



APPRENTICESHIPS

COVID-19 has fundamentally changed the face of the health care workforce. The pandemic has strained hospitals, impacting caregivers' well-being and resulting in many leaving their hospital jobs. The AHA has been collecting resources around three categories to assist organizations in their efforts to plan for the post-COVID-19 workforce future: apprenticeships, team-based models of care and community partnerships.

When planning for the long-term workforce pipeline, apprenticeships may be a good option to increase diversity and recruit locally. While apprenticeships are not new, they are a fairly recent adoption within the health care workforce. Hospitals and health systems recognize that, while investing in these programs will not fill the immediate need, such investments will have larger implications on the health care workforce pipeline.

GEISINGER LAUNCHES NEW NURSING SCHOLARS PROGRAM¹

With a goal to support 175 participants per year, Geisinger will award to any employee who has worked with Geisinger for a year or more, and isn't already a registered nurse or provider, \$40,000 in financial support with a five-year work commitment as an inpatient nurse.

EXTENDING THE POPULATION HEALTH WORKFORCE THROUGH SERVICE LEARNING INTERNSHIPS DURING COVID: A COMMUNITY CASE STUDY

In this program, UC Berkeley undergraduates earn academic credit in exchange for serving as unpaid patient navigators.

MERCY COLLEGE PLUS MEDICAL ASSISTANT PROGRAM/BSN EQUITY SCHOLARSHIP

Mercy College offers hands-on learning, scholarships and programming for those looking to become Medical Assistants or earn their BSN.

FREEMAN, CROWDER COLLEGE OFFER NEW CMA APPRENTICESHIP

Freeman Health System is partnering with Crowder College to provide an opportunity for education and employment through a 16-week paid Certified Medical Assistant Apprentice Program.

MISSISSIPPI APPRENTICESHIP PROGRAM

The Mississippi Apprenticeship Program (MAP) helps companies, regardless of size, develop a Registered Apprenticeship (RA) program from the initial concept phase to registration and subsequent implementation within the company.

¹ <https://www.forbes.com/sites/ruthgotian/2021/08/17/half-the-workforce-is-leaving-heres-what-you-can-do-about-it/?sh=76111dfc10de>

LPN TRAINING PROGRAM – CVMC, COMMUNITY COLLEGE OF VERMONT AND VERMONT TECHNICAL COLLEGE

This program allows full-time employees to continue earning a salary while taking classes toward their LPN degree.

USA COLLEGE OF NURSING RECEIVES \$1.9 MILLION GRANT TO BOOST NURSING DIVERSITY

EMPOWER will concentrate on recruiting, retaining and graduating Bachelor of Science in Nursing students of diverse and underrepresented backgrounds.

HEET GRANT PROJECTS - SEIU HEALTHCARE 1199NW MULTI-EMPLOYER TRAINING FUND

SEIU Healthcare Multi-Employer Training Fund offers several programs and financial support for health care careers paid by state grant funding.

RURAL COLORADO TRIES TO FILL HEALTH WORKER GAPS WITH APPRENTICESHIPS

Rural areas often have fewer direct care workers than less rural regions. This Colorado apprenticeship program offers employment opportunities for local residents while receiving on-the-job training and education.

CORWELL HEALTH PARTNERS WITH WEST SHORE COMMUNITY COLLEGE FOR MICHIGAN'S FIRST RN APPRENTICE PROGRAM

In 2023, the first registered RN apprentice program launched in the state of Michigan. A partnership among several organizations, the new program will pave the way for those pursuing a nursing career to receiving both classroom instruction and practical experience with a nurse mentor as a paid full-time apprentice.