



Industry Intermediary

Healthcare Career Advancement Program

Industry

Healthcare

Key Partners

- Kaiser Permanente
- League of Voluntary Hospitals and Homes of New York
- Washington State Department of Social and Health Services
- Service Employees International Union (SEIU)
- 15 labor/management organizations

Target Apprentice Populations

- Women
- Minorities

Project Overview

Healthcare Career Advancement Program (H-CAP) will leverage the 15 competency-based apprenticeships registered through the National Center for Healthcare Apprenticeships (NCHA). These NCHA Registered Apprenticeship Programs (RAPs) will be used to create new, and strengthen existing, partnerships in facilities across the healthcare industry: acute care (hospitals), long-term care (skilled nursing facilities, assisted living facilities and home care), and ambulatory care (diagnostic, dental, doctor's offices, pharmaceutical, behavioral health, community clinics, etc.) to expand healthcare RAPs.

H-CAP will use its partnerships with employers, labor unions, affiliate labor/management training funds, educational providers, State Apprenticeship Agencies, and other key stakeholders to facilitate equitable access to existing RAPs and develop new programs, occupational frameworks, and curricula. There will be an emphasis on supporting workers of color and residents of neighborhoods with persistent economic and health disparities. These localized strategies are targeted to both incumbent healthcare workers and community members who seek to enter the healthcare sector and who live in close proximity to employer partner facilities. There will be a focus on decreasing workforce inequities and creating more accessible career advancement models in healthcare through Registered Apprenticeship.