



NCDHHS Division of State Operated Healthcare Facilities (DSOHF) STEP NC Apprenticeship Program

Skills, Training, & Employment Pathways

Take the First Step. Your Career Starts Here.

DSOHF offers paid, hands-on apprenticeships that help you explore career pathways in healthcare and skilled trades. Earn while you learn, gain real-world experience, and build skills that lead to meaningful, long-term employment in our state-operated facilities.

Who We Are

- **North Carolina's Safety-Net:** DSOHF supports 13 state-operated facilities providing compassionate, high-quality, whole-person care for people with the most complex behavioral health, developmental, substance use, and neuro-medical needs.
- **Our Mission:** We deliver exceptional, integrated care today while shaping a future where every person can thrive with dignity, choice, and the necessary supports they need.

Apprenticeship Pathways

DSOHF apprenticeships introduce you to career pathways that support our system of high-quality, integrated care across North Carolina. Current opportunities include:

- **Skilled Trades:** Training in maintenance, construction, and mechanical trades that keep our facilities safe, functional, and ready to provide care.
- **Healthcare Careers:** Training for roles from behavioral health technicians through nursing pathways, supporting individuals with complex care needs.

Why Join Us?

- **Earn While You Learn:** Build new skills through paid, structured training that supports your future advancement. Earn progressive wage increases as you meet key milestones.
- **Mentorship & Professional Growth:** Work closely with experienced mentors who support your day-to-day development and help you grow into long-term careers within DSOHF.
- **State of North Carolina Benefits:** Full-time, state employees qualify for health insurance, retirement benefits, paid leave, and optional supplemental plans.
- **Education Support:** Receive classroom instruction aligned with your on-the-job training. Education reimbursement or stipend support may be available, depending on program eligibility and funding.
- **Career Pathways & Credentials:** Have the opportunity to explore career pathways and graduate with a portable, nationally recognized credential.

Interested?

Scan the QR code and complete the [interest form](#) to take the next step. For questions, please contact your facility's apprenticeship coordinator.



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