ▶ Licensed Practical Nurse
- ▶ Long-Term Care Nurse Manager
- ▶ Medical Assistant
- ▶ Medical Coder
- ▶ Pharmacy Technician

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

## APPRENTICESHIP: YOUR TALENT DEVELOPMENT SOLUTION

Thousands of healthcare employers across the U.S. and among our global competitors use the apprenticeship training model to recruit, train, and retain workers with the right skills and qualifications. Apprenticeship has been the most effective training model for enhancing industries' performance and results.

**“Participants in our Direct Support Professional Apprenticeship Program demonstrate pride of accomplishment that is reflected in the quality of the work that they perform. They raise the bar for other staff, showing a deep understanding of their work and all it requires. They are more insightful, less reactive, and better-attuned to the needs of the individuals they support, making them true assets to the organization and a joy to manage.”**

– Jean M. Phelps, CEO, LifeLinks, Inc.

### WHAT IS APPRENTICESHIP?

Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction, and a nationally-recognized, portable credential. Employers can choose to register their programs with the U.S. Department of Labor to show prospective job seekers that their apprenticeship program meets national quality standards.

### HOW CAN APPRENTICESHIP HELP YOUR COMPANY?

Healthcare employers realize a number of benefits from implementing apprenticeship programs. Through apprenticeship, you will:

- ✓ Vet workers and instill your company's culture
- ✓ Recruit and develop a diverse and highly-skilled workforce
- ✓ Improve productivity, profitability, and your bottom line
- ✓ Reduce turnover, improve loyalty, and retain top talent
- ✓ Demonstrate investment in your community

Partner with the Office of Apprenticeship to access a nationwide network of expertise, customer service, and support. Our apprenticeship team creates industry solutions and helps you quickly achieve workforce results.

### DISCOVER APPRENTICESHIP TODAY!

Want to learn more or find apprenticeship opportunities near you? Visit the U.S. Department of Labor's one-stop source for all things apprenticeship: [www.apprenticeship.gov](http://www.apprenticeship.gov).

Phone: 1-877-872-5627

Speech and Hearing Impaired: 1-877-889-5627

Sponsored by the U.S. Department of Labor. The U.S. Department of Labor, Employment and Training Administration promotes registered apprenticeship under the National Apprenticeship Act.

Updated September 2020