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## **HCAM Launches Apprenticeship Program to Support Long-Term Care Facilities and Employees**

Lansing, MI – The Health Care Association of Michigan (HCAM), representing nearly 360 nursing facilities as well as more than 280 senior and assisted living communities across the state, launched a Registered Apprenticeship program to support and strengthen Michigan’s long-term care industry. The program, which takes into consideration the needs of young people and underrepresented groups, will help employees build their long-term care careers by boosting knowledge and increasing skills. It’s also an excellent way for employers to improve recruitment and retention by offering the opportunity to earn certifications in a variety of practical areas.

“Tackling the workforce shortage is a major priority for HCAM, now more than ever, given the many employees that nursing facilities and assisted living communities have lost throughout the pandemic,” said HCAM President and CEO Melissa Samuel. “From offering wage increases, sign-on bonuses, flexible scheduling, and more — providers are doing all they can to recruit and retain employees. We’re excited to give them another tool to provide quality care to Michigan’s seniors.”

With a grant from the Michigan Department of Labor and Economic Opportunity (LEO), the association is able to offer 750 Registered Apprenticeships to facilities interested in offering training to staff. Registered Apprenticeships are high-quality, work-based, earn-and-learn models that meet national standards for registration with the U.S. Department of Labor.

“Our Registered Apprenticeship program can create life-changing opportunities for long-term care workers while creating a channel for care providers to address their talent needs,” said Samuel. “We thank LEO for partnering with us in this impactful program and are excited to kick off Michigan Apprenticeship Week.”

Key components of the program that will help ensure success:

- Apprentices will follow a structured and supported career path that will allow them to earn while they gain in-demand skills.
- Apprentices will be paired with mentors to guide them.
- Apprentices will earn certification when they complete a program track.

“Through the Registered Apprentice program, employers can use grant funding to recruit, train and upskill new and existing employees and ultimately build a highly-skilled team,” added Samuel. “That’s a win for employers, employees, and the thousands of people who call nursing and assisted living facilities their home here in Michigan.”

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