



AN INTRODUCTION TO

# REGISTERED APPRENTICESHIP PROGRAMS IN THE UNITED STATES



An Intelligent Partnerships Publication



## Apprenticeship

Apprenticeship is a resource for employers to invest in the creation of a pipeline of a highly trained and sustainable workforce by training workers in a specific trade or occupation. It combines classroom instruction with hands-on training via paid work experience.

The apprenticeship model utilizes on-the-job training, which helps employers ensure that their workforce is well-trained and can immediately impact organization.

In recent decades, the United States Department of Labor expanded the Registered Apprenticeship Program to help promote Apprenticeship Utilization.

Apprenticeship programs vary in length of time, depending on the program. For more information on the history of Apprenticeship in the United States, please read [A Brief History of Apprenticeship](#).

## What is a Registered Apprenticeship Program?

A Registered Apprenticeship Program (RAP) is a government-sanctioned Apprenticeship. It is a formal training program with a federally approved structure and curriculum that combines traditional education with on-the-job training to help establish a highly trained workforce. Upon completion of the RAP, Apprentices receive a certificate recognized both nationally and industry wide.





# Where have Registered Apprenticeship Programs been Successful?

## Advanced Manufacturing

The Advanced Manufacturing sector is facing an aging workforce of highly skilled and experienced workers. RAPs help capture that institutional knowledge through mentorship, which is an integral element of RAPs.

More Info: [Advanced Manufacturing](#)

## Construction

Construction has long utilized Registered Apprenticeships through the Building Trade Unions. RAPs help expand the workforce by embracing the Diversity, Equity, Inclusion, and Accessibility (DEIA) policies that help to attract women and people of color.

More Info: [Construction](#)

## Energy

The Energy sector is growing at a rapid pace. As the country works to repair and maintain aging infrastructure, the Energy sector is facing a looming worker shortage; Registered Apprenticeships are instrumental in developing a skilled workforce through the proven “earn and learn” model that RAPs offer.

More Info: [Energy](#)

## Financial Services

The Financial Services sector is suffering from talent shortages due to skills gaps. Registered Apprenticeship Programs help to develop and up-skill apprentices to fulfill the sector’s needs.

More Info: [Financial Services](#)

## Healthcare

The technological advances in the Healthcare sector are necessitating rapid training to ensure that the sector and talent can meet the needs of their patients and clients. Registered Apprenticeship Programs already provide this training model in a way that the apprentices can immediately deliver accordingly.

More Info: [Healthcare](#)



## **Hospitality**

Registered Apprenticeship Programs can help the Hospitality sector to tailor the training of their apprentices to the specific needs of their organizations. RAPs have already been instrumental in training apprentices for hospitality occupations such as restaurant manager, cook, hotel associate, and nutrition care specialist.

More Info: [Hospitality](#)

## **Information Technology**

The Information Technology sector traditionally experiences a lack of workforce diversity. By helping to provide an equitable onramp into the IT sector, Registered Apprenticeship Programs help the industry to implement and embrace DEIA policies to increase workforce diversity.

More Info: [Information Technology](#)

## **Telecommunications**

In the coming years, the Telecommunications sector will have to rapidly onboard new workers to expand and build 5G networks across the United States. Experts estimate that 4.6 million new jobs will be created to quickly provide this necessary infrastructure around the nation, and Registered Apprenticeship Programs are helping to meet this need.

More Info: [Telecommunications](#)

## **Transportation.**

The Transportation sector includes transportation, distribution, and logistics (TDL). The transportation sector touches nearly every other sector, which demonstrates its importance. As the aging and skilled workforce begins to retire, Registered Apprenticeship Programs can not only create a pipeline of skilled workers to fill these positions, but they help to capture the institutional knowledge offered by the retiring workforce through mentorship.

More Info: [Transportation](#)

# What is the Difference between an Apprentice and an Intern?

Generally speaking, Apprenticeships offer more professional development compared to internships. In the simplest of terms, an Apprentice is paid employment that immediately contributes to the organization. Contrastingly, interns are often unpaid and get limited occupational exposure sometimes tasked with menial duties which are not directly related to the job training, such as filing, answering phones, and making coffee.

Additionally, internships often have a definite duration (summer, year-long, etc.), and the end of the internship usually signifies the end of the professional relationship. If the internship leads to full-time employment, an entirely new training period often begins.

	Internship	Apprenticeship
<b>Time</b> 	Short-term	Long-term
<b>Work Structure</b> 	Entry-level Work	Structured Training Plan
<b>Mentorship</b> 	May or may not include mentorship	Individualized Training that includes mentorship
<b>Pay</b> 	May be unpaid; not guaranteed to lead to a full-time job	Paid, with a progressive wage structure that leads to full time employment
<b>Credential</b> 	Typically does not lead to a credential	Industry-recognized credentials
<b>Education</b> 	May be eligible for college credits	May be eligible for college credits; some programs lead to a debt-free college degree

