



## HEALTHCARE CAREER ADVANCEMENT PROGRAM



H-CAP is a national labor/management organization that works with employers, unions, and workers to deploy high-quality training to support the healthcare industry at a time of unprecedented system transformation. These training programs seek to lift up workers, create a pipeline of well-trained staff for employers, and ensure that healthcare continues to fulfill its promise as a primary engine of the economy, both nationally and locally.

H-CAP's industry partnerships span 16 states plus Washington, DC, including more than 1,000 employers and 550,000 workers across every setting of healthcare – from home care, to skilled nursing facilities, to clinics and hospitals – training tens of thousands of healthcare workers a year. H-CAP, in conjunction with its partners, have a long-standing track record of developing and implementing high-quality training and education programs for incumbent healthcare workers that support their career pathway aspirations while simultaneously meeting employer workforce needs.



### Services We Offer:

- Registered Apprenticeships
- Labor Management Training
- Curriculum and Program Development
- Technical Assistance
- Policy Development

### Key H-CAP Priorities:

- Moving front line workers through career pathways to higher-wage occupations
- Building bridges, where needed, to increase equity in the healthcare workforce
- Developing new skills for the existing workforce to adjust to new job demands, delivery system redesign and increased patient acuity.
- Investing in communication, leadership and teamwork skills to improve the quality of care



## H-CAP: A Pioneer In Registered Apprenticeship

Registered Apprenticeships are the gold standard of workforce development strategies. It has been deployed as a tried and true approach to workforce development in other industries. H-CAP saw an opportunity to bring this powerful model to healthcare.

H-CAP created a national collaboration to build targeted workforce solutions through Registered Apprenticeship that effectively address healthcare industry challenges while improving job quality and developing pipelines/career advancement opportunities for healthcare workers. H-CAP serves as a national industry intermediary contractor with the U.S. Department of Labor providing technical assistance, subject matter expertise, shareable resources, and capacity building infrastructure.

The occupations registered with the U.S. Department of Labor and state departments of labor through H-CAP support are varied and targeted to high-growth, in-demand occupations, with demonstrable progressions for apprentices.



### Programs Focus On:

- Increasing the supply of skilled healthcare workers for a changing healthcare delivery system
- Reducing turnover and related costs
- Building internal training capacity and creating opportunity to focus on competency: highly flexible and customizable
- Allowing for non-traditional approaches to workforce education with real career pathways
- Creating accessible advancement opportunities for women, people of color, immigrants, and experienced low-wage workers



Registered Apprenticeship programs are successful because they are nimble, responding to changing industry demands by gathering direct input from employers, unions, and workers to create competency-based programs that both meet current industry needs and help to build the healthcare workforce of the future.

### Nationally Registered Occupations:

- Advanced Home Health Aide with Specialties
- Ambulatory Coder
- Assistant Case Manager
- Associate Teacher (pending)
- Central Sterile Processing Technician
- Certified Nurse Aide
- Community Health Worker
- Emergency Medical Technician
- Hospital Coder
- Interventional Radiologist
- Licensed Practical Nurse
- Medical Assistant
- Optical Dispensing Technician (pending)
- Surgical Technologist
- Support and Retention Coordinator I and II (Home Care Supervisor)