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**Healthcare Apprenticeship Expansion Program**

**Project Name:** *Healthcare Apprenticeship Expansion Program (HAEP)*

**Lead Organization:** Argentum

**Award Amount:** $5,991,235

**Funding** **Source:** *Apprenticeships: Closing the Skills Gaps,* U.S. Department of Labor

**Grant Period:** March 2020–February 2024

**Contact:** Brent Weil, Vice President of Workforce Development, bweil@argentum.org, 703.527.2630

**Target H-1B Industry Sectors:** Healthcare and IT/Cybersecurity

**Projected Impact:** 7,239 Registered Apprentices

**Target H-1B Occupations:** Licensed practical nurses, registered nurses, rehabilitation technicians, and pharmacy technicians; supervisors and executive Directors of Assisted Living Communities; and Healthcare Cybersecurity Specialists

**Credential(s) Awarded:** Nursing: CNA, Advanced CNA, Med Tech, LPN, RN, and BSN; Leadership: NHA Executive Director License, CDAL Certificate; IT: CompTIA, SCCP OT License; Therapeutic: OT License; Pharmacy: PTCB Certification

**Project Summary:** The Healthcare Apprenticeship Expansion Program (HAEP) is an industry-led initiative to support career pathways in assisted living communities and allied health. Historically, registered apprenticeship has had little impact in the healthcare industry, especially in long-term care. HAEP will greatly expand adoption of the registered apprenticeship model in the sector and create sustainable pathways for new and incumbent workers to build skills, gain wage increases, and pursue career advancement. The project will employ a proven industry intermediary model to support recruiting efforts including screening and coordinating all related technical instruction for apprentices in critically in-demand healthcare occupations.

Upon completion of the four-year grant, the national project will serve more than 7,239 apprentices in at least 25 senior living providers from at least 13 states. In addition to expanding existing apprenticeships in caregiving, nursing, and technician positions, the grant will also break new ground with higher-level apprenticeships: in senior living leadership up to executive directors of assisted living communities, and in healthcare information technology and cybersecurity.

More than $2.5 million will directly support training aligned to these apprenticeships. In addition, nearly $600,000 will go directly to apprentices through wraparound services—including emergency support for transportation, childcare, housing, and other potential barriers to completing training.

**Milestones to Date:** Since launching in March 2020, HAEP has collaborated with 12 employers and 8 education partners and established a Group Training Organization. Argentum has been awarded a national apprenticeship for caregivers and nursing assistants in assisted living by the U.S. The initial phase of the project is on track to support apprentices located in Indiana, Kentucky, Ohio, Michigan, Pennsylvania, Texas, and Virginia. Department of Labor, and the first apprentices have been enrolled through the HAEP project. A committee is analyzing leadership positions in assisted living as the next pathway for apprenticeships in assisted living.

**About Argentum**[Argentum](https://argentum.org/) is the leading national association exclusively dedicated to supporting companies operating professionally managed, resident-centered senior living communities and the older adults and families they serve. Since 1990, Argentum has advocated for choice, independence, dignity, and quality of life for all older adults.

Argentum member companies operate senior living communities offering assisted living, independent living, continuing care, and memory care services. Along with its state partners, Argentum’s membership represents approximately 75 percent of the senior living industry—an industry with a national [economic impact](https://seniorlivingimpact.org/) of nearly a quarter of a trillion dollars and responsible for providing over 1.6 million jobs. These numbers will continue to grow as the U.S. population ages.