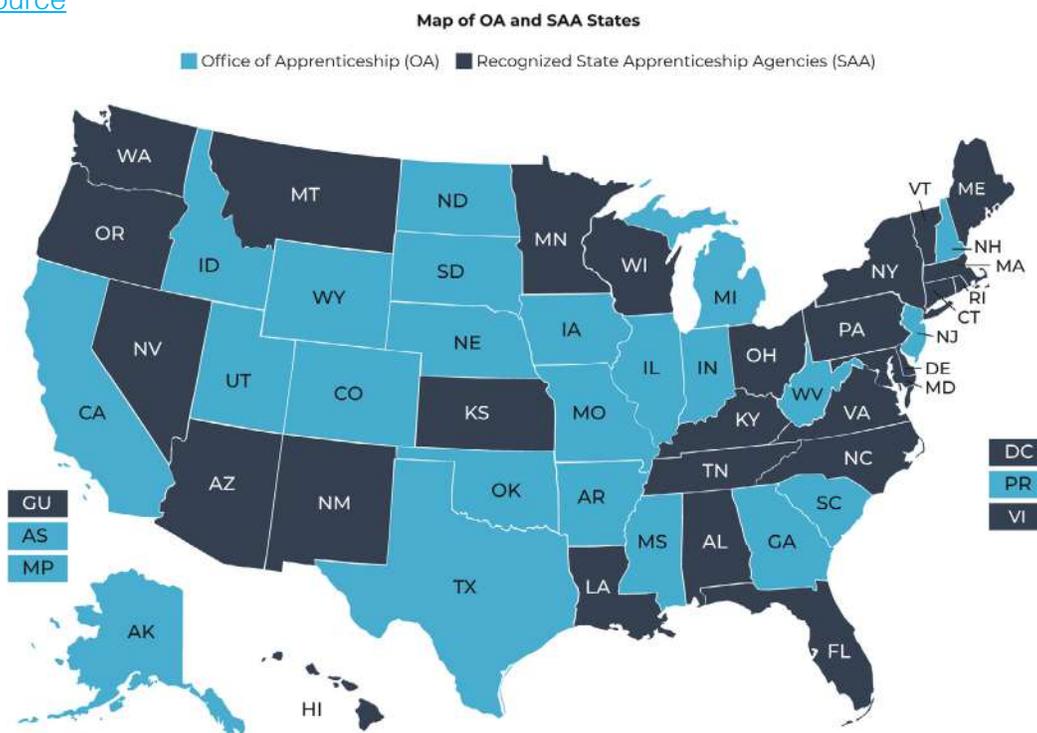


# Federal Office of Apprenticeship vs. State Apprentices Agencies

State Apprentices Agencies (SAAs) are recognized agencies that perform Registered Apprenticeship Program responsibilities (i.e., registration and overseeing) on behalf of the Department of Labor's Office of Apprenticeship within their respective states.

Both the Office of Apprenticeship (OA) and SAAs are responsible for assisting Registered Apprenticeship Programs throughout the entire process, from the inception through development and implementation. The OA and SAAs perform the same basic function, but SAAs may use their own paperwork, documentation, or software for RAPs.

[Map Source](#)



## What Qualifications Must an Apprentice Meet?

Requirements vary among programs and are identified by the employer. Some common requirements are education (usually a high school diploma or GED) and age (most are 18 years old). However, if a high school student wants to become an apprentice, there are Youth Apprenticeship Programs available. Additionally, if a potential Apprentice does not meet the minimum requirements, Pre-apprenticeship Programs are available to help equip candidates for Apprenticeship Programs. to immediately enter a Registered Apprenticeship Program and are integral in helping present equitable opportunities to candidates in traditionally underserved communities.



## Pre-Apprenticeship Programs

Pre-Apprenticeship Programs, or Work Readiness Programs, are designed to help candidates meet the entry level requirements of a Registered Apprenticeship Program. Pre-Apprenticeships are a useful tool in providing equitable opportunities to candidates, as they help bridge gaps the candidates may have in terms of education while providing supportive services to help candidates overcome existing obstacles to success. Quality Pre-Apprenticeship Programs may help candidates with the following:

- Help in obtaining a GED
- Help in obtaining a Driver's License or State ID
- Instruction in academic subjects such as algebra
- Basic training regarding commonly used tools
- Monetary assistance for food, transportation, or childcare
- Hands-on training or volunteering opportunities

Quality Pre-Apprenticeship Programs often partner with RAPs to provide a pathway for candidates to immediately enter a Registered Apprenticeship Program and are integral in helping present equitable opportunities to candidates in traditionally underserved communities.

## What is a Youth Apprenticeship?

Youth Apprenticeships are special apprenticeships for those aged 16-24. Just like Registered Apprenticeships, Youth Apprenticeships provide on-the-job training and academic instruction to apprentices. Youth apprentices typically begin the program their junior year of school and earn a paycheck from the onset of the program.

The U.S. Department of Labor offers support to Youth Apprenticeships through technical support and assistance, nationally recognized credentials in certain industries, potential tax credits, access to federal resources, and high standards that align with the requirements of Registered Apprenticeship Programs.

Source: [Apprenticeship.Gov](https://www.apprenticeship.gov/)

Source: [Apprenticeship.Gov PDF](https://www.apprenticeship.gov/pdf/)



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