



Benefits to Long-Term Care Providers

- Reduced turnover rates
- Greater employee retention
- Higher productivity
- Greater competence of employees
- Improved quality of services
- Improved quality of patient care
- Lower investment in recruitment
- More diverse workforce
- New pool of potential workers
- Creation of career pathways

Benefits to Apprentices

- Nationally recognized and portable certificates
- Improved skills and competencies
- Increased wages
- Career advancement
- Higher self-esteem based on enhanced skills and certifications

“Review of participants in the CNA advanced apprenticeship program demonstrates that retention is 74 percent compared to 51 percent retention rate for all CNAs employed with The Evangelical Lutheran Good Samaritan Society.”

- [The Evangelical Lutheran Good Samaritan Society Career Lattice website](#)

For more information, contact:

Office of Apprenticeship
U.S. Department of Labor
200 Constitution Avenue, NW,
Room N-5311
Washington, D.C. 20210
(202) 693-2796 (phone)
(202) 693-3799 (fax)
<http://www.doleta.gov/oa>

Employer Sponsors

Ad Astra, KS	Individual Support Systems, KS
Adventist Health Care System, MD	Koinonia Homes, Inc., OH
ARC Regional Services of Laramie County, WY	LifeLinks, Inc., MA
Borgess Medical Center, MI	Living Arrangements for the Developmentally Disabled, OH
Brewster Place Retirement Community, KS	Lutheran Home Care and Hospice, MI
Burnt Tavern Rehabilitation & HCC, NJ	Macomb-Oakland Regional Center (MORC), Inc., MI
Colorado State Veterans Home, CO	Maria-Joseph Living Care Center, OH
Cornerstone Village Retirement Community, KS	Medical Wellness Center, MI
Covington Care Center, OH	Memorial Home Care, IN
Crotched Mountain Foundation, NH	Memorial Home, Inc., KS
Denton Housing Authority, TX	Mental Health Association of South Central Kansas, KS
Developmental Services, Inc., IN	Montgomery County Geriatric and Rehabilitation, PA
Englewood Manor, OH	Nursing Assistant Solutions, AL
The Evangelical Lutheran Good Samaritan Society, National	Oakwood Home Care, MI
Fraser Villa Living Center, MI	Ohio PATHS, OH
Genesis Health Ventures, MD	Pine Meadows Health Care, LLC, KY
Genesis Healthcare, NJ	Pleasant Hill Manor, OH
Georgia Health Care Association, GA	Pleasant View Home, KS
Grace Brethren Village, OH	Residential Opportunities, Inc. (ROI), MI
Harbor Home Care, MI	Shady Lane Home, NJ
Hearth and Home Assisted Living, OH	Southwestern Community Action Council, WV
Heartland of Centerville, OH	St. Joseph Village, KS
Heritage Community of Kalamazoo, MI	Sun Healthcare Group, Inc., National
Heritage Long-term Care, MI	The Brethren Home, OH
Home Care Associates, PA	The Helping Angel, Inc., NV
Homestead Nursing & Rehabilitation, LLC, KY	Trinity Mission of New Paris, OH
	Wadhams Creek Senior Community, MI
	Woodhaven Care Center, PA

Registered Apprenticeship Training in Long-Term Care

Long-term care services are provided to over 15 million elders and people living with disabilities and chronic illness who need assistance with daily and health-related activities. These services are provided in consumers’ homes, in nursing homes, and in other community-based settings. A growing shortage of frontline workers in long-term care occupations is projected as the population ages.

