

Medical Assistant Apprenticeship and Training Program: FAQ's

Eligibility & Fit

Who is this apprenticeship/training program for?

This intensive program is ideal for candidates who are passionate about healthcare and thrive in a hands-on, real-world learning environment with dedicated trainers. Candidates who are first-generation learners and face barriers to accessing education are encouraged to apply.

Do I need healthcare experience before starting the program?

No previous healthcare experience is needed. Our apprentices/trainees have varied professional backgrounds, each bringing a unique experience and perspective to the program.

I have already completed an MA program or am in progress. Can I still apply?

This program is designed for candidates who have not completed any MA coursework or who have previous professional experience working as an MA.

Application Process

When does this program start and how will I know when to apply?

Two cohorts are admitted per year. One cohort starts in January and the second in July-August. For more information on upcoming cohorts and application deadlines, please review your specific state's information found on the previous page.

What are the application requirements and process?

Applicants must have English language proficiency, be at least 18 years old, and have a high school diploma or GED. A job application link will become available a few months before each cohort starts. Applicants must apply electronically and may be asked to record a short self-paced video answering a few basic interview-type questions. Selected applicants will be invited to live interviews. Applicants who accept a spot in the program are required to obtain American Heart Association Basic Life Support (BLS) certification prior to starting apprenticeship.

Is everyone accepted into this program?

We receive many more applications than spots available. A spot is not guaranteed if you apply.

Pay, Benefits & Costs

Is this a paid position? Will I receive benefits?

Apprentices/Trainees are employed in full-time (40 hours/week), benefited positions. Benefits start day one of employment. Please visit the [Providence Benefits site](#) to learn more about the comprehensive benefits package offered, including health insurance options, retirement plans, and other caregiver perks.

Will I need to provide any of my own equipment?

Apprentices/Trainees will need to purchase their own scrubs and a stethoscope. A watch with a second-hand or stopwatch function is also required for the program.

Training, Schedule & Locations

Who is going to train me in clinic?

Our preceptors, also known as trainers, have all received specialized training to work with MA apprentices/trainees. They are knowledgeable about the apprenticeship/trainee model, adult learning theory, curriculum, and clinical best practices.

Can I take time-off during the program?

Because of the short, intensive structure of the program, participants are expected to take minimal time-off. Any time-off must be approved.

What will my schedule be?

Schedules vary but apprentices/trainees typically work 5/8 hour shifts or 4/10 hour shifts. Online coursework is done outside of these hours.

Where will I work?

A limited number of primary care and specialty care clinics have been selected and trained to teach apprentices/trainees. Locations vary throughout various counties; reliable transportation is required.

Where and how do I attend class?

The apprenticeship/trainee coursework is delivered online through our didactic partner, Stepful, and can be completed using a variety of mobile devices, including a smartphone. There are two required live (virtual) evening class sessions per week, as well as additional assignments, quizzes, simulations, and small group work. Clinical experience is achieved in our ambulatory clinics.

In addition to 40 hours a week of on the job training, how much time per week will I spend on school work?

The 220 hours of online coursework is delivered over a 20-week program, is unpaid, and completed outside of working hours. Required live virtual classes meet on Mondays and Thursdays from 6:00–9:00 p.m. PST. Plan to spend about 10–15 hours per week (or 1–3 hours per day) outside of work completing Stepful's online coursework and studying. This is a fast-paced, intensive program.

Completion, Certification & Post-Program Commitment

What are the graduation requirements?

Apprentices must complete *720–2000 hours of on-the-job clinical training, complete 220 hours of online coursework, and be eligible to sit for the NHA CCMA exam.

*Varies per state and program

Is a job guaranteed after graduation? Am I required to work for Providence after graduation?

After apprentices/trainees graduate from the program, they may be required to work for Providence as an MA for two years. Graduates will apply for jobs using our standard hiring process. Jobs at specific clinic locations or clinic types are not guaranteed.