

NATIONAL CENTER FOR HEALTHCARE APPRENTICESHIPS

BUILDING TOMORROW'S HEALTHCARE WORKFORCE

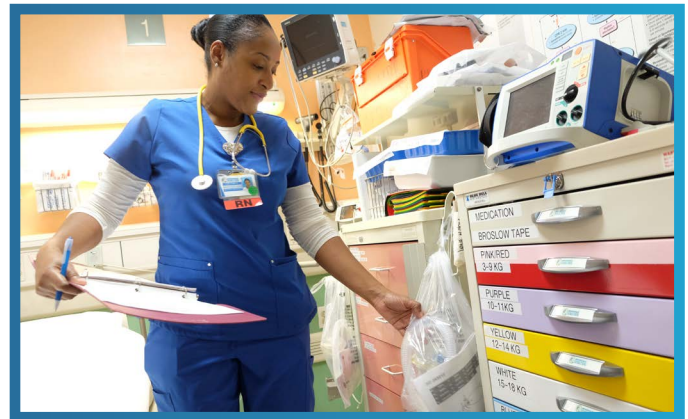
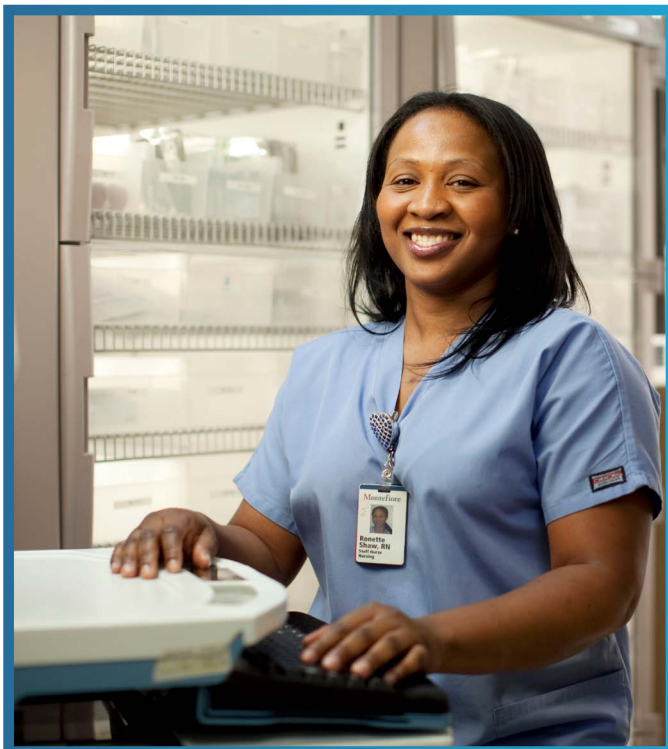


The National Center for Healthcare Apprenticeships (NCHA) is a Labor-Management partnership to promote innovation and quality in healthcare career education and provide high-quality training to support the healthcare industry. NCHA training programs seek to lift up workers, create a pipeline of well-trained staff to match healthcare employer need, and increase healthcare workforce equity in these unprecedented times.

NCHA's collaborative and comprehensive industry-based approach combines the collective strength of union and employer partnerships as a means for building targeted workforce solutions – through apprenticeship training programs – to effectively address industry challenges while improving job quality and developing career advancement opportunities for workers.

NCHA Registered Apprenticeship programs leverage workers' existing skills to create competency-based certification programs that are tailored to employers' needs. Registered Apprenticeships combine classroom instruction with on-the-job training in an "earn and learn" model to make training accessible. They also provide wraparound services, such as childcare and transportation, that are often barriers to advancement.

NCHA's approach supports front line workers through career pathways to higher wage occupations. This approach builds bridges, where needed, to increase equity in the healthcare workforce, increasing representation of caregivers of color in healthcare professions where people of color are currently under-represented, and ensuring critically needed linguistic and cultural competency where applicable.



PROGRAM DESCRIPTION:

NCHA's National apprenticeship standards were approved by the U.S. Department of Labor in 2016. NCHA's Apprenticeships offer a streamlined approach for working and learning which is well-suited for today's rapidly changing healthcare industry. These occupational training programs are competency-based, contain on-the-job-learning components, include stackable credentials and linkages to career pathways, and are specifically designed to meet the unprecedented and rapidly evolving needs of the healthcare delivery system in home, community, and hospital-based settings.

Select photos, Jim Tynan, 1199

www.hcapinc.org/registered-apprenticeship

REGISTERED APPRENTICESHIPS

- Ambulatory Coder
- Assistant Case Manager
- Associate Teacher
- Central Sterile Processing Technician
- Certified Nursing Assistant
- Community Health Worker (CHW)
- Emergency Medical Technician
- Home Health Aide + Specialties
- Hospital Coder
- Interventional Radiologic Technologist
- Licensed Practical Nurse
- Medical Assistant
- Optical Dispenser Technician
- Support & Retention Coordinator 1 +2
- Surgical Technologist

NCHA uses a high road approach to train and oversee apprentices, and is governed by a labor/management board, the National Joint Apprenticeship Training Committee (NJATC), administered by H-CAP.

Each occupation is reviewed and vetted by multiple stakeholders, with new occupations added upon local partner request.



Each program provides comprehensive training guidelines, stipulating the following for each healthcare occupation:

- Competency-based approach
- Ratio of apprentices to mentors/supervisors (journey-level workers)
- Wage Schedule (as determined by CBA or Local Committee)
- Work Process Schedule
- Related Instruction Outline
- Sample Competency and Verification Checklist



NCHA looks forward to partnering for innovation and quality in healthcare career education to lift up workers, create a pipeline of well-trained staff needed by healthcare employers, and increase healthcare workforce equity in these unprecedented times.