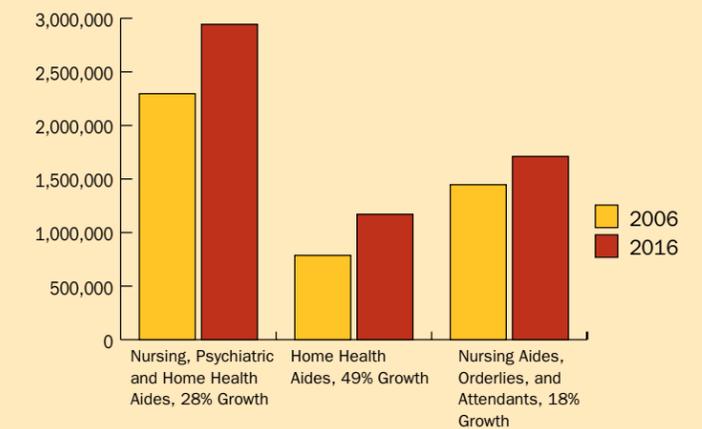
Since 2000, a number of Registered Apprenticeship training programs have been developed as important tools to improve the recruitment and retention of workers in these occupations. These programs provide career paths whereby frontline workers can advance in their clinical and personal effectiveness skills while they are employed.

What is Registered Apprenticeship?

Registered Apprenticeship training plays an important role in developing skilled workers. With a combination of on-the-job learning, related instruction, and mentoring, the model is a potent tool for addressing the skill shortages that long-term care faces. It also provides the grounded expertise and knowledge individuals need to do their jobs well and advance in their careers.

- **On-the-Job Learning:** 80 percent of employee learning happens in the workplace. Apprentices benefit from real-world application of theory-based instruction as they work in their own job settings. The subject content and time requirements of an apprenticeship program depend on the occupation and the needs of the employer and are designed to ensure increased job competency over time.
- **Related Instruction:** Apprentices receive technical training in highly skilled occupations. Instruction is often provided at local community colleges and increasingly through distance and computer-based learning.

Fastest Growing Jobs in Long-Term Care, 2006-2016ⁱ



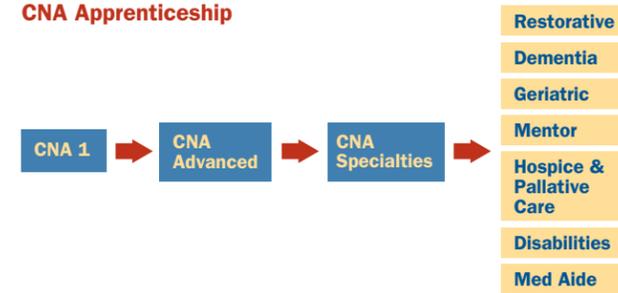
- **Mentoring:** Apprentices work and learn under the direction of qualified personnel, or mentors, who are experienced and proficient in their field. Mentors are not necessarily supervisors, but coaches who help apprentices learn skills they need to do their jobs successfully. Typically, apprentices achieve mentor-level status when they complete program requirements. They then are qualified to serve as mentors to apprentices.
- **Incremental Wage Increases:** A Registered Apprenticeship aligns incremental wage increases of apprentices to their enhanced job proficiency. Proficiency, indicated by exhibited job competencies, results from on-the-job learning, mentoring and related instruction experienced by apprentices.

Apprenticeable Long-Term Care Occupations

Certified Nursing Assistantⁱⁱ (CNA):

This multi-level apprenticeship is designed for nursing assistants who work in nursing homes. The competency-based program that allows apprentices to gain basic skills and advance in specialty areas.

CNA Apprenticeship



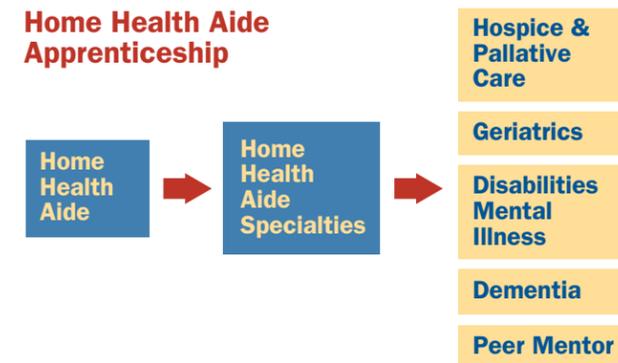
Direct Support Specialist

This apprenticeship is designed for professionals who work with individuals with intellectual and developmental disabilities. It is also recognized as a national credential by the National Association of Direct Support Professionals.

