



WORKFORCE SYSTEM AND REGISTERED APPRENTICESHIP PARTNERSHIPS

The Registered Apprenticeship Advantage

Connecting Registered Apprenticeship with your state and local workforce system is a win-win partnership.

It helps businesses thrive by creating highly skilled, highly productive employees – and it helps workers start new careers that offer higher wages.

The Workforce Innovation and Opportunity Act (WIOA) strengthens connections to the Registered Apprenticeship system, and promotes apprenticeship as a proven work-based training strategy. Partnerships with Registered Apprenticeship help the workforce system increase worker skills, meet employer needs, and raise performance outcomes.

What is Registered Apprenticeship?

Registered Apprenticeship is an industry-driven model that combines on-the-job learning with job-related instruction leading to increasing levels of measurable skill attainment and wages.

Is Registered Apprenticeship a job?

Yes! Registered Apprenticeship is an “earn and learn” model – apprentices start working and earning wages from the first day on the job.

Are there Registered Apprenticeship programs in high-growth industries?

Yes! Registered Apprenticeship is not just for construction or other skilled trades – there are over 1,000 occupations that include careers in Healthcare, Information Technology, Transportation, and Energy.

Are Registered Apprenticeship programs flexible and adaptable?

Yes! The length of apprenticeships vary, with many programs as short as one year. The Registered Apprenticeship model is adaptable based on the skills required by industry.

Can Registered Apprenticeship contribute to performance outcomes for the workforce system?

Yes! All apprentices are employed and Registered Apprenticeship programs have high retention and wages.

What are the Components of Registered Apprenticeship?



Employer Involvement

Employers are the foundation of every Registered Apprenticeship program.



Structured On-the-Job Training

Apprentices receive on-the-job training from an experienced mentor for typically not less than one year.



Related Training and Instruction

Apprenticeships combine on-the-job learning with technical education at community colleges, technical schools, or apprenticeship training schools – or provided on-line or at the job site.



Rewards for Skill Gains

Apprentices receive increases in wages as they gain higher level skills.



National Occupational Credential

Registered Apprenticeship programs result in a nationally-recognized credential – a 100% guarantee to employers that apprentices are fully qualified for the job.

What are the Advantages of Registered Apprenticeship?

Benefits to job seekers...

- Wages earned while training
- Improved skills and competencies
- Higher wages as skills increase
- National, portable credentials
- Career advancement

Benefits to employers...

- Highly skilled employees
- Reduced turnover costs
- Lower investment in recruitment
- Higher productivity
- More diverse workforce

Registered Apprenticeship is Job-Driven Training

President Obama has called on all employment and training programs to be job-driven.

Key job-driven elements – employer engagement and work-based learning – are central to the Registered Apprenticeship model. In the White House's report, *Ready to Work: Job-Driven Training and American Opportunity* (http://www.whitehouse.gov/sites/default/files/docs/skills_report.pdf), Registered Apprenticeship is highlighted as a successful model. Registered Apprenticeship is also featured in *What Work's in Job Training: A Synthesis of the Evidence* (<http://www.dol.gov/asp/evaluation/jdt/jdt.pdf>) released by the U.S. Department of Labor and partner federal agencies.

Why should the Workforce System Partner with Registered Apprenticeship?

- Registered Apprenticeship is a proven model to help job seekers immediately start working and increase their skills and earnings.
- Registered Apprenticeship is an effective strategy for connecting with businesses in diverse fields and meeting their workforce needs.
- Registered Apprenticeship can help improve outcomes on the performance measures for the workforce system.

How can Registered Apprenticeship Improve Performance Outcomes?

- Employment – Registered Apprenticeship is a job, so job seekers enter employment when they begin an apprenticeship program.
- Retention – Registered Apprenticeship programs have high retention rates. 91% of apprentices retain employment after the program ends.
- Earnings – Average starting apprentice wage is \$16.50 per hour. Graduates earn an average of \$59,900 per year.
- Credential Attainment – All apprentices earn a national, industry-recognized credential.

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WIOA Strengthens Connections to Registered Apprenticeship

- Focus on improving services to employers and promoting work-based training
- Apprenticeship representatives serve on state and local workforce boards
- Registered Apprenticeship programs are included on the Eligible Training Provider List
- Pre-Apprenticeship and Registered Apprenticeship are promoted as career pathways for youth

Connecting with Registered Apprenticeship

About 400,000 apprentices participate every year in over 20,000 Registered Apprenticeship programs across the country. Get started by visiting www.doleta.gov/oa and find apprentice contacts in your state and local area!

- **Registered Apprenticeship Programs**
Search the “Apprenticeship Sponsors Database” to find existing programs in your area: <http://oa.doleta.gov/bat.cfm>
- **State Apprenticeship Contacts**
Contact your State Apprenticeship Agency or the U.S. Department of Labor/Office of Apprenticeship state office: <http://www.doleta.gov/OA/contactus.cfm>