

EXPANDING THE NURSING TALENT PIPELINE THROUGH REGISTERED APPRENTICESHIP

PEER TO PEER SESSION: FEBRUARY 2026



MODERATORS



Darcee Simon

TA Consultant

AIR

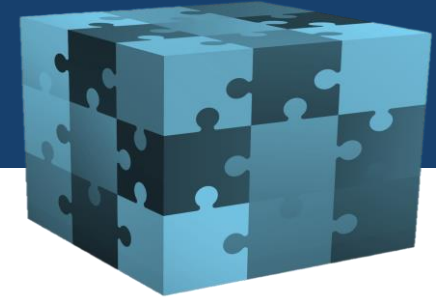
✉ dsimon@air.org

AGENDA



1. Welcome and Agenda (2-min)
2. Registered Apprenticeship Overview (10-min)
 - Why apprenticeship?
 - Apprenticeship contacts in my state
 - Key components of Registered Apprenticeship Programs
3. Grantee spotlight + Q&A – Alluvion Health (25-min)
4. Small group activity (20-min)
5. Wrap up (3-min)

SESSION OBJECTIVES



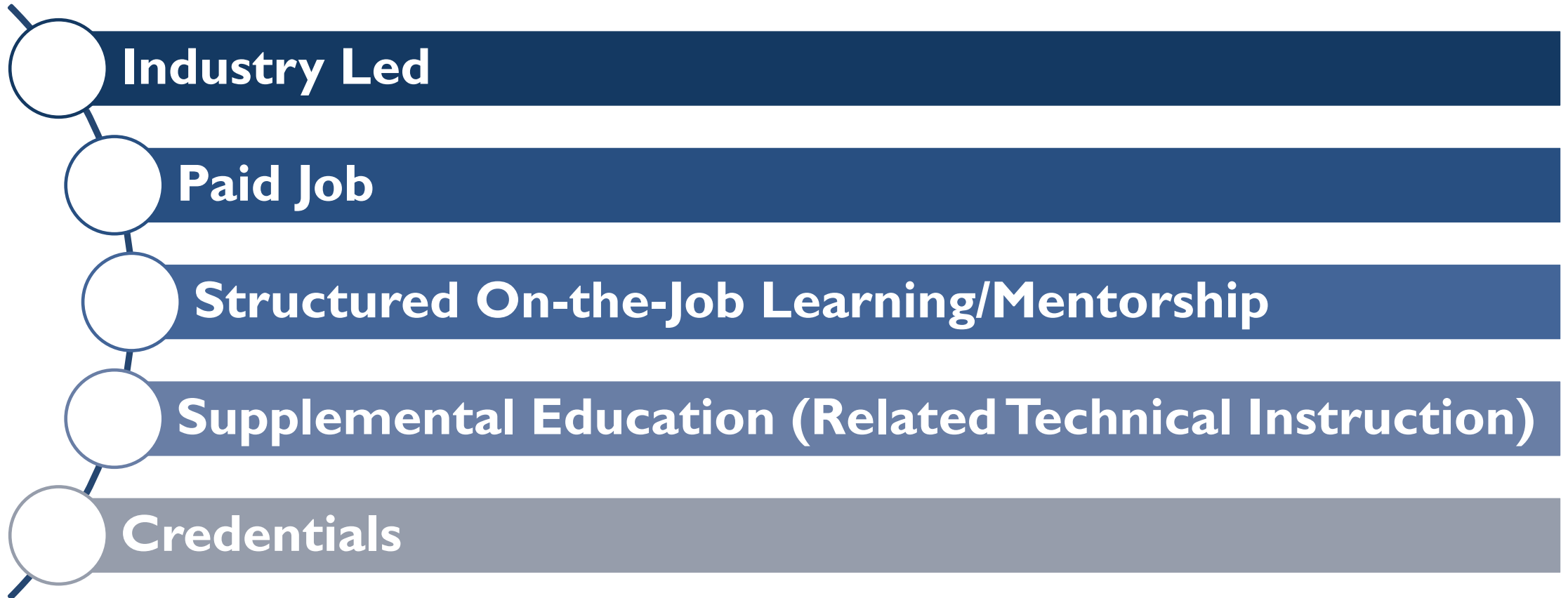
► Session objectives

- Understand the registered apprenticeship system structure, resources, and key elements of Registered Apprenticeship Programs.
- Learn about the context, successful strategies and challenges to developing and implementing the Registered Apprenticeship Program model from an H-1B grantee.
- Share and discuss strategies for engaging education and employer partners, developing and implementing programs, and supporting participants.

