



HEALTHCARE CAREER
ADVANCEMENT PROGRAM

Youth Apprenticeships In Healthcare:

Resource Guide



HEALTHCARE CAREER ADVANCEMENT PROGRAM

WHY REGISTERED APPRENTICESHIPS?

Registered Apprenticeship training plays an important role in developing skilled workers. It is a flexible training model combining on-the-job learning, related instruction and mentoring where paid employees receive technical and practical training in a skilled occupation. The majority of apprentices are over the age of 18, but in the last years there has been increased interest in starting Registered Apprenticeships or Pre-apprenticeships in high schools when students are at least 16 years of age or Opportunity Youth. The tight labor market, with a current unemployment rate of 3.5 percent (BLS, 11/2019), is driving employers to look at new talent pools including youth to begin career exploration and work-based learning as part of their high school studies.

A PROVEN MODEL

In the last several years, the U.S. Departments of Labor and Education have collaborated and invested in youth apprenticeship programs. They have supported grant opportunities and provided information and resources on their websites for employers, states, school systems and other organizations on developing programs for high school and Opportunity Youth.

European apprenticeship systems have also influenced the expansion of U.S. apprenticeships. Two states explored in this project, South Carolina and Colorado, began with research and study tours to Switzerland to explore their apprenticeship system and see how the model could be adopted. Research on European apprenticeship programs have documented substantial economic benefits for both apprentices and their employees. The model is still rare in the United States but is catching on as illustrated in the sites researched.

BUILDING THE NEXT GENERATION OF HEALTHCARE WORKERS

The healthcare industry officially became the largest employer in the United States in 2017. The need for new talent pipelines in healthcare has been a major workforce challenge for the past decade as healthcare employers have tried to develop new and innovative solutions to build a pipeline of skilled workers. The healthcare workforce does not match the diversity of patients being served. Regulations and licensing for some occupations have prevented providers from adopting the apprenticeship model.

Registered Apprenticeship is a successful training and employment model that is used in a variety of industries to train skilled workers. The minimum amount of time for a Registered Apprenticeship is approximately 2,000 hours or one year of on-the-job learning with 144 hours of instruction related to the occupation. Many of the healthcare Registered Apprenticeships are competency-based so apprentices learn at their own pace and advancement is determined by a demonstrated mastery of skills.

EMPLOYER ENGAGEMENT

Registered Apprenticeship is an employer driven, earn and learn model. All apprentices are employees who work for healthcare providers that offer on-the-job learning and mentoring. There cannot be an apprenticeship without a relationship with an employer.

ON-THE-JOB LEARNING

Apprentices learn real-world skills as they work in a job setting. Content and skill requirements of an apprenticeship depend on the occupation and needs of the employer.



Yet there are more than 40 occupations that are apprenticeable primarily in the non-licensed or entry-level professions. The healthcare providers in these case studies use this earn-and-learn model as a critical strategy to address many of the challenging workforce issues including recruitment and retention, equity and inclusion, training a quality workforce and improving the quality of patient care. Providers work with high school students and Opportunity Youth beginning in entry-level positions and create career ladders into licensed professions, providing a new pathway for an untapped talent pool that without this opportunity might not enter into the healthcare profession.

This strategy is improving education and employment outcomes for young people. Secondary educators strive to prepare youth for college and careers. Higher education is grappling with affordability and preparing students for jobs. Healthcare providers are looking for well-trained professionals that reflect the diverse population they care for. Youth apprenticeships offer the connection between education and hands-on, work-based experiences that providers are seeking in healthcare employees. The model provides structure and a career pathway for students to start their professional journey before starting college that supports high school and post-secondary degree completion.



RELATED INSTRUCTION

Apprentices take classes that support their work-based learning. Instruction is provided by high schools, two- and four-year colleges, technical schools and on-line courses. Coursework is designed by educational organizations and industry experts to ensure that curriculum is relevant and rigorous. Most courses for these healthcare apprenticeships are on a college level.

MENTORING

Apprentices work and learn under the direction of qualified personnel or mentors who are experienced and proficient in their field. Mentors are not necessarily supervisors but coaches who help apprentices learn skills they need to successfully do their job. In many of the programs included in the case studies, after finishing the apprenticeship, graduates will go on to mentor new apprentices.

INCREMENTAL WAGE INCREASES

As apprentices go through their apprenticeship they receive incremental wage increases usually at points where they have mastered a set of skills and go on to the next level.

