

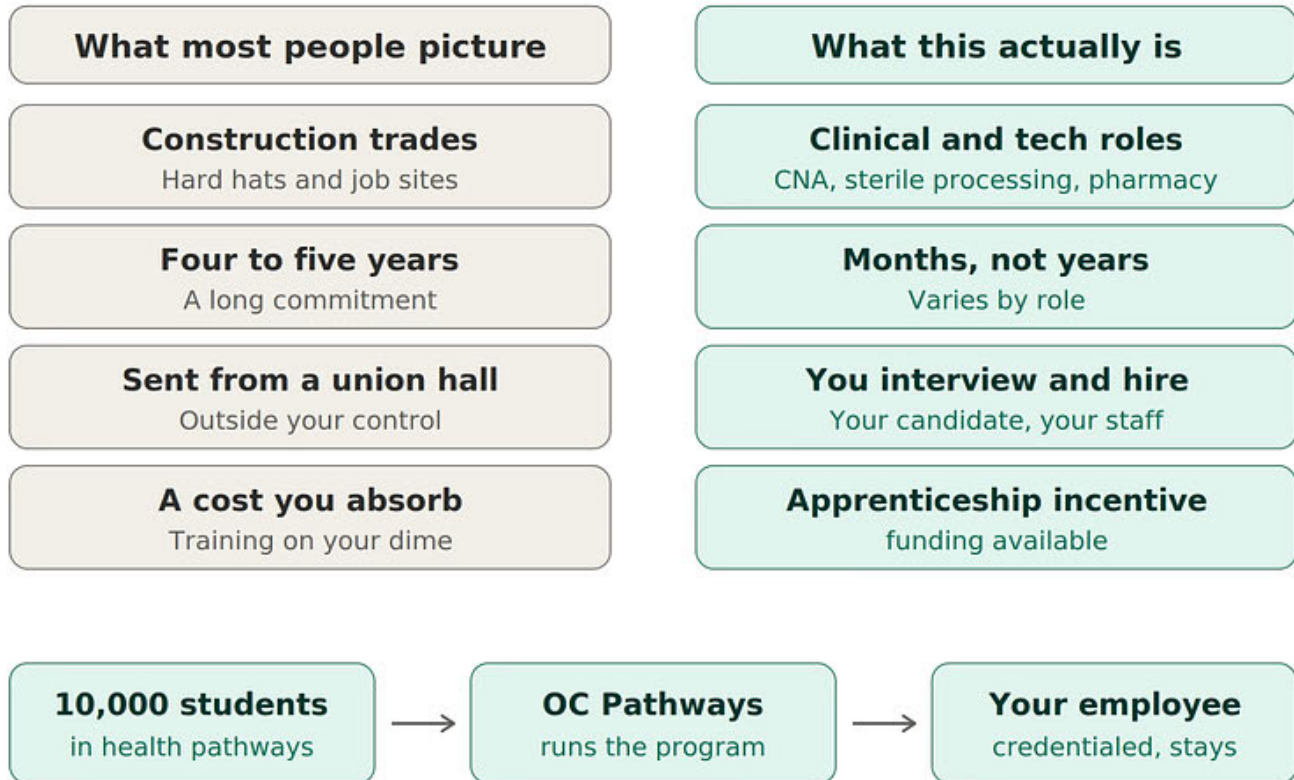
Apprenticeship is a hiring channel, not a training program

Orange County health careers, youth and non-traditional apprenticeship

An apprentice is **your employee**. You interview them, you select them, you pay them, and they do real work from day one while completing the classroom instruction the role requires. You do not build or register anything. OC Pathways already runs a state-registered program covering roughly 20 occupations, including sterile processing, CNA, pharmacy technician, and surgical technician. Candidates come out of Orange County health pathways that enroll about 10,000 high school students. Apprenticeship incentive funding is available to offset supervision and program costs, currently **\$10,000 for a first apprentice and \$5,000 for each one after, up to \$100,000 a year**. You cover wages, the same as any employee.

The reason to use it is not the funding. It is that people you train yourself tend to stay.

If you are picturing hard hats, picture this instead



The county already holds the registration. Hospitals employ and mentor.

What it is not. These are the assumptions that end the conversation before it starts.

It is not a union arrangement. Programs can be employer sponsored.

It is not a multi-year commitment. Most non-nursing roles credential inside a year.

It is not a student placement you host as a favor. The apprentice is staff, doing productive work.

What it costs you, honestly

Wages for someone doing real work, and protected mentor time. Mentor capacity is the single biggest driver of whether these programs succeed, so budget those hours honestly rather than adding them to someone's existing load. The comparison worth running is not apprenticeship against zero. It is apprenticeship against the current cost of vacancy, agency coverage, and filling the same requisition three times.

The next step is one meeting

OC Pathways holds bi-weekly Friday online orientation sessions.

Attend one, learn what employer partnership involves, and decide from there. No commitment is required to attend.

ocpathways.com, under program initiatives, apprenticeships.