



Frequently Asked Questions

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Background

Every year, there are more than 600,000 healthcare job openings in the United States. More than 78,000 of these opportunities are in the mid-Atlantic* region and demand is growing at an average rate of 17.4%. In addition to growing opportunities, a shortage of entry-level healthcare workers exists and needs to be addressed. Cities in the region experiencing the most shortages include Pittsburgh, Philadelphia and Baltimore (and Maryland generally). Kaizen as a sponsor is creating healthcare apprenticeships for youth (ages 18-21) to address this critical nationwide workforce challenge. healthcare apprenticeships for youth (ages 18-21) to address this critical nationwide workforce challenge.



What rate of pay do apprentices receive?

Apprentices earn a competitive wage from day one with incremental wage increases as new skills are developed. The average wage varies per industry and per acquired skills.

Are apprentices eligible for benefits such as healthcare, vacation, sick time, 401K etc.?

Benefits depend upon employer.

How long does a Registered Apprenticeship last?

Registered Apprenticeship programs typically range from 1 to 4 years; varying on the type of program. Many occupations have one- and two- year apprenticeships. Most healthcare apprenticeships are two years maximum.

Who directly supervises apprentice working on the job?

In an apprenticeship, the apprentice works under the supervision of a journeyman or master craftsman.

What is related training instruction?

Related training instruction is job-related classroom training (virtual or in-person).

Is related training instruction required of an apprenticeship?

The National Apprenticeship and Training standards require that a minimum of 144 hours per year of apprenticeship be provided in related and supplementary subjects.

Must an apprentice complete the program of related training instruction?

An apprentice must attend and successfully complete the program of related instruction in order to be certified.

How many hours of related training instruction are required per year?

Generally, an apprentice will receive 2,000 hours (approximately 12 months) of on the job training and a minimum of 144 hours of related technical training for each year of the apprenticeship.

Where can related training instruction be provided?

Related training instruction can be provided by apprenticeship training centers, technical schools, community colleges, and four-year colleges and universities. Training can be delivered at a school, online, or at the job site.

Who determines the related training curriculum?

Education partners collaborate with business to develop the curriculum, which often incorporates established national-level skill standards.

When does the apprentice attend related training instruction?

Some apprentices attend related training on weekends or evenings. In some cases, they may attend during the workday.

Do apprentices get paid for attending related-training classes?

It depends on the employer, but it is not mandatory. However, apprentices get paid during the OJT hours.

Who pays for the apprentice program?

The sponsor of the apprenticeship program, often an individual business or a consortium of businesses, make significant investments to design and execute Apprenticeship programs, provide jobs to apprentices, oversee training and development, and provide hands-on learning and technical instruction for apprentices.

Can apprentices earn college credit for the apprenticeship experience?

There are many apprenticeship sponsors that work directly with community colleges or universities that do provide college credit for apprenticeship experience. Curricula and the OJT hours can be assessed for the credit hours.

What happens if an apprentice takes a leave of absence?

If an apprentice takes a leave of absence, they will put a hold on apprenticeship training and upon return they can complete remaining hours for completion. The apprentice can return to any employer that offers the apprenticeship program.

Is an apprenticeship portable?

Yes, an apprentice can go to any employer that offers the same program. The employers will complete transfer paperwork prior to transition. If assistance is required, the USDOL or local apprenticeship office can provide assistance.

What does the apprentice receive after completion of their apprenticeship?

Upon completion, the apprentice earns a certificate of completion from the US Department of Labor or State Apprenticeship Agency. If there is a nationally recognized credential, board exam, or license involved in the training, the appropriate board will provide the same upon successful completion.