



# Apprenticeship RHODE ISLAND

## Providing Workforce Solutions for the RI Health Care System

### Benefits of Apprenticeship for Healthcare Employers

#### Addressing a Talent Shortage

As baby-boomer nurses and other medical professionals begin to retire, health care organizations are turning to the apprenticeship model as a creative recruitment strategy as well as an opportunity to up-skill current employees. Apprenticeship provides experienced workers a chance to pass along their knowledge to the next generation.

#### Creating Consistency in Workforce Practice

With an overlap in occupational titles and job responsibilities system-wide, apprenticeship can create a consistent system for on-the-job learning as well as related training.

#### Enhancing Skills

For certified and licensed professions, apprenticeship offers a structured way to up-skill the entire workforce to the required professional standards.

#### Developing Career Pathways

The model of apprenticeship lends itself to creating lateral or upward career pathways as well as cross-training between different occupations.

#### Measuring Outcomes

Studies show increased ROI and improved talent recruitment. 97% of apprenticeship sponsors would recommend the model to others.

### Registered Apprenticeships

Case Manager  
Community Health Nurse  
Community Health Worker  
Clinical Nurse Specialist  
Licensed Alcohol & Drug Counselor  
Licensed Practical Nurse (LPN)  
Medical Assistant  
Medical / Hospital Coder  
Pharmacy Technician



*CVS Health apprenticeships are comprehensive training pathways that combine mentored on-the-job learning with related instruction. Apprenticeship makes sense for CVS Health because it allows us to recruit more broadly and hire staff that look like the communities we serve.*

**David L. Casey, Vice President, Workforce Strategies & Chief Diversity Officer, CVS Health**



*One of my heartfelt interests is providing career pathways for Care New England Health System employees, by creating training opportunities and on-the-job work experiences that lead to an internal talent pipeline to support skill gap areas. This is where apprenticeship really fits. The high level of support from Apprenticeship RI is*

*giving us the boost we need to develop multiple apprenticeship programs.*

**Jody Jencks, Director of Workforce Development, Care New England Health Systems**



*University Medicine's program is the only apprenticeship tied to an LPN curriculum in the nation. We are grateful for this highly collaborative effort that results in a significant career growth opportunity for our staff. Apprenticeship RI worked with UM to design and develop the*

*apprenticeship phase of the program, acting as intermediary between the state, registering the apprenticeship and assisting with required documentation.*

**Dr. Louis B. Rice, President and CEO of University Medicine**