NATIONAL CREDENTIAL

Upon completion of a Registered Apprenticeship, apprentices receive a nationally recognized credential from the U.S. Department of Labor. Most apprenticeships incorporate industry credentials and licenses.

STUDENTS/APPRENTICES

As seen in these case studies, Registered Apprenticeships and Pre-apprenticeships provide a clear pathway for youth into professional, middle class jobs in healthcare. Many of the students could not go into a baccalaureate nursing or other healthcare programs directly out of high school because of prohibitive costs or not having all the prerequisites for entry. The apprenticeship and pre-apprenticeships allow high school students to begin with high school health sciences classes and/or coursework at the local community or four-year college where they can earn college credit while still in high school. After high school graduation in most of these models, students continue studying for an associate's degree at the community college while still working with their employer who pays their tuition. The programs in South Carolina and Philadelphia are working on articulation with four-year colleges so students can earn their bachelor's degrees. Some of the benefits of the program for students include:

- **Validation of career interests:** Apprenticeships offer an opportunity to test career interests at an early age without accumulating college debt. Students can test what profession fits them best.
- **College Credit:** Almost all these programs offer dual enrollment or Advanced Placement high school curriculum so they are earning college credit while still in high school.
- **Work experience and earning a paycheck:** Apprenticeships provide on-the-job learning in the profession of their choice and they take home a paycheck above minimum wage.
- **Opportunities to develop professional relationships:** Students work with experienced professionals who teach them skills they need to succeed at work.
- **Enhanced career readiness:** With the work-based learning component, students have an advantage to others vying for jobs because they have solid work experience.
- **Career success for students who may not otherwise have chosen training beyond high school:** Apprenticeships offer youth the opportunity to combine theoretical learning and hands-on work, so they see the relationship between the two. This motivates students to graduate high school and continue with post-secondary education because they understand how education is related to and supports the on-the-job learning portion of the apprenticeship.

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.

PRE-APPRENTICESHIP

Pre-apprenticeship is a flexible program that prepares individuals to go into an apprenticeship or other quality employment. Often there are more individuals enrolled in a pre-apprenticeship than there are slots for a Registered Apprenticeship program. Many of the students in these case studies either went into a Registered Apprenticeship as well as took college courses, went on to college for a degree program or found a job. Pre-apprenticeship programs can include coursework, hands-on training either on-the-job or through a simulation, and attainment of certifications and licenses. Some pre-apprenticeships may provide a stipend to students but is not required. Many employers rely on pre-apprenticeships to test students as potential employees and diversify the talent pool for Registered Apprenticeship programs.

HEALTHCARE PROVIDERS

Employers in the case studies use the model as a talent development tool with a career ladder to higher-level healthcare professions to recruit fresh talent and diversify their workforce. Many of the employers are looking to fill critical high-level positions. They find this model helps produce a steady stream of professionals starting at entry level who remain loyal because employers have invested in them and provided opportunities where none previously existed. Employers in this research were from diverse states and locations from rural Rockcastle County, KY to urban Trenton, NJ, Denver, CO and CVS Health nationally. They all have the same needs for well trained workers. The challenge is to interest local residents to stay in the community and work for the healthcare provider. They all recognize the need to locally grow new staff either in addition to or instead of recruiting professionals from outside the area. Employers use the high school and Opportunity Youth apprenticeships to get local students in the door working in entry-level positions then place them on career-advancing pathways to good-paying, in-demand jobs.

HOW COMPANIES USE THE PRE-APPRENTICESHIP AND REGISTERED APPRENTICESHIP MODELS—

- **“Grow Your Own” model:** All providers in the case studies use the model as a talent development strategy. They invest in young high school and Opportunity Youth to develop potential employees that can grow their careers with their healthcare employer.
- **Diversify the workforce:** The model helps attract and train a diverse pool of potential professionals that will reflect the population served by the participating healthcare providers.
- **Develop a cost-effective pipeline of well-trained healthcare workers:** By partnering with intermediaries, local school systems and two- and four-year colleges, healthcare providers can recruit and train a steady pipeline of workers at a lower cost than traditional recruitment strategies.
- **Recruit strong candidates:** This strategy relies on intermediaries, local high schools and colleges to recruit and train workers using curriculum that has been approved by healthcare providers. Intermediaries, high schools and colleges provide potential employees with strong preparation for work in a healthcare environment.
- **Transfer knowledge of experienced, highly-skilled workers from one generation to the next:** The model relies on current healthcare professionals to teach and mentor apprentices to become highly-skilled employees.
- **Engender loyalty to employer:** Employees who have been through an apprenticeship program where providers have invested in their careers are loyal to their employer and likely to stay with them.