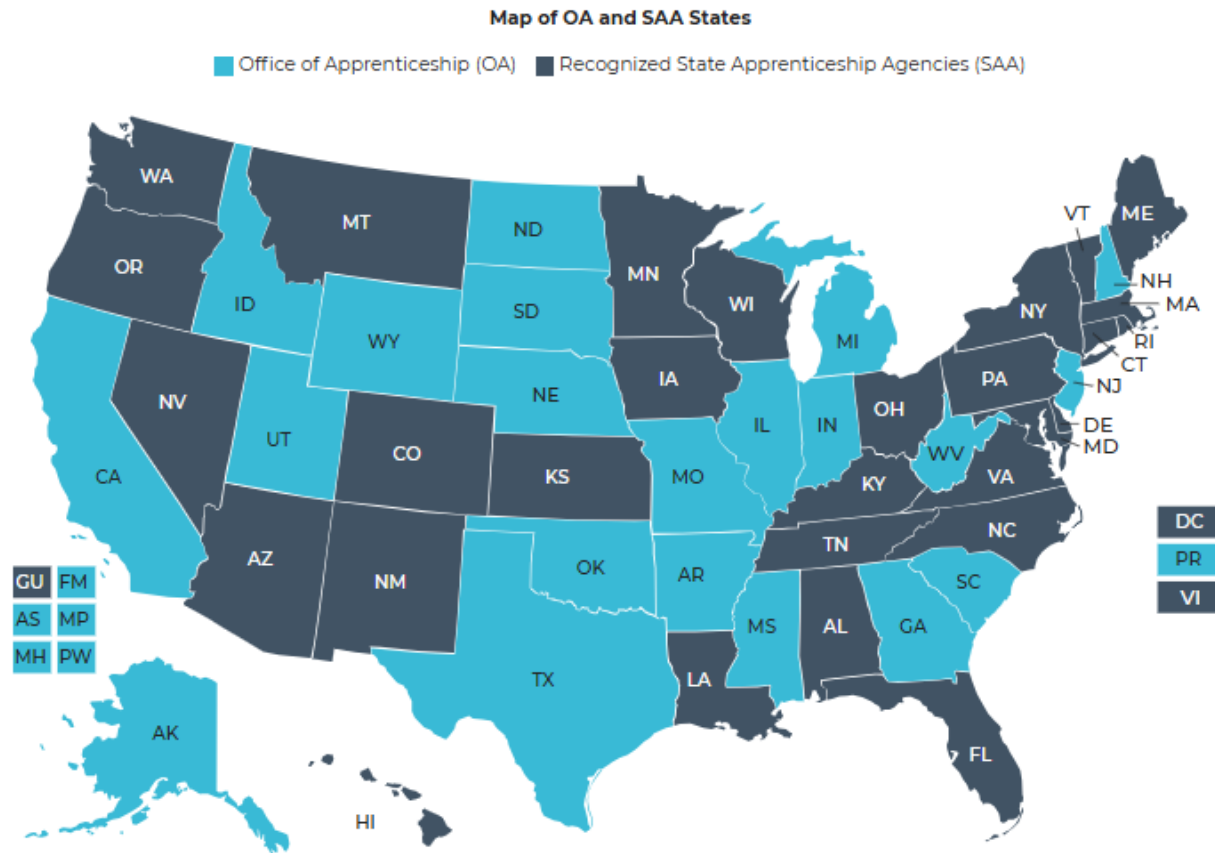


REGISTERED APPRENTICESHIP OVERVIEW

WHAT ARE THE KEY ELEMENTS OF A REGISTERED APPRENTICESHIP PROGRAM?



