

APPRENTICESHIP WEBINAR COMPANION GUIDE



This guide is designed to accompany the webinar Innovative Approaches to Workforce Development focusing on Registered Apprenticeships as pathways to economic mobility. This resource is designed to deepen your understanding of Registered Apprenticeships and provide you with additional resources to support your next steps, whether you're launching a program, expanding an existing program, or exploring how Registered Apprenticeships can strengthen your Workforce Development program goals.

What is a Registered Apprenticeship?

A Registered Apprenticeship is an industry-vetted, structured, work-based learning model that combines on-the-job training (OJT) with related instruction (RI). These programs are registered with the U.S. Department of Labor (DOL) or a State Apprenticeship Agency, ensuring they meet specific quality standards.

Feature	Registered Apprenticeship	Apprenticeship	Pre-Apprenticeship
Registration	Registered with DOL or State Apprenticeship Agency and abides by 23 established standards	Any apprenticeship that is not formally registered with DOL	Not necessarily registered
Wage	Paid employment	May be paid a stipend, starting hourly wage, or unpaid	May be paid a stipend, starting hourly wage, or unpaid
Credential	Nationally recognized credential upon completion	May or may not lead to credential, but not always nationally recognized	May or may not lead to credential, but not always nationally recognized
Duration	Typically 1-5 years depending on chosen industry	Typically 1-5 years depending on chosen industry	Shorter term, often a few weeks to months
Purpose	Provides industry-vetted, paid job training that leads to full occupational proficiency while earning a portable, nationally recognized credentials	Offers structured, paid or unpaid job training to prepare individuals for skilled careers, potentially leading to industry-recognized credentials	Foundational program designed to prepare individuals to enter and succeed in Registered Apprenticeships

Key Components of a Registered Apprenticeship



ON-THE-JOB TRAINING (OJT)

- Structured, hands-on training provided by a qualified mentor/instructor.
- Apprenticeship programs must define clear learning objectives and competencies.
- Skills are developed according to industry standards and employer needs.
- Regular evaluation and feedback are provided to the apprentice.



RELATED INSTRUCTION (RI)

- Provides the technical knowledge and theoretical foundation for the occupation.
- Curriculum is aligned with OJT industry standards to ensure a cohesive learning experience.
- Instruction can be delivered through various methods, including classroom instruction, online courses, and self-study. Federal rules recommend at least 144 hours of related instruction per year.
- Often provided by educational institutions, community colleges, or training providers.



WAGES AND PROGRESSION

- Apprentices are paid employees and receive a progressive wage scale.
- Wages gradually increase as Apprentices acquire new skills and advance through the program.
- The wage progression schedule is established at the beginning of the program and is known to the Apprentice.
- Ensures that Apprentices are compensated fairly for their increasing value.



MENTORSHIP

- Experienced journey workers serve as mentors/instructors to guide and support apprentices.
- Mentors provide on-the-job training, answer questions, and offer guidance throughout the Apprenticeship.
- Mentor training is essential to ensure mentors have the skills to effectively support Apprentices.
- Although not a requirement for successful program completion, a strong Mentor-Apprentice relationship is recognized as a valuable factor that can enhance learning outcomes.



CREDENTIALS

- Upon completion of apprenticeship program, apprentices earn a nationally recognized credential to certify that the apprentice has achieved the required skills and competencies.
- Credentials enhance career prospects and demonstrate a commitment to professionalism and industry standards.
- Credential portability is a nationally recognized credential that is accepted by employers nationwide.
- Credentials may include certificates of completion, industry recognized certifications, accreditations, modules, or “stackable credentials” that build up qualifications over time.

Why Choose Registered Apprenticeship?

Registered Apprenticeships are a multi-benefit type of program due to their unique ability to assist not only the career seeker but also the employer, which in turn benefits the community.

For Employers, these programs serve as a tool to connect individuals with meaningful career pathways while addressing local labor market needs. Employers see a strong return on investment (ROI) through increased productivity, reduced turnover, and the development of a highly skilled workforce. Apprentices, who are actively engaged in hands-on learning, tend to be more committed and are more likely to stay with the organization long-term. Because these programs are tailored to meet specific industry demands, they create a reliable pipeline of qualified, job-ready workers which benefits career seekers, businesses, and the broader economy.

Registered Apprenticeships offer significant advantages to career seekers. These programs follow an “earn and learn model”, allowing individuals to receive a paycheck while building valuable skills and on-the-job experience. Upon completion of their program, apprentices earn a nationally recognized, portable credential that validates their expertise and enhances their career flexibility across industries and locations. Registered Apprenticeships also support long-term career pathways, often leading to opportunities for career advancement. As apprentices gain experience and competencies, their wages typically increase, making these programs both a smart financial and professional investment for those entering or re-entering the workforce.

By combining hands-on training, industry standard instruction, and impactful economic benefits, Registered Apprenticeships create a winning scenario that empowers individuals, strengthens businesses, and supports the overall growth of the local workforce.



WEBINAR HIGHLIGHT

Discover the latest trends and promising strategies for advancing economic mobility through innovative workforce development by watching part 2 of the **Workforce Development** webinar!

[WATCH HERE](#)

Building on the Strengths of Community Action Agencies to Advance Successful Apprenticeship Programs

Most Community Action Agencies are already doing work that directly supports the goals of Registered Apprenticeships, and the opportunity now is to recognize, formalize, and expand on that work within the community. Community Action Agencies can play a critical role in expanding and sustaining Registered Apprenticeships at the local level, such as:

Recruitment and Outreach

CAAs have strong ties with the local community and can help recruit potential participants for apprenticeship programs. They can conduct outreach activities, host information sessions, and connect individuals to apprenticeship programs for better career opportunities.

Pre-Apprenticeship Programs

CAAs can provide direct services or collaborate with partners to offer Pre-Apprenticeship programs that expose individuals to career pathways and build the work-readiness skills needed to successfully enter a Registered Apprenticeship.

Supportive Services

CAAs can provide supportive services to apprentices to help them succeed in their programs, such as:

- Transportation assistance
- Childcare assistance
- Financial literacy training
- Case management and counseling

Employer Partnerships

CAAs can work with local employers to promote the benefits of Registered Apprenticeships and encourage them to sponsor programs. They can also help employers navigate the process of developing and registering an apprenticeship program.

Community Collaboration

CAAs can serve as a bridge between employers, training providers, workforce development boards, and other community organizations to create a coordinated system of support for Registered Apprenticeships.

Registered Apprenticeships

CAAs can design and implement Registered Apprenticeship programs by building on the services they already provide. Many of the supports CAAs currently offer can be formalized to align with apprenticeship models and meet the evolving needs of their communities.

Resources

- **Workforce Development Board Finder:**
<https://www.careeronestop.org/LocalHelp/WorkforceDevelopment/find-workforce-development-boards.aspx>
- **Apprenticeships for America:**
<https://apprenticeshipsforamerica.org/>
- **Apprenticeship Standards:**
<https://apprenticeshipstandards.org/>

