



Registered Apprenticeship

Fact Sheet for Employers & Sponsors

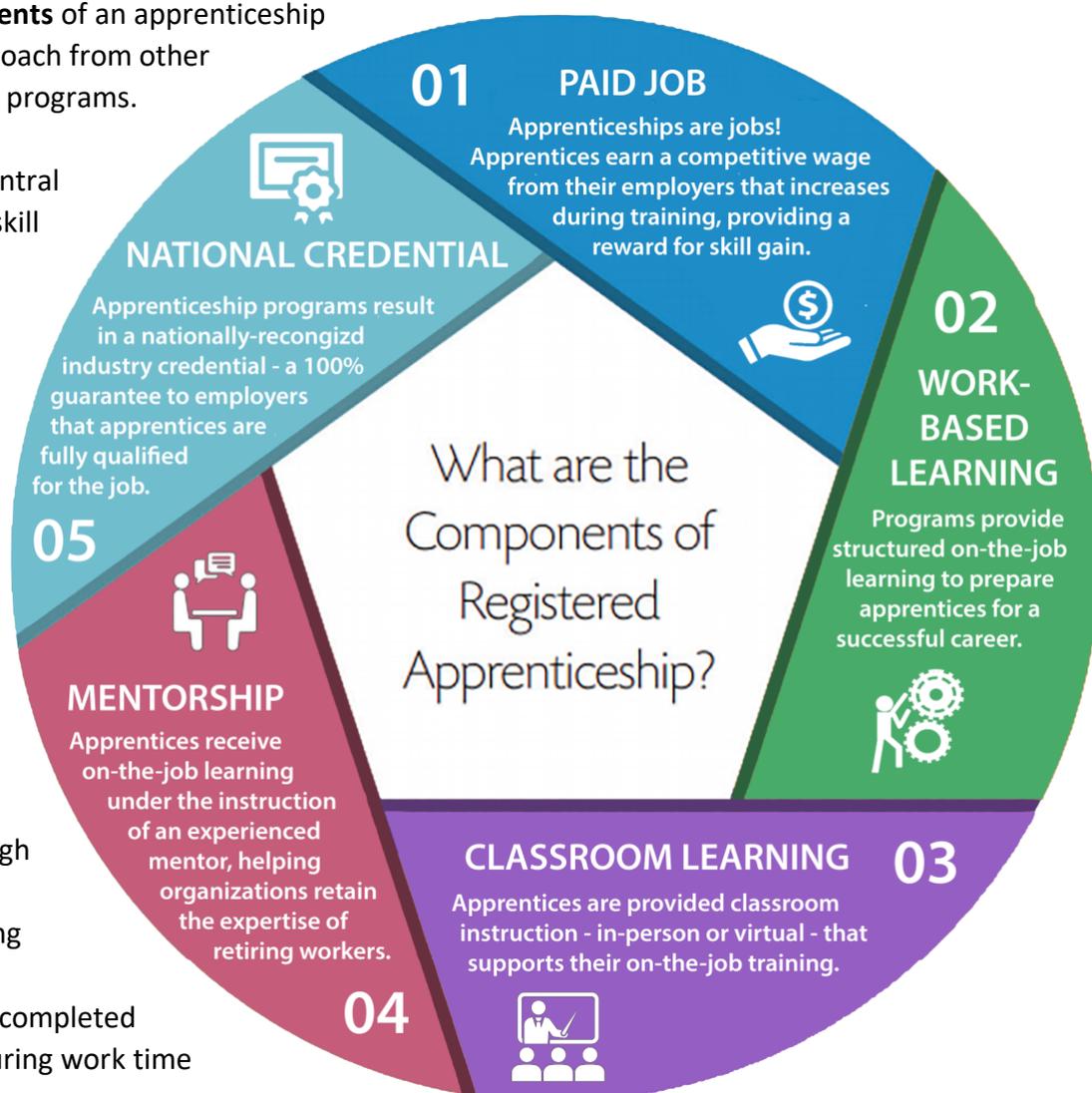
Registered apprenticeships (RA) are innovative work-based training programs that allow employers to develop and prepare their future workforce, while providing individuals with an earn-while-you-learn approach to career development. Apprenticeship meets business needs for qualified workers in more than 1,000 occupations, including careers in manufacturing, healthcare, information technology, transportation, and energy.

Five Components of Registered Apprenticeship

There are **five key components** of an apprenticeship that differentiates the approach from other types of workplace training programs.

Business involvement is central to each. Employers define skill requirements, recruit apprentices, provide on-the-job training, select mentors, pay progressive wages as skills increase, and validate related instruction in-house or in partnership with training providers.

Apprenticeship programs are **fully customizable** to meet employer needs, including the specific competencies taught through the structured work-based learning. Classroom learning can be based at the school, provided at the job site, or completed on-line. It can take place during work time or after work hours.



Types of Apprenticeship

➤ Time-Based

Apprentice progress is measured by time spent on the job or in the classroom.

➤ Competency-Based

Apprentice progress is measured by their ability to perform a job function to the specifications required by the employer.

➤ Hybrid

Some progress is measured in hours, others are measured in competencies.

Apprenticeship sponsors can be either **Individual** or **Group**, and **Joint** or **Non-Joint** depending on whether or not the apprentices are members of a union.



Apprenticeship programs put employers at the center of the workforce ecosystem.

Benefits of Registered Apprenticeship

➤ Demonstrated ROI

On average, employers realize an average return on investment of \$1.47 for every \$1 invested.¹

➤ Improved Recruitment

Apprenticeship programs attract a broader range of candidates, allowing employers to fill vacancies that otherwise couldn't be filled due to skills gaps among available workers.

➤ Lower Turnover

Investing in workers improves employee morale and loyalty, and 94% of apprentices stay at the job where they received training.²

¹ nationalapprenticeship.org/roi ² www.apprenticeship.gov

➤ Increased Productivity

Apprenticeship creates highly skilled employees trained to the employer's standards using the employer's equipment and protocols, shortening the amount of time before new employees are productive.

➤ Retaining Your Company's Expertise

Structured mentorship ensures that the knowledge and experience of aging and retiring employees is transferred to the next generation of workers.

➤ Access to Additional Resources

Registered Apprenticeship programs qualify for additional state and federal support.

Keystone Development Partnership can provide technical assistance to develop Registered Apprenticeship programs that meet the workforce needs of your organization. **For more information** contact:

John Tkach, Executive Director
jtkach@kdpworks.org, (412) 849-5204



www.kdpworks.org