

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.
- **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.
- **State of North Carolina Benefits:** Full-time, state employees qualify for health insurance, retirement benefits, paid leave, and optional supplemental plans.

Interested?

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

NC DEPARTMENT OF HEALTH AND HUMAN SERVICES
Division of State Operated Healthcare Facilities

ncdhhs.gov/dsohf

NCDHHS is an equal opportunity employer and provider. • 11/2026