HIGH SCHOOL APPRENTICESHIP

High school pre-apprenticeships and apprenticeships combine classes with structured on-the-job learning. Apprenticeships go beyond internships and externships with the integration of learning with work in a structured program. The high school programs found in this study are varied in their structure. Some rely on the high school Career and Technical Education (CTE) health science coursework while others use classes at two- and four-year colleges where high school students are dual enrolled and earning college credit. Registered Apprenticeship programs require students to be employed by a healthcare provider while pre-apprenticeships are not as structured and don't necessarily have the work requirement. Most programs researched for this project have some type of on-the-job learning primarily so employers can test students' ability to work and adapt to the company culture.

OPPORTUNITY YOUTH

Opportunity Youth include young people between the ages of 16 and 24 that are not in high school, college or working. Some have not finished high school and may have been part of the foster care or juvenile justice systems. According to the Annie E. Casey Foundation, 17 percent, or 6.7 million of the 38.9 million youth between the ages of 16 and 24, are Opportunity Youth. The two Registered Apprenticeship programs for Opportunity Youth highlighted in this research include a residential program supported by the federally-funded Job Corps and a community-based project managed by a labor-management training fund with support from federal, state, local and private organizations. They are considered adult Registered Apprenticeships as participants were 18 years or older and not in high school.

APPRENTICESHIP PROGRAMS THROUGH H-CAP

PRE- APPRENTICESHIP PROGRAMS	OCCUPATION	HIGH SCHOOL STUDENTS	LEADER	OPPORTUNITY YOUTH (16-TO-24 YEAR OLD OUT-OF-SCHOOL YOUTH)
CVS Health (MI, TX, IN, KS, GA)	Pharmacy Technician	X	Employer	
CO: CareerWise/Denver Public Schools	Certified Nursing Assistant (CNA) to Licensed Practical Nurse	X	State Workforce intermediary	
PA: District 1199C/AFSCME Training and Upgrading Fund, Philadelphia	Early Childhood Development Associate (ECDA)	X	Joint Labor-Management Training Fund	
NJ: Healthcare Employers District 1199J Training & Development Fund, Newark	CNA, Direct Support Professional (DPS)	X	Joint Labor-Management Training Fund	
Wisconsin	Medical Assistant, CNA, Pharmacy Tech, Dental Assistant, Medical Office, Ambulatory/Supportive Services	X	State Workforce	
REGISTERED APPRENTICESHIP PROGRAMS				
KY: Jefferson County Public Schools	Medical Assistant	X	High School	
KY: Rockcastle Regional Hospital	CNA leading to Licensed Practical Nurse (LPN) and Registered Nurse (RN)	X	Employer	
Job Corps: Ottumwa, IA Center	Advanced CNA to Health Support Professional to LPN		Job Corps/intermediary	X
PA: District 1199C/AFSCME Training and Upgrading Fund, Philadelphia	Direct Support Professional (DPS)		Joint Labor-Management Training Fund	X
SC: Charleston Regional Youth Apprenticeship (YA) Healthcare Programs	CNA to Patient Care Technician (PCT), Basic Emergency Medical Technician (EMT), Medical Office Assistant	X	Community College	

ELEMENTS OF THE STUDIED HIGH SCHOOL PRE-APPRENTICESHIP AND REGISTERED APPRENTICESHIP PROGRAMS

Program	CVS Health IN, GA, KS, MI, TX	State of Wisconsin	NJ: Healthcare Employers District 1199J Training and Development Fund	CAREERWISE, CO
Classes	Health Science Curriculum	Health Science Curriculum	Essex County CC for CNA; Rutgers University for PTA	Health Science Curriculum/Emily Griffith CC for LPN coursework while in HS
OJT Hours	30	Level 1: 450 Level 2: 900	CNA: 90, PTA: 75-125	Year 1: 576, Year 2: 720-864
Occupation/s	Pharmacy Technician	Medical Assistant, CNA, Pharmacy Tech, Dental Asst. Medical Office, Ambulatory/ Supportive Services	CNA, Physical Therapy Aide	CNA
Hourly Wage	No wage	Average: \$11.39	No wage; program is free	\$10-\$15
Credential	HS diploma	State certification, industry certification or license, HS diploma	CNA: certificate and HS diploma, PTA: HS diploma	CNA certificate; HS diploma
Next Level	Registered Apprenticeship or employment	Registered Apprenticeship or employment	Registered Apprenticeship or employment	LPN Associate's Degree
Funding	CTE Health Sciences for classes (Perkins Act funds)	Employers pay wages, State Youth Apprenticeship, Grants program, Public School funding, Perkins Act funds, Private Grants	Grants from local, state, and federal governments, \$2,500 per eligible student from NJ (through Workforce Innovations and Opportunities Act (WIOA) funding), NJ Department of Labor and Workforce Development, NJ Department of Labor and Workforce Development, City of Newark food program	Employers pay wages, tuition and exam fees, School budget, Grants

