

The Basics of Registered Apprenticeship

The Job-Driven Toolkits contain resources on promising and emerging job-driven practices in vocational rehabilitation (VR).



Registered Apprenticeship (RA) is a training system overseen and administered nationally by the U.S Department of Labor's Office of Apprenticeship, in conjunction with State Apprenticeship Agencies. These programs produce highly skilled workers to meet the demands of employers competing in a global economy.

RA combines on-the-job learning and related classroom instruction, in which employees receive technical and practical training in numerous occupations in various industries. It offers a proven methodology that allows employers to establish the standards of proficiency required of their business.

The "Earn and Learn" training model of RA provides a combination of structured learning and on-the-job training. Related instruction, technical training, or other certified training is provided by apprenticeship training centers, technical schools, community colleges, or institutions employing distance and technology-based learning approaches.

Apprentices start working from day one with incremental wage increases as they become more proficient on the job. The average starting wage for an apprentice is approximately \$15 per hour.

Apprenticeships range from one to six years, but the majority are four years in length. Upon completion of a Registered Apprenticeship program, participants receive an industry-issued, nationally recognized credential that certifies occupational proficiency, is portable, and can provide a career pathway.

Current industries participating include construction, manufacturing, telecommunications, Information technology/networking, service and retail industries, health care, the military, public utilities, and the public sector. These training programs serve a diverse population that includes minorities, women, youth, people with disabilities, and dislocated workers.

RA programs partner with a wide range of organizations, including businesses, employer and industry associations, labor-management organizations, and state and local workforce development agencies. Other partners include Workforce Investment Boards, two- and four-year colleges that offer associate and bachelor's degrees in conjunction with a Certificate of Completion of Apprenticeship, the U.S. Armed Forces, community-based organizations, and economic development organizations.

All these organizations, known as sponsors, need to apply and qualify to participate in the RA program. Those applying must develop apprenticeship standards, as well as a written plan embodying the terms and conditions for the employment, training, and supervision of apprentices. Federal and state apprenticeship offices can provide guidance to help develop and register apprenticeship programs.

The RA system provides a wide array of benefits for apprentices and employers. Tremendous attention and resources are being targeted to the growth of this initiative. Nearly 400,000 apprenticeships are available nationwide in more than 1,000 occupations. The U.S. Department of Labor awarded \$175 million to 46 applicants

through its American Apprenticeship grant competition on September 9, 2015.

VR agencies should explore apprenticeship opportunities for their clients, as well as seeking out new partnerships with organizations that are applying to become apprenticeship partners.

FOR MORE INFORMATION:

US DOL Apprenticeship USA

www.dol.gov/apprenticeship/

www.doleta.gov/OA/eta_default04042014.cfm

Listing of State Apprenticeship Agencies

<http://www.doleta.gov/OA/stateagencies.cfm>

<http://oa.doleta.gov/bat.cfm>

Registered Apprentice Fact Sheet

www.doleta.gov/oa/pdf/fsfront.pdf

www.doleta.gov/oa/pdf/fsback.pdf

Find Apprenticeships Near You

www.careeronestop.org/credentials/toolkit/find-apprenticeships.aspx

www.mynextmove.org/find/apprenticeship

Registered Apprenticeship Community of Practice

<https://apprenticeshipusa.workforcegps.org>



www.exploreVR.org

These toolkits were developed by the Job-Driven Vocational Rehabilitation Technical Assistance Center (JD-VRTAC), funded by Rehabilitation Services Administration Grant #H264A140002. They are a publication of ExploreVR, the data hub for a group of vocational rehabilitation research (VR) projects at the Institute for Community Inclusion at the University of Massachusetts Boston.

