



DC HEAL

District of Columbia Health Care Employment & Apprenticeship Link

Powered by the DC Hospital Association & CityWorks DC

Program Overview

The DC Health Care Employment & Apprenticeship Link (DC HEAL) is a city-wide registered apprenticeship initiative led by the DC Hospital Association to create inclusive, high-quality career pathways into health care for District residents, with a strong emphasis on young adults. DC HEAL bridges the gap between talent and opportunity by addressing both the immediate staffing needs of the health care industry and the long-term career growth of participants.

As the registered apprenticeship sponsor and intermediary, DCHA partners with health care businesses and approved training providers to deliver paid, earn-and-learn pathways that lead to industry-recognized credentials and advancement.

Through this model, DC HEAL is building a sustainable pipeline of health care professionals drawn from the District of Columbia's population, strengthening workforce stability while expanding economic mobility.



Apprenticeship Placement & Growth

- Apprentices placed in the most recent program year: 12
- Current year goal: 30 apprentices
- Focus on completion, credential attainment, and retention
- Apprentices earn entry-level wages
- Upon completion, apprentices transition into permanent roles earning \$19–\$25 per hour



Occupations & Roles Placed

- Patient Care Technician (PCT)
- Certified Medical Assistant (CMA)
- Certified Nursing Assistant (CNA)
Team Leads

Prospective Occupations & Roles

- Pharmacy Technician
- Senior Clinical Operations
Representative
- Client Services Representative



Business Partners

- Children's National Hospital
- Cedar Hill Regional Medical
Center GW Health
- Forest Hills of DC
- Stoddard Baptist Nursing Home
- Whitman-Walker Health

Potential Business Partners

- Sibley Memorial Hospital
- Grand Oaks Assisted Living
- CareFirst
- MedStar Health



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Who We Serve

DC HEAL primarily serves young adults, while also supporting career changers, adult learners, incumbent health care workers seeking advancement, and District residents with limited access to postsecondary education. The apprenticeship model removes financial barriers by allowing participants to earn wages while completing training.

Role of DC Hospital Association

DCHA provides program administration, compliance oversight, partner coordination across training providers and health care businesses, continuous business engagement, and quality assurance.

The DC HEAL Impact

dchealthcareers.org

Program Model

DC HEAL is structured to deliver value to both apprentices and health care businesses while maintaining the rigor and accountability of a registered apprenticeship model. The program integrates paid employment, classroom instruction, and structured skill development to ensure participants are prepared for long-term career success, while health care businesses build a reliable pipeline of skilled talent aligned to their workforce needs.

For Apprentices

- Paid, earn-and-learn employment from day one.
- Structured on-the-job learning with progressive skill development.
- A minimum of 144 hours of Related Technical Instruction delivered by approved training providers.
- Industry-recognized credential attainment tied to completion milestones.
- Centralized navigation and retention supports.

For Health Care Businesses

- A reliable pipeline to grow and retain their own workforce.
- Reduced hiring risk through structured training and performance-based progression.
- Access to micro-grants and supportive funding, administered by DCHA when funding is available, to offset apprentice classroom time and training-related costs.
- Support with workforce planning, onboarding structure, and pathway development.

Program support would accelerate placement growth, strengthen apprentice navigation and retention, and expand access for District residents with limited access to postsecondary education.



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