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# THE BACH INSIDER



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## Why Hospitals Should Invest in Allied Health Apprenticeships

Hospitals throughout the United States now face an escalating shortage of healthcare workers that especially affects allied health professionals as their leaders seek lasting workforce solutions. Registered Apprenticeship Programs (RAPs) have recently emerged as an increasingly popular solution for healthcare organizations.

While traditionally associated with the trades, registered apprenticeships are now reshaping how hospitals recruit, train, and retain talent particularly for critical allied health positions such as pharmacy technicians, surgical techs, radiologic technologists, medical assistants, and more.

For hospitals looking to future-proof their workforce, registered apprenticeships offer a powerful return on investment.

## What Is a Registered Apprenticeship Program?

A registered apprenticeship is an “earn-and-learn” model that combines paid on-the-job training with classroom instruction, aligned to industry-recognized standards. The programs earn registration status from either the U.S. Department of Labor or state apprenticeship agencies to maintain quality standards.

Apprentices are full-time employees who are trained to meet your facility’s standards, while delivering real value as they learn.

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# Top Benefits for Hospitals



## Build a Reliable Talent Pipeline

The apprenticeship model enables hospitals to develop their own workforce because it recruits local talent before their training is complete. This model opens the door to people who may not have previously had a pathway into healthcare — expanding your reach while meeting your staffing needs.



## Improve Retention and Loyalty

Employees who enter the workforce through an apprenticeship program tend to stay longer. That's because they've invested in the organization and received direct mentorship and support along the way. For hospitals struggling with high turnover, this approach creates a stronger sense of belonging and career progression.



## Reduce Recruitment and Onboarding Costs

Healthcare facilities must spend large amounts of money on recruitment and hiring existing professionals who have already completed their training. The implementation of registered apprenticeships lets your organization train new employees from their first day, which minimizes recruitment expenses and reduces the need for signing bonuses and staffing agencies.



## Customize Training to Fit Your Hospital's Needs

Unlike one-size-fits-all educational programs, RAPs are flexible and tailored. The training program receives direction from hospitals regarding curriculum content, operational procedures, and the standards students are expected to meet.

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# FUNDING

## Tap Into Federal and State Funding

Many hospitals discover that establishing an apprenticeship program qualifies them for financial assistance. Federal and state grants, tax credits, and workforce funding can offset the costs of program development, training, and even wages in some cases.

### Real-World Impact: UW Health's Medical Assistant Apprenticeship Program

In 2018, UW Health, a major healthcare provider in Wisconsin, launched its first registered apprenticeship program for medical assistants to address ongoing staffing shortages and create a more stable, skilled workforce.

Since then, the program has delivered impressive results:

- 143 apprentices have graduated from the program.
- 99% passed their credentialing exams on the first attempt.
- The hospital has expanded the model to include nursing assistant apprenticeships, supporting nearly 150 additional participants.

These apprenticeship programs have helped UW Health reduce vacancy rates, improve job readiness among new hires, and build a loyal, skilled talent pipeline aligned with its operational needs. (Source: [OASN State Landscape Analysis and Playbook, 2024](#)).



## The Time to Act Is Now



The healthcare labor market requires immediate attention it will not resolve itself. The healthcare organizations that implement registered apprenticeship programs today will gain a strategic advantage in delivering patient care in the future.

If your organization is ready to reduce turnover, improve training outcomes, and build a stronger workforce from the ground up, registered apprenticeships are a smart, strategic move and one that delivers long-term results.



Rav'en Davis

**Former BACH Apprentice**

## Apprentice Highlight

Rav'en Davis has consistently demonstrated exceptional dedication and skill throughout her apprenticeship here at BACH. She began her journey with us as part of the Medical Assistant program, where she quickly secured a position at the University of Maryland. Her passion for healthcare has only deepened since then, driving her to pursue further opportunities to expand her knowledge and expertise. Motivated by her growing interest in advancing her career, she made the decision to become an LPN by joining our pre-apprenticeship program, where she has continued to excel. Throughout her time with us, Rav'en has consistently displayed an unwavering commitment to her personal and professional growth, consistently striving to provide the highest quality of care to those she serves. Her progress and drive for success are proof of her strong work ethic, and we are excited to see her continue to thrive in the healthcare industry.

Our executive director, Karen Heyward-West, believes that “supporting pre-apprenticeships is important because it’s an investment that will grow over time and mature into the ultimate payoff.” It is crucial for creating pathways to stable, well-paying careers. Programs such as BACH aid individuals with the foundational skills and knowledge necessary for success in formal apprenticeships, help fill in the gap between the workforce and education. This also ensures a more job-ready workforce, increasing the chances of a successful apprenticeship completion and long-term employment.

## The University of Maryland Medical Center Highlight

The Baltimore Alliance for Careers in Healthcare wishes to show appreciation towards The University of Maryland’s Apprenticeship Program, which has rapidly emerged as a standout initiative, offering students a blend of real-world experience and academic rigor that paves the way for successful careers. BACH partners with healthcare organizations across the Baltimore region, and UMMC has created valuable opportunities for students to gain hands-on experience and build professional relationships within the healthcare industry. By working alongside professionals, students gain insight into the practical challenges of the healthcare field they wish to enter, which cannot be taught in a traditional classroom setting. The UMMC’s program focuses on mentorship, practical problem-solving, and skill development, which has helped graduates secure positions within the department where they completed their apprenticeship program, including Medical Assistant, Central Sterile Processing, and Surgical Technologist. University of Maryland’s innovative approach and the dedicated, supportive staff who run the program have demonstrated a successful track record, setting the stage for a bright future for our participants and their future career advancement. Thank you, UMMC!





**October 16, 2025**

## **BACH's 20th Anniversary Celebration**

The Baltimore Alliance for Careers in Healthcare is commemorating its 20th anniversary by hosting a celebration on October 16, 2025, held at Greater Baltimore Medical Center. This milestone celebration emphasizes BACH's dedication to creating pathways into healthcare employment over the past two decades. Since it began in 2005, BACH has spent its time devoted to promoting community engagement and economic opportunities for Baltimore underserved populations.

Over the years, they have built partnerships with local organizations, businesses, and residents, working together to create change in areas such as education and public health. This celebration will honor the progress that has been made by this organization, along with highlighting the ongoing commitment to creating a brighter future for all Baltimore residents.

This event will bring together current and former staff members, funders, government officials, participants, and many others. It will feature a range of panelists and speakers, addressing various topics centered around the theme: Building a Bold Future: Innovative Pathways for Workforce Development in Healthcare. Stay tuned for more details!

### **For more inquiries on RAP**

Contact : Jermaine Johnson  
jjohnson@baltimorealliance.org

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[www.baltimorealliance.org](http://www.baltimorealliance.org)