



SUNY

Apprenticeship
Programs at SUNY

APPRENTICESHIP PROGRAMS IN HEALTHCARE AND HUMAN SERVICES

The State University of New York

Registered apprenticeship is a workforce training model that combines paid on-the-job training (OJT) and formal instruction (Related Instruction - RI) to help a worker master the knowledge, skills, and competencies needed for career success in the healthcare and human services industries.

Statewide, the hardest positions to fill (as per a recent NYS Department of Labor [NYSDOL] Business Workforce Survey) in healthcare and social assistance include: Direct Support Professional, Medical Assistant, Certified Nursing Assistant and Certified Recovery Peer Advocate. At the heart of Registered Apprenticeship Programs is the robust partnership between private industry and public institutions to help meet hiring and training challenges.

EMPLOYERS BENEFIT FROM REGISTERED APPRENTICES WHO:

- Receive full-time, paid employment in healthcare and human services.
- Produce high-quality work with precision and urgency while learning on the job.
- Receive an increasing scale of wages based on skill progression, improving employee retention.
- Complete a minimum of 144 hours of academic "Related Instruction" per year gaining healthcare and human services skills.
- Complete a minimum of 2,000 hours of on-the-job training per year with a focus on working procedures and processes.
- Operate under the close supervision of a skilled worker at a company who directly shares institutional knowledge.
- Receive a nationally recognized credential and progress toward a SUNY certificate or degree.

KEY EMPLOYER ADVANTAGES INCLUDE:

INDUSTRY-RELEVANT TRAINING: Apprentices gain practical experience and theoretical knowledge that aligns with the cutting-edge trends and demands of the healthcare and human services industries.

HIGH RETURN ON INVESTMENT (ROI): Companies and organizations can experience an average ROI of \$1.47 for every dollar invested, with substantial public benefits.

COLLABORATIVE PARTNERSHIP: Benefit from a robust partnership between private industry and public institutions, ensuring a holistic learning experience.

SUNY has played a pivotal role in supporting over 150 employers with a variety of apprenticeable occupations including:

DIRECT SUPPORT PROFESSIONAL: Schenectady ARC, ARC of Erie County, The ARC Oneida-Lewis Chapter, and Racker Centers.

CERTIFIED NURSING ASSISTANT: Teresian House Center for the Elderly.

COMMUNITY HEALTH WORKER: CEK RN Consulting.

ADDITIONAL OCCUPATIONS INCLUDE: Certified Recovery Peer Advocate, Medical Assistant, Hospital (Medical) Coder, Childcare Assistant, Outsourcing (Compounding) Pharmacy Technician, and Pharmacy Associate, and Police Officer.

Funding Available*

- Tuition support of up to either \$6,000 or \$8,000 per apprentice studying at a SUNY college.
- Up to \$1,000 tuition support for pre-apprenticeship training.
- Up to \$1,500 in hiring/retention incentives for businesses.
- Additional employer incentives available from NYS Department of Labor.
- Critical, short-term support funding for registered apprentices.

**Available for NYS Registered Apprenticeship Sponsors and Signatories on a first come, first served basis.*

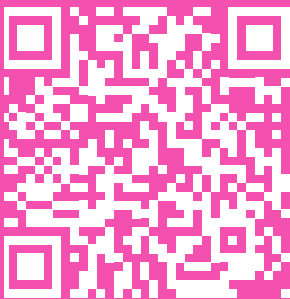
Two Ways to Register an Apprenticeship Program in Healthcare & Human Services:

1. REGISTER DIRECTLY WITH THE NYS DEPARTMENT OF LABOR

- NYSDOL supervising apprentice training representative collaborates with businesses throughout the process (www.dol.ny.gov/apprenticeship).
- Thirty-day comment period.
- Additional apprenticeship titles may not be added for two years.

2. JOIN UNDER A GROUP SPONSOR SPECIALIZING IN HEALTHCARE AND HUMAN SERVICES

- SUNY Schenectady (www.suny.edu/apprenticeship) sponsors limited occupations in healthcare and human services and manages programs.
- Group sponsor works directly with NYSDOL on paperwork on behalf of employers.
- No comment period, and additional healthcare and human services titles may be added at any time.



GET STARTED TODAY!

SUNY is a trusted partner for NYS Registered Apprenticeships in healthcare and human services. Reach out to learn more!

SUNY System Administration Office of Workforce Development and Upward Mobility

JEFF LOWTHER

Capital Region, Mid-Hudson, Long Island & NYC

✉ jeff.lowther@suny.edu

☎ 512.289.9632

KELLY NAVARRO

Western NY & Finger Lakes

✉ kelly.navarro@suny.edu

☎ 716.812.7884

ANGELINA SANFILIPPO

North Country & Central NY

✉ angelina.sanfilippo@suny.edu

☎ 315.514.2519