

Medical Assistant Apprenticeship Program Details

The Health Collaborative first launched its Registered Medical Assistant Apprenticeship in 2021, in partnership with Cincinnati State, Mercy Health and TriHealth. Since then, UC Health and Cincinnati Children's have also participated. Currently, Mercy Health and UC Health are both placing apprentices into this program. Mercy Health will both promote current employees and hire qualified individuals directly into the apprentice role. UC Health requires their apprentices to have been employed for at least 90 days before being eligible for the program.

Greater Cincinnati Medical Assistant Market Snapshot

- There are more than 5,000 medical assistants employed in Greater Cincinnati.
- The hospital vacancy rate for medical assistants is nearly 8 percent and the unemployment rate is 1.9 percent.
- The median salary for medical assistants in Greater Cincinnati is \$44,900.
- There are more than 500 job postings for medical assistants in the last 3 months as of April 2026.

During the first 6 months, the apprentices will:

- Work with a mentor 4 days each week in a physician practice
- Complete weekly online learning modules
- Attend in-person class 1 day a week to review and test on the online learning module and participate in skills lab training

Apprentices earn while they learn:

- Apprentices are paid employees while in the program
- Apprentices test to become a Certified Medical Assistant
- Apprentices earn pay increases upon program completion
- Program tuition is paid by the employers

Program Results

- 86.1% Program Completion
- 9.1% Wage Increase upon Earning Credential
- Highly diversified cohorts: Nearly 45% of all apprentices are individuals from racial and ethnic minority groups
- First Year Turnover for Medical Assistant Apprentices averages 14%, while First Year Turnover for all Medical Assistants in The Health Collaborative's Annual Workforce Survey in 48%

Program Tuition: \$7,500

Employers have access to multiple funding sources to help offset the cost of tuition:

- Ohio employees' tuition is eligible for \$2,000 TechCred reimbursement upon successful completion of certification exam within 1 year
- Cincinnati State offers short term credential funding for Ohio apprentices. Amount varies by cohort.
- The Health Collaborative and Cincinnati State continue to seek additional funding to support employer's investment.