Health Support Specialistⁱⁱⁱ

This apprenticeship is directed toward universal workers who work in residential long-term care facilities. It allows a specialist to start in house-keeping or dietary and move to a multi-skilled nursing assistant position.

Home Health Aide Apprenticeship



Home Health Aide^{iv}

This multi-level apprenticeship is for aides who work with consumers in their own homes. It is also a competency-based program that allows apprentices to gain basic skills and advance in specialty areas.

Managerial Certificates^v

Long-term care has identified the need for quality improvement and organizational “culture change” as a top priority. Leadership development is critical as many people are promoted on the basis of technical proficiency, but often lack supervisory skills. The apprenticeship model provides access to management training. It teaches fundamental communications skills that lay the foundation for improving relationships with workers and developing their problem-solving skills.

Long-term Care Nurse Management

Certificate Apprenticeship is designed for charge nurses (RNs, LPNs), infection control and MDS nurses, staff development coordinators and QA coordinators who are nurses. The apprenticeship program trains these staff in managing daily operations, work teams, and resources.

Home Health Director Management

Certificate Apprenticeship is for RNs who manage Home Health agencies.

Senior Housing Management Certificate

Program is designed for those going into Healthcare Management to learn to administer independent and assisted living facilities including budgeting, administration and finance, marketing, and managerial skills.

Operation

Apprenticeship programs are operated by both the public and private sectors. Apprenticeship sponsors—employers, employer associations, and labor-management organizations—register programs with federal and state government agencies. Sponsors provide on-the-job learning and academic instruction to apprentices according to their licensing requirements.

Curricula

Many curricula for the CNA, Direct Support Worker and Home Health Aide are found on the following websites:

<http://www.directcareclearinghouse.org>

<http://www.collegeofdirectsupport.com>

More information on apprenticeship in long-term care

Council for Adult & Experiential Learning:

<http://www.cael.org/healthcare.htm>

The Evangelical Lutheran Good Samaritan Society:

<http://www.good-sam.com/>

<http://www.careerlattice.org/default.asp>

National Clearinghouse on the Direct Care Workforce:

<http://www.directcareclearinghouse.org>

To establish a registered apprenticeship program, contact:

Office of Apprenticeship
U.S. Department of Labor
Employment and Training Administration
200 Constitution Avenue, NW
Washington, DC 20210
(202) 693-2796
<http://www.doleta.gov/oa>

“The apprenticeship model fosters employee growth and development. It’s tremendously effective as a retention strategy and is aligned with our company values of employee appreciation and recognition that leads to excellence in quality care and service.”

– Catherine J. Wisnoski,
Vice President of Resource Development,
Sun Healthcare Group, Inc.

“I hadn’t had any training on my previous job. What we went through in the apprenticeship program was very thorough. Because of the training, when emergencies happen, I know what to do and how to help.”

– Jill Butler, apprentice,
Lutheran Home Care and Hospice,
Frankenmuth, MI

ⁱ Source: U.S. Department of Labor, Bureau of Labor Statistics, Occupational Outlook Handbook, 2008-09 Edition, <http://www.bls.gov/OCO/>

ⁱⁱ This apprenticeship was developed by CAEL and the Evangelical Lutheran Good Samaritan Society with support from the U.S. Department of Labor

ⁱⁱⁱ This apprenticeship was developed by the Kansas Department of Commerce.

^{iv} This apprenticeship was developed by the Paraprofessional Healthcare Institute with support from the U.S. Department of Labor.

^v These certificates were developed by the Evangelical Lutheran Good Samaritan Society with support from the U.S. Department of Labor.