



**ASHHRA**  
American Society for Health Care  
Human Resources Administration

## \$10K Incentive for Industry-Recognized Apprenticeship Programs

Integrate career pathways in some of healthcare’s hardest-to-fill support roles through Healthcare Industry-Recognized Apprenticeship Programs (IRAPs). If your organization struggles with recruitment, retention, or finding meaningful career paths for support positions, then integrating this open-source model into your facility, for free\*, should be a top priority. Right now, **the first 20 early adopters of an IRAP will be eligible for up to \$10,000 in support per location** as we launch the programs nationwide (while grant funding permits). These funds can be used at your discretion to administer, incentivize, integrate, or promote the program to hire and/or grow the careers of candidates for your hard-to-fill roles.

Active Occupations:

**Health Care Culinary Services (cooks)    Health Care Supply Chain Professional    MRI Technologist\***  
**Healthcare Facility Engineer                      Sterile Processing Technician**

Upcoming Occupations:

**Medical Assistant                      Medical Billing & Coding                      Nurse Educator (potentially)**

As one of the first locations to launch an IRAP (and while funding is available), the following requirements must be met to qualify for the \$10,000 per location incentive funding:

1. Dallas College meeting with HR rep and program director(s) to discuss apprenticeship requirements and collaboratively fill out/sign the employer MOU
2. Identify apprentices and process paperwork (application, documents proving eligibility to work, etc.)
3. Identify preceptors/mentors
4. Preceptors attend Dallas College training (3 hours training – 1 hour as pre-work, 2 hours virtual live session)
5. Co-host apprentice and preceptor orientation (1 hour – virtual live session)

Once these enhanced funds have been utilized, your organization will be eligible to receive \$3,000 in support per location through **June 2024** while funding is available. For information on these free\* programs, please contact Amy Mackenroth at Dallas College or Jeremy Sadlier at ASHHRA.

*\*Due to training costs, the MRI Technologist apprenticeship requires tuition assistance from the employer and/or contributions from the apprentice.*

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