



**intelligent
Partnerships**

HOW REGISTERED
APPRENTICESHIP PROGRAMS
**BRING VALUE TO
THE WORKFORCE**

An Intelligent Partnerships Publication





The Value of Apprenticeship

Apprenticeships have a long history that began in the Middle Ages when formal education was not accessible to the general population.

Traditionally, apprentices trained under a master craftsman in a certain trade. In exchange for room and board, apprentices would begin training and working at the age of 10-15. Most contracts lasted for seven years before either becoming a master craftsman or a journeyman. Whereas master craftsmen would own their workshop, journeymen were considered skilled employees and earned wages.

This apprenticeship model is somewhat still maintained among trades, such as those occupations in the construction sector represented in the National Building Trades Unions (NABTU), the auto industry, or the manufacturing industry. In these models, Apprentices receive a certain percentage of a journeyman's wage, which often increases throughout the duration of the Apprenticeship until they are classified as a journeyman and receive commensurate compensation.

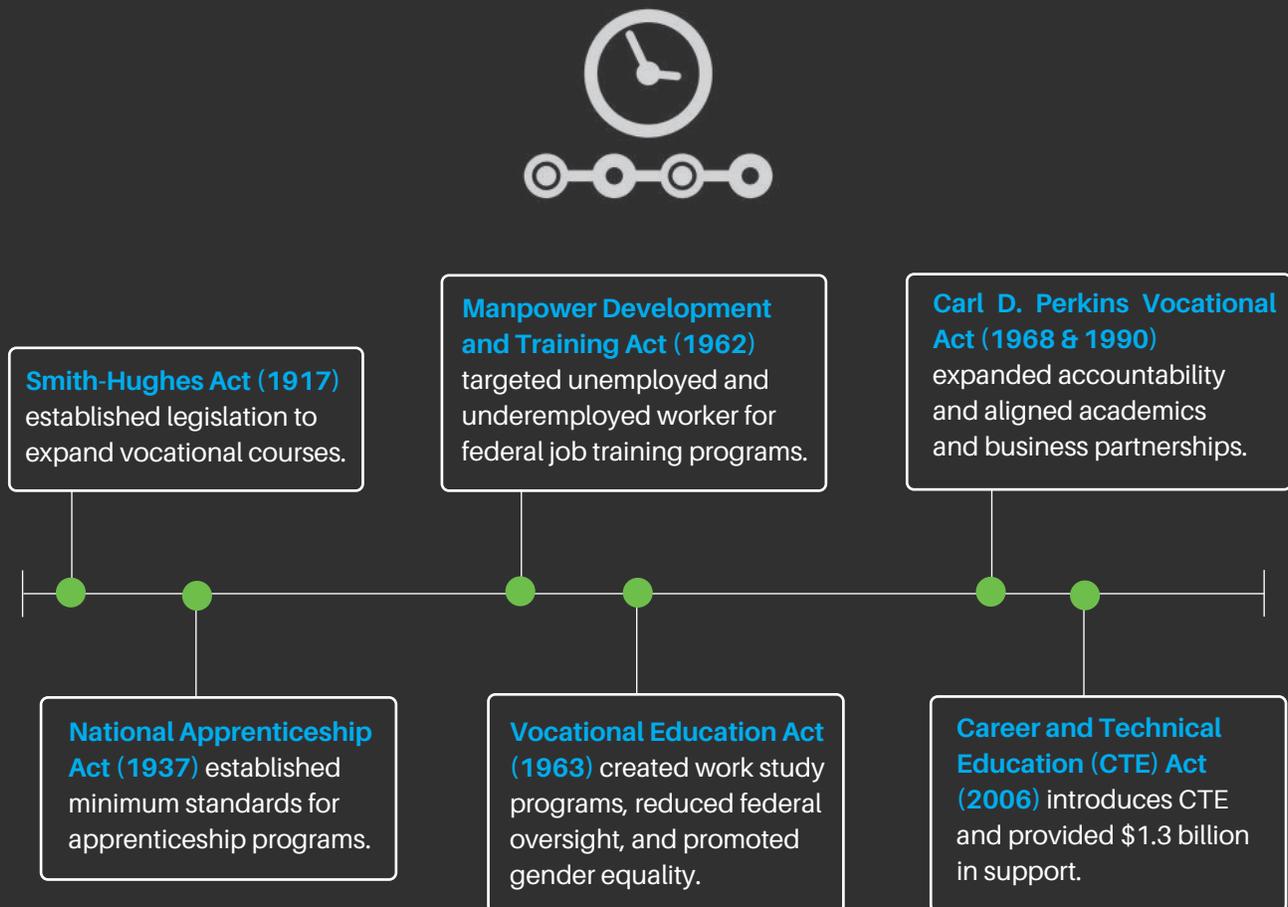
While Apprenticeship has largely been utilized within the trades, the United States has begun to expand into other sectors—such as Information Technology, Healthcare, and Finance - via the Registered Apprenticeship Program.