STATE SYSTEMS/COMMUNITY & TECHNICAL COLLEGE SYSTEMS

Four states in the study are developing statewide youth apprenticeship in a number of industries including healthcare—[Colorado CareerWise](#), [Kentucky TRACK \(Tech Ready Apprentices for Careers in Kentucky\)](#), [South Carolina Apprenticeship Carolina](#) and [Wisconsin Youth Apprenticeship](#). States are using Pre-apprenticeships and Registered Apprenticeships as a way to align education and workforce systems to better prepare students for their future professions. This is a strategy to keep youth better connected to education by providing a clear direction for career paths out of high school into a profession and a post-secondary degree.

Some states have passed legislation that require more career development on the high school level and policies such as tax credits and tuition reduction to support the Registered Apprenticeship model. South Carolina is the only state in the study where Registered Apprenticeship is managed by the technical college system. They also have a \$1000 tax credit per apprentice going to businesses that register a program. The other states are managed by the state Workforce Development agency. These programs are fairly new with the exception of Wisconsin which has had a youth apprenticeship program since 1991. Wisconsin has the most developed high school pre-apprenticeship program that partners with hundreds of healthcare employers. More than 90 percent of students that participate continue working in the healthcare industry.

OCCUPATIONS

Overall, most of the healthcare apprenticeship programs in this study are entry-level positions. Because of strict licensing and state regulations, apprenticeships have helped employers fill non-licensed and entry-level jobs. Most healthcare providers in this study use the model as a way to get young people interested and into the healthcare industry where they can move up a career ladder. There are more than 40 healthcare professions that are apprenticeable. Occupations in this research include—

- Ambulatory/Supportive Services
- Basic Emergency Medical Technician
- Certified Nursing Assistant (and Advanced CNA)
- Dental Assistant
- Direct Support Professional
- Medical Office Assistant
- Pharmacy Technician
- Physical Therapy Aide

WORKING WITH STUDENTS UNDER AGE 18

Many healthcare providers are hesitant to work with youth under the age of 18 because of regulatory and licensing laws in the healthcare industry. Healthcare providers in this study found ways to work with youth.

Regulatory and Licensing: All apprenticeships work within federal, state and local regulatory and licensing laws to ensure that students pass required certifications at the appropriate age.

Liability: All apprentices are employees so should be covered under any workers' compensation laws and insurance. Employers should review the federal and state laws to stay in compliance. For questions and guidance on the types of work youth under the age of 18 can and cannot do, consult the state apprenticeship office.

Insurance: Sites in the study used a variety of options for covering youth under age 18. Providers cover them as any other employee; some high schools cover students, colleges cover students who are enrolled in classes and the training funds also cover students. Check out all options available as this shouldn't prevent a youth apprenticeship.

FOUNDATIONS OF A HEALTHCARE YOUTH PRE-APPRENTICESHIP OR REGISTERED APPRENTICESHIP PROGRAM

Strong Community Partnerships: Building and sustaining partnerships among healthcare providers, high schools, colleges, intermediaries and other community organizations is a key component to successful youth apprenticeship programs. When these various organizations bring together their resources, they can build a talent pipeline that offers employers good workers, students a career pathway into a healthcare profession, and educational entities successful student outcomes.

Employer Alignment and Engagement: All pre-apprenticeships and Registered Apprenticeships have a work component where students learn skills in a healthcare work setting. Healthcare providers are the key element of any apprenticeship program by providing students a job as well as helping to design the classroom curriculum.

Local High School Health Sciences Department: Healthcare instruction is provided by the local high school as part of the Career and Technical Education (CTE) curriculum. Coursework has been developed with input from healthcare providers and is designed to ready students for careers in a number of healthcare fields. Many of the instructors help businesses recruit students for the pre-apprenticeship and apprenticeship programs.

