



HEALTHCARE



The American healthcare industry is facing complex workforce challenges, including worker shortages and increasing demand for services, particularly in light of recent healthcare system reforms. Apprenticeship is your proven solution for recruiting, training, and retaining world-class healthcare talent.

Snapshot: Apprenticeable Occupations

- » Long-Term Care Nurse Manager
- » Health Unit Coordinator
- » Medical Coder
- » Licensed Practical Nurse
- » Certified Nursing Assistant

Healthcare and the Growing Need for Talent

The healthcare industry is critical to our country's well-being – and to our economy. The challenge? Current and projected talent shortages and skill gaps are slowing the industry's ability 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 undermine 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. **Invest today!**

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?

It's a national system of industry-driven on-the-job training delivered through partnerships with employers like you. With a network of over 150,000 employers in more than 1,000 occupations, apprenticeship has trained millions of apprentices for over 75 years. Apprenticeship is an "earn and learn" training model that combines work-based learning with related classroom instruction using the highest industry standards. When you establish an apprenticeship program, you develop a world-class healthcare workforce and enhance your organization's bottom line.

How Can Apprenticeship Help Your Organization?

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



Improve productivity, cost-effectiveness, and patient care



Create flexible, customized training options



Standardize training so all workers receive the same national, industry-endorsed training at all facilities



Diversify your workforce



Reduce turnover and liability costs



Receive tax credits and employee tuition benefits in participating states

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

HAVE QUESTIONS?

For more information on apprenticeship and how it can benefit your company, please visit www.dol.gov/apprenticeship or call (202) 693-2796.