The Historical Establishment of Apprenticeship

Over the course of 100 years, the modern Apprenticeship model has established equitable pathways to sustainable careers for men and women of all backgrounds in the United States. The following are a few important Acts that have impacted Registered Apprenticeship over the years:



What is Registered Apprenticeship?

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.



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



Apprenticeship as a Pathway to Equitable Access

Eliminating traditional barriers to entering the workforce through Apprenticeship is a means to a mutually beneficial relationship for both the Apprentice and the Employer. Aside from increasing the pool of qualified and eligible candidates for employers, Apprenticeship creates a pathway to enter the workforce for populations who are traditionally left behind. Some additional benefits include:

- ✓ **Education**
Apprentices earn a wage and receive both on-the-job training and classroom education
- ✓ **Family Sustaining Wages**
Apprenticeships who complete their programs have access to high-quality careers that earn progressive wages
- ✓ **Disability Inclusion**
Persons with a disability, including veterans, can on-board into stable careers.

What are the Requirements of an Apprentice?

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.

Why Embrace DEIA?

In addition to the bottom-line benefits, with the shifting demographics of the United States, companies that neglect to embrace Diversity, Equity, Inclusion, and Accessibility (DEIA) policies will face an ever-shrinking pool of candidates for employment. Because this model is not sustainable, it is imperative that organizations embrace new and innovative methods to access a sustainable and highly trained workforce.

Source: [Department of Labor](#)



How Can Apprenticeship Help Expand DEIA?

Registered Apprentice Programs provide an onramp for underrepresented populations to multiple sectors. Due to many existing disparities in the United States, such as the Digital Divide, the Education Gap, Occupational Segregation, and the Wealth Gap, careers that earn family-sustaining wages are not traditionally as accessible to historically disenfranchised populations.

Additionally, the requirements Registered Apprenticeship Programs ensure that the application and screening processes are uniform, further leveling the playing field for entry. Once a part of a RAP, the promotion structures involve a combination of progressive learning, merit, and experience.

By instituting objective methods by which to evaluate workers, Registered Apprenticeship Programs eliminate the biasing factors that traditionally create barriers to entry and promotion for workers. This opportunity creates equity those who are part of RAPs and allows for fairness and transparency throughout the process.

Using Registered Apprenticeship Programs helps quickly expand the talent pool, empowers a diverse workforce, and creates a pipeline of highly trained and skilled workers.

There are many proven benefits to expanding DEIA policies and practices within an organization.

- ✓ **Innovation**
Diversity in a company leads to diversity in thought.
- ✓ **Return on Investment**
Inclusivity leads to greater revenue.
- ✓ **Productivity**
Diversity is proven to boost productivity.
- ✓ **Improved Market Share**
Diverse teams are more likely to understand their target customers.
- ✓ **Enhanced Reputation**
Customers are more likely to buy from companies that reflect their values.



What are the Benefits of Having a Registered Apprenticeship Program in your Organization?