High School Administrators and School Counselors: Successful programs have the involvement of superintendents, principals and school counselors to ensure the program is successful and sustainable. They each play a key role in making the program a success.

Local Community/Technical or Four-Year Colleges: Many of the programs have partnerships with the local community or four-year college to provide instruction. High school students receive college credit for these courses and apply it towards their degrees when they graduate from high school. In the case of Opportunity Youth, they complete the apprenticeship with college credit.

Intermediaries: Intermediaries can play a key role in bringing together partners and resources to create a talent pipeline for healthcare providers. Two of the programs in this research are led by labor-management funds in New Jersey and Pennsylvania, whose purpose is to help recruit, train, and upgrade workers for member healthcare providers. The third is Job Corps, a federal program to educate and prepare Opportunity Youth for employment. They both have strong partnerships with employers and other organizations in their communities to support apprenticeship programs.

Mentoring students: All programs have a strong on-the-job mentoring component to help youth learn the skills they need to be successful. Some programs require employers to take a special workshop or class that prepares them to be mentors. Several programs provide additional mentoring and extra services in school or at a training center, separate from the employer. These programs help youth with job readiness skills, resume writing, driver's education and other services needed to be successful on a job, but not provided by an employer.



Engagement with parents: Educating parents and guardians about the value of apprenticeships is crucial to the success of any program. All efforts should have an outreach plan for engaging parents and guardians. Most are not familiar with the advantages of a Pre-apprenticeship or Registered Apprenticeship program—most importantly they need to understand the connection to an upwardly mobile career path that combines college credits and employment while still in high school.

Funding: All programs use a variety of funding sources including federal—Perkins Act and USDOL and USDOE grants and contracts, and state, local and private money to support pre-apprenticeship and Registered Apprenticeship programs. College tuition and supportive services are funded by public and private grants at these sites.

Wages: In the Registered Apprenticeship programs where students are employees, healthcare providers pay wages. For pre-apprenticeships, students may receive a stipend.

TYPICAL HIGH SCHOOL PRE-APPRENTICESHIP AND REGISTERED APPRENTICESHIP MODELS

Pre-apprenticeship and Registered Apprenticeship programs on the high school level vary in structure particularly for the work-based component. The models prioritize completion of academic work and all requirements for high school graduation. Work is structured around the school day, summer vacation and weekends. Pre-apprenticeships are not as rigorous with a light on-the-job training component. There are no requirements for coursework or on-the-job learning but they do offer instruction that prepare students for working in healthcare. All Registered Apprenticeships require a minimum of 2,000 hours of on-the-job training and 144 hours of related instruction. Most of these models begin the work component either the summer before or during the junior year of high school. Below are the typical models, although not all elements are included in the existing programs—

Pre-apprenticeship Combined with CTE Health Science Curriculum During the School Year

Healthcare providers partner with local high school CTE Health Science departments to offer a minimum 30-hour, on-the-job learning component as part of students' work-based learning requirement for their CTE courses. Some programs require up to 950 hours of on-the-job training. Courses vary among school districts but they typically cover Anatomy and Physiology, Medical Terminology, CPR Basics, and Medical Math. They also offer specialized classes for Pharmacy Practice, Certified Nursing Assistants, Medical Assistants, and other healthcare professions so high school students may earn credentials and state licenses. Health Science departments of the partnering high schools are always looking for healthcare providers to provide the work-based learning component of the program.

Summer Pre-apprenticeship Programs

New Jersey Healthcare Employers District 1199J Training and Development Fund in Newark, NJ offer summer programs for high school students that vary in length. Students may attain certifications or licenses such as the CNA certificate. Both of these programs partner with two- and four-year colleges to offer coursework to high school

COLLEGE COURSES AND CREDIT

Some of the programs in this research provide college courses as part of the apprenticeship. Students attend academic classes at their high school and classes related to their apprenticeship at the local community or technical college. They work part-time during the school year and full-time during the summer for participating companies. Businesses provide mentors who train and support students at the job site. In South Carolina, students may shave off up to 30 credits or one year of an associate's degree program.

students and provide work-based learning with employers. The Training Fund also offers wrap-around services and other sessions to prepare students to work in a healthcare setting. Students focus on resume writing, prepping for interviews, dressing appropriately, and information on the overall healthcare industry. The Funds organize site visits to hospitals and long-term care facilities where students get a feel for the work.