WHAT IS THE APPRENTICESHIP SYSTEM STRUCTURE IN MY STATE?



- ▶ 2 types of state apprenticeship structures: Office of Apprenticeship (OA) or State Apprenticeship Agencies (SAA)
- Find your state on the map and note in chat whether your state is OA or SAA
- Follow the link or search for your state's apprenticeship website

WHO ARE REGISTERED APPRENTICESHIP PROGRAM PARTNERS?



Employer

Public or private healthcare systems
Private practices
County health departments



Related Instruction Provider

State postsecondary institutions
Private training programs



Apprenticeship Office

SAA or US Department of Labor OA



Licensure/Certification Entity

Boards or agencies that oversee
licensure and certification



Organized Labor

Unions



Healthcare Intermediary Organization

State or local organizations focused on
recruitment, retention, quality, etc.



Workforce System

State department of labor
State or local workforce boards
One-Stop / American Job Centers



Associations and Other

State professional associations of
healthcare workers



State Elected Officials

Governor's office, state legislators

WHY REGISTERED APPRENTICESHIP PROGRAMS IN HEALTHCARE?

Address Critical
Workforce
Shortages

Improve
Retention and
Reduce Turnover

Upskill Existing
Workers and
Create Career
Pathways

Save Money and
Boost
Productivity

Provide National,
Industry-
Recognized
Credentials

REGISTERED APPRENTICESHIP THROUGH THE NURSING EXPANSION GRANT



Participant completes Certified Nursing Assistant (CNA) training and is hired by a local hospital or residential facility



CNA enrolls in Licensed Vocational Nurse (LVN) apprenticeship and continues working while they complete LVN training

- Progressively skilled tasks
- Receive wages for work and training



LVN apprentice completes training and receives industry recognized credential and licensure

- Pay increase



GRANTEE SPOTLIGHT

PRESENTERS FROM ALLUVION HEALTH



Kate Nesson

Associate Vice President, Community Impact

✉ knessan@alluvionhealth.org



Hannah Dieterle

Alluvion Health, Next Nurse Program Manager

✉ hdieterle@alluvionhealth.org



Kayla Gorecki

Alluvion Health, Clinical Educator

✉ kgorecki@alluvionhealth.org

ALLUVION'S APPRENTICESHIP JOURNEY



Q&A





SMALL GROUP ACTIVITY

SMALL GROUP ACTIVITY QUESTIONS

3 break-out rooms will be facilitated by a TA Coach with members of the Alluvion team rotating for Q&A and discussion:

- Leadership buy-in and making the case for apprenticeship (Kate)
- Managing / supporting apprentices and partnering with education providers (Kayla)
- Employer partner recruitment and program development (Hannah)



WRAP UP

WHERE TO GO FROM HERE?

- ▶ What is the apprenticeship system structure in my state? Office of Apprenticeship or State Apprenticeship Agency?
- ▶ Who is the Registered Apprenticeship point of contact in my state?
- ▶ Does my state already have any approved healthcare Registered Apprenticeship Programs?
- ▶ Are there any Registered Apprenticeship Program Healthcare Intermediaries in my state who could support program development or implementation?
- ▶ Talk to your partners!

RESOURCES

- ▶ [Apprenticeship.gov](https://www.apprenticeship.gov)
- ▶ [Apprenticeship in Healthcare Community of Practice](#) on WorkforceGPS
- ▶ [Apprenticeship Professionals Learning Network](#)

THANK YOU



The American Institutes for Research® (AIR), completed this project with federal funds, under contract number I605C2-23-Q-00074 Nursing Expansion Grant TA, from the U.S. Department of Labor, Employment and Training Administration. The contents of this publication do not necessarily reflect the views or policies of the Department of Labor, nor does mention of trade names, commercial products, or organizations imply endorsement by the U.S. Government. AIR is a nonpartisan, not-for-profit organization that conducts behavioral and social science research and delivers technical assistance to solve some of the most urgent challenges in the U.S. and around the world.