



## The Registered Apprenticeship Advantage

*Connecting Registered Apprenticeship with your state and local workforce development system is a win-win partnership. It helps businesses and your state thrive by creating highly skilled, highly productive employees. It will also help your state meet important performance goals for workforce development.*

## What is Registered Apprenticeship?

### It's a job.

Apprentices start working from day one with incremental wage increases as they become more proficient.

### It's on-the-job learning and education.

Registered Apprenticeship includes on-the-job learning from an assigned mentor combined with technical training provided by apprenticeship training centers, technical schools, community colleges, and institutions employing distance and computer-based learning systems.

### It's a credential.

At the end of the apprenticeship, all apprentices receive a nationally recognized credential. Some apprenticeship programs offer interim credentials as apprentices achieve important milestones during their apprenticeship.

## What are some advantages of Registered Apprenticeship?

### Benefits to Employers

- ⚡ Highly skilled employees
- ⚡ Reduced turnover rates
- ⚡ Higher productivity
- ⚡ Lower investment in recruitment
- ⚡ More diverse workforce
- ⚡ New pool of workers
- ⚡ Creation of career pathways

### Benefits to Apprentices

- ⚡ Nationally recognized and portable credentials
- ⚡ Improved skills and competencies
- ⚡ Higher wages as skills increase
- ⚡ Career advancement

### Benefits to Workforce Development

- ⚡ Aligned with workforce system goals and performance outcomes
- ⚡ Industry-driven with 250,000 sponsors
- ⚡ Nearly 400,000 apprentices annually



**Career Areas** The Registered Apprenticeship program offers access to 1,000 career areas, including the following top occupations: *Able seaman • Carpenter • Chef • Child care development specialist • Construction craft laborer • Dental assistant • Electrician • Elevator constructor • Fire medic • Heavy-truck driver • Law enforcement agent • Over-the-road truck driver • Pipefitter*

## How will Registered Apprenticeship improve my performance for most major workforce development programs?

Registered Apprenticeship can have a positive impact on each of the following common measures for workforce development programs:

### Adult Measures

- ✦ Entered employment
- ✦ Employment retention
- ✦ Average earnings

### Youth Measures

- ✦ Placement in employment or education
- ✦ Attainment of degree or certificate
- ✦ Literacy/numeracy gains

## Operation

Registered Apprenticeship programs are operated by partnerships of employers, labor management organizations and government. Apprenticeship sponsors – employers, employer associations and labor-management organizations – register programs with federal and state government agencies. Sponsors provide mentors, on-the-job learning opportunities and required technical instruction to apprentices. Incorporating Registered Apprenticeship directly into your workforce development system will strengthen your local and regional economy by offering highly trained and educated residents. Let Registered Apprenticeship be your competitive advantage.

To learn more about Registered Apprenticeship, contact a Registered Apprenticeship representative in your state or visit [www.doleta.gov/oa](http://www.doleta.gov/oa).

## Recent Outcomes for National Apprenticeship

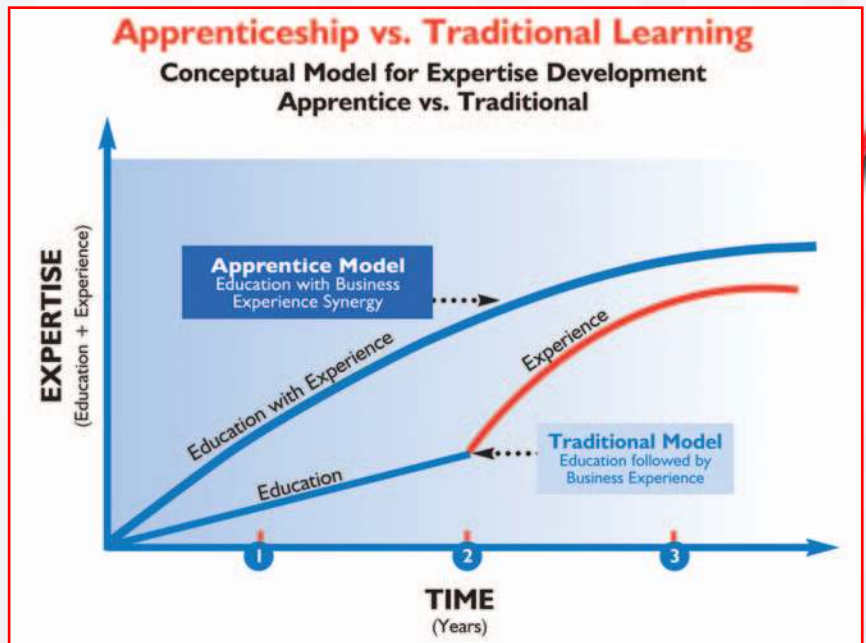
Employment retention: 83%

Starting wage: \$12.82/hour

After 9 months: \$14.32/hour

Graduates earn an average of \$45,000 per year and up to \$60,000 depending on career and region of the country.

## Earning Potential of Apprenticeship Graduates



**REGISTERED  
APPRENTICESHIP**  
*Earn. Learn. Succeed.*

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