

# U.S. DEPARTMENT OF LABOR OFFICE OF APPRENTICESHIP

## APPROVED HEALTHCARE APPRENTICEABLE OCCUPATIONS - FEBRUARY 2021

The U.S. Department of Labor Office of Apprenticeship (USDOL/OA) has approved the following occupations as meeting the criteria of an "apprenticeable occupation" in the healthcare industry. Additional Healthcare Apprenticeship occupations may be approved in State Apprenticeship Agencies.

### OCCUPATIONAL TITLE

#### NURSING OCCUPATIONS

- Nurse
- Nurse Assistant
- Nurse, Licensed Practical
- Long Term Care Nurse Management  
Specialties: Charge Nurse, Infection Control Specialist, Quality Assurance Specialist, Resident Assessment Specialist; Staff Development Specialist
- Certified Nurse Assistant  
(Specialties: Advanced; Dementia Specialist; Geriatric Specialist; Dementia Specialist; Medical Aide; Mentor Specialist; Restorative Specialist)
- Home Health Aide Specialties:  
Disabilities Specialist; Hospice Specialist; Mental Illness Specialist; Dementia Specialist; Preventative Care Specialist, Support and Retention Coordinator

#### PROFESSIONAL AND TECHNICAL OCCUPATIONS

- Medical Assistant
- Medical-Laboratory Technician
- Patient Care Associate and Technician
- Medical Transcriptionist
- Medical Coder
- Pharmacist Technician
- Pharmacy Specialist
- Pharmacy Support Tech
- Pharmacy Technician, Retail Store  
(Levels 1, 2, and Lead)
- Lead Pharmacy Tech
- Radiology Specialist
- Mammography Tehnologist
- Computed Tomotgraphy (CT) Technician
- Diagnostic Imaging Specialty
- Magnetic Resonance Imaging (MRI) Technician
- Radiographer
- Surgical Technologist
- Operating Room Specialist
- Health Care Sanitary Technician

- Central Sterile Processing Technician
- Phlebotomist
- Prosthetics Technician
- Optical Dispenser
- Hearing Aid Specialist

#### COMMUNITY BASED CARE OCCUPATIONS

- Paramedic
- Emergency Medical Technician (EMT)
- Behavioral Health Specialist
- Direct Support Specialist
- Community Health Worker
- Counselor
- Certified Drug and Alcohol Counselor
- Dental Laboratory Technician
- Dental Assistant
- Youth Development Practioner
- Wellness Coach
- Certified Massage Therapist

#### HEALTHCARE ADMINISTRATION OCCUPATIONS

- Medicaid Disability Claims Adjudicator
- Medical Secretary
- Health Information Management and  
Specialties: Business Analyst; Data Analyst;  
Hospital Coder; Technology Specialist
- Public Health Information (CDC)
- Health Unit Coordinator
- Home Health Director

#### AIDES AND SUPPORT STAFFING POSITIONS

- Rehabilitation Aide
- Medication Aide
- Physical Therapy Aide
- Health Support Specialist
- Activity Aide/Activity Director
- Environmental Services Provider
- Podiatric Assistant
- Pharmacy Services Assistant
- Vision Services Assistant



## REGISTERED WITH THE U.S. DEPARTMENT OF LABOR OR STATE APPRENTICESHIP AGENCY

Registered Apprenticeship programs are registered with either the U.S. Department of Labor or a State Apprenticeship Agency. Registration is a seal of approval that the apprenticeship program is a rigorous, structured program that has been vetted by industry and the U.S. Department of Labor and meets standards for quality. Advantages to registration include targeted tax credits, access to federal resources and technical assistance and support.

Apprenticeship programs enable healthcare employers to tailor their training programs to meet their workplace needs. Apprenticeship programs have been shown to pay for themselves and to improve companies' bottom lines by reducing turnover rates, increasing productivity and lowering recruitment costs.

Employers reap several tangible benefits from apprenticeships. In addition to developing a pipeline of highly-trained workers, employers enjoy lower recruitment costs, higher productivity, reduced turnover and improved team morale.

Some apprentices require college coursework (e.g., Coding, Licensed Practical Nurse). Other may require courses leading to a credential (e.g., Certified Nursing Assistant, Emergency Medical Technician).

Apprenticeships typically last a year or more, depending on the skills and knowledge required for mastery of a particular occupation. Credit for prior experience and/or learning can be granted. However, at least six months of on-the-job learning experience is required.

### Registered Apprenticeship

## A TARGETED AND PROVEN WORKFORCE SOLUTION

- Reduces difficulty finding employees for a specific position
- Replaces certificate programs that do not sufficiently prepare workers to hit the ground running
- Offers opportunities for current staff to advance with valuable training or certifications
- Integrates new hires more quickly by leveraging mentorship from experienced incumbents

## HOW H-CAP CAN ASSIST YOUR COMPANY

- Provide technical assistance free of charge to develop your Registered Apprenticeship Program
- Assist you in working with the USDOL Office of Apprenticeship or State Apprenticeship Agency
- Develop On-The-Job Learning competencies for each occupation
- Partner with secondary and post-secondary educational providers for the academic portion of the apprenticeship
- Partner with the regional and local workforce system to assist in funding and other resources
- Work on strategies to recruit and retain workforce including diversity
- Provide incentive funding to help launch your program.

## FOR A LIST OF HEALTHCARE APPRENTICESHIP'S WORK PROCESSES AND RELATED INSTRUCTION, VISIT OUR NATIONAL LIBRARY AT:

[hcapinc.org/nationallibrary](http://hcapinc.org/nationallibrary)

[Info@hcapinc.org](mailto:Info@hcapinc.org)

[WWW.HCAPINC.ORG](http://WWW.HCAPINC.ORG)

498 SEVENTH AVENUE, 16TH FLOOR  
NEW YORK, NY 10018

 @HCAPInc

This project has been funded, either wholly or in part, with Federal funds from the Department of Labor, Employment and Training Administration under contract Number DOL-ETA-16-C-0095. The contents of this publication do not necessarily reflect the views or policies of the Department of Labor, nor does mention of trade names, commercial products or organizations, imply endorsement of same by the U.S. Government.