



Registered Apprenticeships Frequently Asked Questions

What are Registered Apprenticeships?

Registered Apprenticeship is an “earn while you learn” model that combines employer-based, on-the-job training, with job-related classroom and/or online instruction. Together these two forms of instruction prepare apprentices to achieve a nationally recognized certificate of competency and achievement. Apprentices receive progressive wage increases as their skills increase.

What are the basic program components of Registered Apprenticeship?

1. **Employer Involvement.** As the foundation of every apprenticeship program, employers help shape the building the program and remain involved every step of the way.
2. **Structured On-the-Job Learning (OJL).** Apprenticeships include a work-based learning component with support from a preceptor/mentor who is fully competent in the occupation. The training is based on national industry standards, customized to the needs of the particular employer.
3. **Related Technical Instruction (RTI).** RTI covers the technical and academic knowledge base that applies to the occupation. Depending on the type of apprenticeship, RTI can be delivered by employer or union based trainers or by an Education Partner including Community Colleges and Universities.
4. **Program Length.** 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 6 months of OJL experience is required.
5. **Recognized Credential.** Apprentices gain a nationally recognized, portable credential upon completion, which signifies to employers that apprentices are fully qualified for the job.



Is a Registered Apprenticeship a job?

Yes, apprentices start working from day one with an incremental wage increase as they become more proficient. (There must be at least one wage progression by the end of the apprenticeship period.)

What are examples of occupations that have a Registered Apprenticeship in healthcare?

Over 40 Registered Apprenticeship programs have been approved for healthcare occupations, examples of which include:

- Medical coder
- Community health worker
- Medical assistant
- Behavioral health technician
- Certified nursing assistant (C.N.A.)

Why bring Registered Apprenticeships to the healthcare industry?

Healthcare is continuously evolving, as new regulations, technological advances and changing patient demographics emerge that create unique workforce challenges. Apprenticeships have demonstrated benefits for workers and employers, especially given the expansion and reorganization of healthcare services taking place.

How does a Registered Apprenticeship benefit current workers?

Current workers who are not participating the apprenticeship program will retain their jobs, while gaining well trained workers to share the workload. The holistic team based training approach builds moral and a collaborative work environment.

How does Registered Apprenticeship benefit the employer?

Apprenticeships help healthcare employers develop skilled employees specific to their workplace needs. Apprenticeship programs have been shown to pay for themselves and to improve company by reducing turnover rates, increasing productivity and lowering the cost of recruitment.

Can you earn college credit while participating in a Registered Apprenticeship program?

Some apprenticeships require college credit bearing courses (e.g., Medical Coding). For others (e.g. Community Health Worker or C.N.A.), credit bearing courses may be optional.

For more information about healthcare apprenticeships, please contact Daniel Bustillo, Director, H-CAP and Director, National Center for Healthcare Apprenticeships at

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