High School Registered Apprenticeship: Registered Apprenticeships typically start during the junior or senior year. Most students that begin their apprenticeship during the junior year will finish their Registered Apprenticeship upon high school graduation. Those who start during the senior year will complete after high school. All the sites in this study offered either college courses, Advanced Placement or pre-nursing classes as part of the Registered Apprenticeship, giving students up to 30 college credit hours upon high school graduation. Some students continue their apprenticeship after high school graduation into an associate's program. Many students who complete the Registered Apprenticeship in high school, go on to post-secondary programs while still working for their employer, particularly on the LPN, RN and Behavioral Health pathways. All of these healthcare apprenticeships are part of career ladders that provide college credits so after high school, students continue to work and attend college to obtain associate's and bachelor's degrees in their chosen field.



OPPORTUNITY YOUTH PRE-APPRENTICESHIP AND REGISTERED APPRENTICESHIPS

The Registered Apprenticeship programs for Opportunity Youth follow a traditional structure of full-time work and related instruction including 2,000 hours of on-the-job learning, 144 hours of related instruction, incremental wage increases and a nationally recognized credential upon completion of the program. The 1199C Training Fund in Philadelphia offers a carefully crafted three-step program that specifically prepares Opportunity Youth to become Direct Support Specialists that includes a Bridge and a Pre-apprenticeship leading to the Registered Apprenticeship program. The Ottumwa, IA Job Corps Center worked with healthcare providers to offer a two-week internship to see if students fit into their culture and work life before starting a competency-based Registered Apprenticeship.



STARTING A HIGH SCHOOL HEALTHCARE APPRENTICESHIP PROGRAM

The U.S. Department of Labor provides an excellent [guide](#) for businesses and communities interested in starting a high school apprenticeship program for all industries including healthcare.

Reach out to the [State Apprenticeship Office](#) in your state to talk about starting a Pre-apprenticeship or Registered Apprenticeship program. They offer free consultations to businesses that want to start a program.

If you are a healthcare provider, contact the local school system including the superintendent or the principal of your local high school to find out how you can get involved in a healthcare apprenticeship program.

For school systems, high schools and others, reach out to local healthcare providers and the local chamber of commerce to partner with healthcare employers on youth apprenticeship programs.

Funding and other support for these programs is a mix of federal, state, local and private resources. Reach out to all potential partners to make the program a success. The sites described in the case studies list partners funding sources. Links to federal grants programs are included in the Resources section.



HEALTHCARE CAREER ADVANCEMENT PROGRAM

RESOURCES

Advanced CTE

[Various information on apprenticeship](#)

American School Counselor Association

[Promising Practices for Successful High School Apprenticeships](#)

[Federal Grants website](#)

Healthcare Career Advancement Program (H-CAP)
[Toolkit](#)

[National Center for Healthcare Apprenticeships](#)

Jobs for the Future

[Center for Apprenticeship and Work-Based Learning](#)
[Making Apprenticeship Work for Opportunity Youth](#)

National Skills Coalition

[Broadening the Apprenticeship Pipeline: Pre-employment training and affordable childcare are key to access and retention in work-based learning programs](#)

New America

[Partnership to Advance Youth Apprenticeships](#)
[Youth Apprenticeship in America Today: Connecting High School Students to Apprenticeship](#)
[Apprenticeship and the Future of Nursing](#)

Project Lead the Way (PLTW)

[Resources to Help Your PLTW Program Thrive](#)

The School Superintendents Association

[Career Pathways for Students](#)

U.S. Department of Education

[Perkins Collaborative Workforce Network](#)

[Planning Guide for Aligning Career and Technical Education \(CTE\) and Apprenticeship Programs](#)

U.S. Department of Health and Human Services/
Health Resources and Services Administration [Grants](#)
to support the healthcare workforce

[Area Health Education Centers Program](#)

[Health Careers Opportunity Program: The National HCOP Academies](#)

U.S. Department of Labor

[Healthcare Apprenticeship Resources](#)

[High School and Middle School apprenticeship](#)

[State and Federal Youth Apprenticeship resources](#)
[includes policy guidance, descriptions of state programs, Youth Apprenticeship tools, research, outreach and marketing and information on Child Labor Laws.](#)

[Outreach to Youth and Parents](#)

[Return on Investment \(ROI\) studies on apprenticeship](#)

Policy Guidance

[Defining a Quality Pre-Apprenticeship Program and Related Tools and Resources, Training and Employment Notice No. 13-12](#)

[Framework on Registered Apprenticeship for High School Students, Training and Employment Notice No. 31.16](#)

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