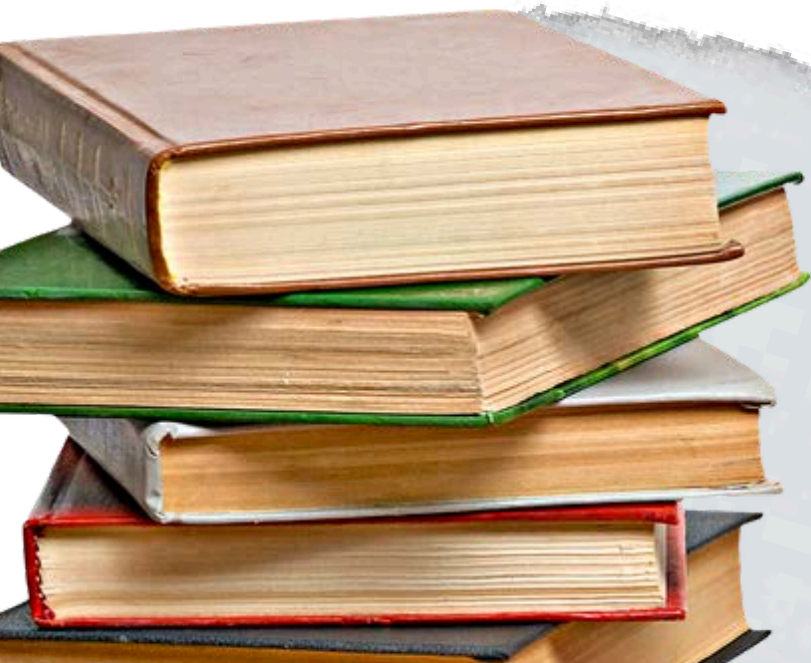


Getting Started with Apprenticeship Programs *in Continuing Care Communities*

*A step-by-step guide for employers to
recruit, train, and retain the next
generation of talent.*



LeadingAge[®]
North Carolina

What is a Pre-apprenticeship?

A pre-apprenticeship is a structured, work-based learning program for high school students that combines:

- *Paid on-the-job training*
- *Mentorship by experienced staff*
- *Classroom instruction*
- *Clear path to a full-time job, credentials, or college*

Pre-apprenticeships typically start in 11th or 12th grade and transition into Registered Apprenticeship Programs (RAPs) after high school.



WHY IT MATTERS FOR CONTINUING CARE COMMUNITIES

Benefits for Employers:

- Build your own workforce with motivated young talent
- Reduce recruiting and onboarding costs
- Close skills gaps and increase employee retention
- Get up to \$1,500 in support for HR and program setup (via NC Career Launch)
- Access pre-screened candidates from high school Career & Technical Education (CTE) programs
- Benefit from state-paid tuition for the apprentice's classroom instruction in the adult Registered Apprenticeship phase

Good Fit Roles in Senior Living Communities

Apprenticeships can be customized for positions such as:

- *Nursing Assistant or PCA*
- *IT Support Staff*
- *Facilities Maintenance*
- *Office Admin/Medical Records*
- *Food Service and Hospitality*



Special Benefit: Tuition Waiver for Apprenticeship Instruction

If a student completes a high school pre-apprenticeship and transitions into a Registered Apprenticeship within **120 days** of graduation, the State of North Carolina will cover their community college tuition for the classroom instruction tied to the apprenticeship.

Why this matters:

- *Employers save thousands by not paying for related instruction*
- *Produces well-trained, credentialed team members*
- *Part of the NC Career Launch mission to make apprenticeships accessible and sustainable*

HOW TO GET STARTED

Step 1:

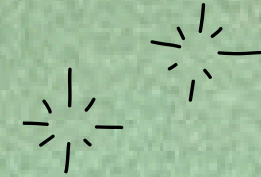
- *Connect with high schools or community colleges*
- *Look for students in Health Sciences, Hospitality, or IT*

Step 2:

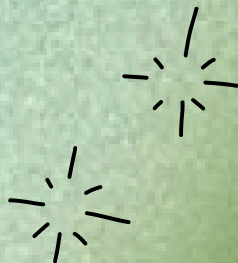
- *Identify entry-level job roles*
- *Define mentor(s) and job tasks*
- *Plan a 1–2 year path to full employment or further training*

Step 3:

- *Register your own apprenticeship through ApprenticeshipNC*
- *Or join an existing Apprenticeship Program*



NC Career Launch will help set up your program, provide mentor training and stipends, cover tuition and registration, and offer success stipends.



KEY FEATURES OF NC CAREER LAUNCH (NCCL)



Benefit Type

Description

For Employers

Onboarding support, mentor stipends, HR assistance, and talent pipelines


For Students

Paid job experience, tuition waivers, funds for uniforms and transportation, career pathways

For Communities

Strengthened workforce, better retention, youth engagement

WHAT OTHER EMPLOYERS SAY:



**"Our
apprentices
bring energy,
new ideas, and
are more likely
to stay long-
term because
they've trained
with us."**

WHAT OTHER EMPLOYERS SAY:



"NCCL helped us cut onboarding costs and build a more diverse workforce."



RESOURCES & CONTACTS

Resources

- [Apprenticeship.gov](https://www.apprenticeship.gov) – Apprenticeship Overview
- [ApprenticeshipNC](https://www.apprenticeshipnc.com)
- [NC Career Launch](https://www.nccareerlaunch.com)



Contacts

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