

Ready to Build Your Apprenticeship Program?

Starting an apprenticeship program can transform your workforce, offering sustainable solutions for recruitment and development. Hear from Equus Workforce Solutions (Equus), a leading provider of support in registered apprenticeship (RA) programs, on guidance to help organizations establish and expand apprenticeship programs. Whether you're looking to develop a new program or strengthen an existing one, this resource provides insights on how your facility can get started, and the benefits of offering apprenticeships.

Q&A with Michelle Day

National Workforce Solutions Director at Equus Workforce Solutions

Michelle oversees work as an Industry Intermediary and National Program Sponsor to support the development and expansion of registered apprenticeship programs in the health care and public service industries.



1 How does Equus partner with long term care facilities to support RA programs?

Equus partners with long term care facilities by providing information and technical assistance to support the development of a new RA program and/or support the expansion of an existing program.

Our team of experts will connect long term care facilities to career seekers and workforce system resources to support recruitment and staff development.

2 What types of positions or roles within long term care can apprenticeships help fill?

Long term care facilities are developing RA programs to fill various roles from entry-level positions, such as a Certified Nursing Assistant, to senior-level positions, such as a Licensed Nursing Home Administrator. There are more than 60 occupations approved by the DOL for apprenticeships in the health care industry, including non-clinical roles such as Environmental Technicians, Cooks, and more.

Equus offers program standards for the following occupations: Certified Nursing Assistant, Cook, Direct Support Professional Lead, Licensed Practical Nurse, Medical Assistant, Registered Nurse, Registered Nurse Resident, and Registered Nurse Preceptor. These standards can be customized to meet the specific needs of each facility.

3 What are the benefits of starting an apprenticeship program?

Apprenticeships are employer-driven programs, developed based on industry standards and customized based on individual employer needs. Thousands of health care companies are developing apprenticeship programs to expand their recruitment base, upskill existing workforce, and improve retention. High quality RA programs have documented retention rates of 80–84% in entry-level caregiving and nursing assistant positions. Apprenticeship programs provide a structured career pathway for your team members.

4 What support does Equus provide throughout the program?

We provide information, resources, and technical assistance during each step of the process. This includes training on the requirements of becoming a program sponsor, establishing an effective mentoring program, and best practices for implementation.

5 How are apprenticeship programs structured?

An apprenticeship is an “earn while you learn” program, combining on-the-job training, related instruction, mentoring, and pay progression. Many employers elect to develop a competency-based program to ensure apprentices can demonstrate the required skills and competencies prior to completing the program.

6 What are the requirements for a facility to be eligible?

While there are no requirements for a facility to be eligible, we have an employer readiness assessment that helps a facility determine if their team is ready to move forward with the development and implementation.

7 How should a provider interested in starting an apprenticeship program get started?

To get started, reach out to Dana Ritchie at dritchie@ahca.org for more information on how we can support you.

FAST FACTS

Source: ApprenticeshipUSA

In 2024, there were 37,346 apprentices in the health care industry.

Registered Apprenticeship is a proven and industry-driven training model that can provide a critical talent pipeline for health care organizations.

LPN and LTC Nurse Manager are some of the most common apprenticeable occupations in health care.

Registered Apprenticeships are the most effective training model for enhancing business performance and competitiveness.

Registered Apprenticeships are an industry-driven, high-quality career pathway through which employers can develop and prepare their future workforce, and individuals can obtain paid work experience with a mentor, and receive progressive wage increases, classroom instruction, and a portable, nationally recognized credential.