The American workforce is undergoing drastic shifts that have been both correlative to and caused by the COVID-19 pandemic. In 2021, **47 million** people quit their jobs in the United States, a phenomenon that has come to be known as the Great Resignation. With so many workers available and looking for the right fit, Registered Apprenticeship Programs provide an opportunity for employers to capitalize on this opportunity to train an eager workforce.

According to Biz Library, the traditional cost of training employees can be anywhere from **\$581 to \$1,678 per employee**, depending on the company size. While this investment in training often results in a Return on Investment, it can also be a bottom-line loss for the company if the worker does not remain employed for a substantial amount of time.

Source: [Biz Library](#)

With such a high risk, employers understandably want to minimize all associated costs associated with hiring new employees. Registered Apprenticeship Programs address all of these issues and more:

- ✓ **Increased Retention**
92% of apprentices remain after the apprenticeship ends
- ✓ **Reduced Training Costs**
Upon completion of the program, apprentices are well-trained and fully prepared to work
- ✓ **Reduced Turnover**
With higher retention and a highly trained, skilled workforce, costs related to turnover and liability are reduced
- ✓ **Increased Productivity**
Apprentices receive customizable training from the very beginning of their program
- ✓ **Tax Benefits**
While there is no current federal tax benefit, many states do offer tax benefits.



Sector Spotlight

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](#)

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](#)

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](#)





How Can Organizations Begin Their Own Registered Apprenticeship Programs?

There are a few steps and some things to consider for those organizations that would rather start their own RAP. The US DOL Office of Apprenticeship or an SAA can help organizations navigate the process.

STEP
1

Identify an occupation for your program.

The U.S. DOL has established over 1000 Registered Apprenticeship Programs in 20 industries. If your desired apprenticeship occupation does not currently exist, you can submit the occupation to an apprenticeship consultant to determine if the occupation is eligible for a Registered Apprenticeship Program.

STEP
2

Establish the components of your program.

There are five key components to every Registered Apprenticeship Program.

- **Paid Job** - Apprentices are paid employees. Apprentices are paid on a progressive wage plan, meaning as they hit certain markers (time- or skill-based), the apprentice's wage increases.
- **On-the-Job Learning** - For a RAP to be successful, apprentices must receive high quality training. There should be a structured plan for delivering the training to ensure that an apprentice is provided all the necessary tools to become a successful, highly trained employee. All approved occupations have established training plans. Employers can use these, tailor an existing plan to their specific needs, or create their own outline.
- **Classroom Learning** - Apprentices must receive supplemental classroom education. For this requirement, organizations can partner with an educational institution (community college, vocational school, online providers, etc.) or deliver the education through their organization. It can be in person or virtual.
- **Mentorship** - Organizations that employ RAPs must have an internal mentorship program. Each apprentice is designated a mentor to help them throughout the apprenticeship. The mentor helps pass along institutional knowledge as well as answers questions about the skills necessary for the apprentice to be successful in the RAP.
- **Credentials** - Upon successful completion of the RAP, the apprentice receives a nationally recognized credential that is accepted across the industry.

**STEP
3**

Establish partnerships.

There are a variety of partners that can help create a successful Registered Apprenticeship Program.

- Apprenticeship Offices help by providing technical assistance and support to a program.
- Sponsors (any person, association, committee, or organization that operates a RAP) assume “full responsibility for administration and operation of the apprenticeship program.”
- Educators are necessary for the classroom learning element of an apprenticeship. RAPs can deliver classroom education via a 4-year college, community college, occupational school, and career and technical school.
- Intermediaries are organizations that help businesses through the entire process of creating, launching, and expanding apprenticeship programs.
- Workforce Development Boards, American Job Centers, and Veterans’ Employment and Training Service (VETS) are all resources that help connect employers with job seekers.

**STEP
4**

Register.

Once the occupation, training plan, and partnerships have been established, an organization can register a program.

**STEP
5**

Launch.

For more information, visit ipartnerships.net or apprenticeship.gov.

Source: Department of Labor

Did You Know?

