

## Enrich Your Workforce with the Skills You Need

*“Our apprenticeship program provides us with a critical pipeline of people interested in health care careers; and we can train them in a manner that is consistent with our mission and values.”*

**Stephen M. Percival**  
Director of HR & Support Services  
Washington Regional Hospital  
Fayetteville, AR

*“Our apprenticeship program has enabled individuals in our community, who possess the personality and ability to be dental assistants, to receive training while working on the job in the dentists’ offices. The program has really helped to fill the jobs with trained assistants.”*

**Dr. Mary Roth**  
Cofounder, Dental Assistant Apprenticeship Program  
Rapid City, SD

*“We are serving as a preceptor site for the Miami Valley Career Technology Center and have employed many apprentices from there. The apprentices are very well trained and are of tremendous benefit to us.”*

**Pam Connolly**  
Director of Nursing  
Englewood Manor Nursing Home  
Clayton, OH



**A serious labor and skills shortage exists.** It is one of the Health Care industry’s greatest challenges as we progress into the 21st century. An aging population, shifting demographics, and technological advances have put tremendous pressure on the industry’s labor resources. Although the health care industry is growing rapidly, its workforce of skilled labor is not keeping pace.

**What can you do?** What strategy will you choose to elevate the skill level of your existing workforce and empower new employees with the proficiency and experience you need?

**Registered Apprenticeship** is a strategy that has proven its worth time and again. It combines the concepts of on-the-job learning, mentoring, and related instruction. It offers the flexibility to train your workforce to meet your standards and needs in keeping with your shifting workplace demands. Competency levels increase rapidly; employees very quickly put their newly acquired knowledge and expertise to productive use.

Apprenticeship programs are designed to respond to the goals of the health care industry, such as better patient care, increased performance, and greater efficiency. Health Care providers often partner with credentialing and licensing agencies to ensure that apprentices get the training and instruction needed to meet applicable requirements.



## Employment and Human Resource Development Practices That Drive Success

### Apprenticeship:

- Provides a catalyst for high performance and productivity
- Imparts the knowledge and skills of experienced workers to new employees
- Offers an excellent return on your training investment
- Develops processes for building partnerships with certification and licensing agencies
- Increases employee attentiveness to safety issues, policies, and procedures
- Adds a valuable inducement for recruiting and retaining a highly qualified workforce

### Registered Apprenticeship

Registered Apprenticeship is a highly flexible training model combining on-the-job learning and related classroom instruction in which paid employees receive technical and practical training in highly-skilled occupations. It offers a proven methodology that allows employers to establish the standards of proficiency required of its professionals.

The time requirements and substance of an apprenticeship training program are dependent on the occupation. Apprentices work and learn under the direction of qualified mentors/journeypersons who are experienced in their professional field. Over time, apprentices are provided diverse and complex training that helps them become highly skilled in their chosen careers.

### Apprenticeable Health Care Occupations Include:

- Ambulance Attendant
- Biomedical Equipment Technician
- Certified Nursing Assistant
- Dental Assistant
- Dental Laboratory Technician
- Emergency Medical Technician (EMT)
- Medical Laboratory Technician
- Medical Secretary
- Nurse, Licensed Practical
- Optician
- Orthodontic Technician
- Orthotics Technician
- Orthotist
- Paramedic
- Pharmacist Assistant
- Pharmacy Technician
- Podiatric Assistant
- Prosthetics Technician
- Surgical Technician

To find out more about how to maximize your workforce potential, contact your state or regional apprenticeship representative.

For a listing of the contacts, visit:

[www.doleta.gov/atels\\_bat/contacts.asp](http://www.doleta.gov/atels_bat/contacts.asp)

We can provide you with expert support in program development and ongoing technical assistance.

