



# ApprenticeshipUSA

## Frequently Asked Questions

### **What is Registered Apprenticeship?**

- Registered Apprenticeships are innovative work-based learning and earn-and-learn models that meet national standards for registration with the U.S. Department of Labor and the Kentucky Office of Apprenticeship
- Apprenticeship is a formal system of employee training that combines on-the-job training with related technical instruction. It is designed to produce highly skilled workers who are fully competent in all aspects of an occupation, including: knowledge, skill and proficiency on the job. With apprenticeship training, there is a written contract between the apprentice and the sponsor, approved by and registered with the Commonwealth of Kentucky, that specifies the length of the training, school hours, an outline of the skills of the trade to be learned and the wages the apprentice will receive.
- Kentucky's apprenticeship program allows employers to design their own apprenticeship program that provides apprentices with specific skills, training and job-related instruction tailored to the company's needs.

### **How is Registered Apprenticeship different from other types of work-based training?**

- Registered Apprenticeship training is distinguished from other types of workplace training by several factors: (1) participants who are newly hired (or already employed) earn wages from employers during training; (2) programs must meet national standards for registration with the U.S. Department of Labor (or federally-recognized State Apprenticeship Agencies); (3) programs provide on-the-job learning and job-related technical instruction; (4) on-the-job learning is conducted in the work setting under the direction of one or more of the employer's personnel; and 5) training results in an industry-recognized credential.

### **What is an Apprenticeable occupation?**

Federal Regulations define an apprenticeable occupation as one that:

- Is customarily learned in a practical way through a structured, systematic program of supervised on-the-job training.
- Is clearly identified and commonly recognized throughout an industry.

- Involves manual, mechanical or technical skills and knowledge and requires a minimum of 2,000 hours of on-the-job work experience.
- Requires related instruction to supplement the on-the-job training. Such instruction may be given in a classroom, through correspondence courses, self-study, or other means of approved instruction.

### **Is Registered Apprenticeship a Job?**

- Yes, Apprentices start working from day one with incremental wage increases as they become more proficient. The average starting wage for an apprentice is approximately \$15.00 per hour.

### **What occupations can I train for through Registered Apprenticeship?**

- The Registered Apprenticeship program offers access to 1,000 career areas, including the following top occupations: **Carpenter, Chef, Child Care Development Specialist, Construction Craft Laborer, Dental Assistant, Electrician, Elevator Constructor, Fire Medic, Over-the-Road Truck Driver, Pipefitter, CNC Operator, Maintenance Mechanic and Plastic Injection Mold Setter.**

### **What types of companies have apprenticeship programs?**

- A variety of types and sizes of companies have apprenticeship programs. Construction, manufacturing, transportation and the printing trades benefit greatly from apprenticeship programs. In fact, without a continuous flow of apprentices becoming skilled journeymen, quality industrial standards would be severely affected

### **Are Apprentices paid and how much money can an apprentice earn?**

- Apprentices earn competitive wages, a paycheck from day one and incremental raises as skill levels increase. Apprentices must be full-time employees of the employer who is sponsoring the training program. However, in the event of a School-to-Registered Apprenticeship program, apprentices may be employed part-time. Typically, the wage of an apprentice starts at 40-50% of a skilled worker's wage. The average wage for a fully proficient worker who completed an apprenticeship translates to approximately \$50,000 annually. Apprentices who complete their program earn approximately \$300,000 more over their career than non-apprenticeship participants<sup>1</sup>.

### **How do I qualify for a Registered Apprenticeship program?**

- Registered Apprenticeship program sponsors identify the minimum qualifications to apply for a program. The eligible starting age can be no less than 16 years of age. Program sponsors also identify additional minimum qualifications to apply, (e.g., education, ability to physically

perform the essential functions of the occupation, proof of age.) All applicants are required to meet the minimum qualifications.

### **What are the costs?**

- Successful employers realize that a sound apprenticeship program is not merely a cost but also an investment in the future of their industries.
- Experience indicates that apprentices are motivated, learn their jobs faster, attain journeyworker status sooner and are more likely to become supervisors than workers trained in other ways.
- The employer may also pay all required schooling costs.

### **How long are Registered Apprenticeship programs?**

- The length of an apprenticeship program depends on the complexity of the occupation and the type of program (Time-based, Competency-based, or Hybrid). Apprenticeship programs range from one (1) year to six (6) years, but the majority of programs are four years in length. During the program, the apprentice receives both structured, on-the-job training (OJT) and job-related education. For each year of the apprenticeship, the apprentice will receive normally 2,000 hours of on-the-job training and a required minimum of 144 hours of related classroom instruction.

### **Do you earn college credit while participating in a Registered Apprenticeship program?**

- Today, most Registered Apprenticeship opportunities include on-the-job training, and classroom instruction provided by apprenticeship training centers, technical schools, community colleges, and even distance learning. Often Registered Apprenticeship sponsors work directly with community colleges that ultimately provide college credit for apprentice.
- Like other aspects of Registered Apprenticeship, the employer or local committee determines the Related Technical Instruction training requirements according to industry standards.

### **Are all Registered Apprenticeships union-based?**

- No. Registered Apprenticeship is used widely across all industries and includes union and non-union programs. Registered apprenticeship sponsors include unions, but also employers, community colleges and universities, workforce investment boards, industry associations, and the military.

### **What do I receive upon completion of a Registered Apprenticeship program?**

- After completion of an apprenticeship program, the apprentice earns a nationally recognized credential from the Kentucky Labor Cabinet, supported by the U.S. Department of Labor, that is portable and stackable. Additionally, an apprentice, along with earning a paycheck throughout the apprenticeship, is also elevated to journeyworker status that leads to increased pay and upward career opportunities.

### **Who are typical Registered Apprenticeship Partners?**

- Through a proven system of public-private partnerships, Registered Apprenticeship partners with a wide range of organizations including, (but not limited to): Businesses, employer and industry associations, Labor-Management organizations, State and local workforce development agencies, Workforce Investment Boards, Two- and four-year colleges that offer associate and bachelor's degrees in conjunction with a Certificate of Completion of Apprenticeship , U.S. Military, Community Based Organizations and economic development organizations.

### **Is the Registered Apprenticeship program sponsor also the eligible training provider for the Workforce Investment System?**

- Yes, Registered Apprenticeship program sponsors/employers are initially eligible if they sign up to be an eligible training provider. The local Workforce Services agency will determine a job seeker's eligibility.

### **What costs associated with Registered Apprenticeship may be considered for eligible clients through the Workforce Investment System?**

- Funds may be used to provide the cost of tuition, books, supplies, fees, uniforms, tools and other items needed by the client to complete the Registered Apprenticeship program.
- WIA funding can support: outreach, recruitment, application; intake and assessment; supportive services; related technical instruction/classroom training; on-the-job training and customized training.
- Funding limits are set by each local area or program.

## **What are the benefits of Registered Apprenticeship?**

### **Employer:**

- Skilled workers trained to industry/employer specifications to produce quality results
- Reduced turnover
- Provides systematic training to develop more informed, highly skilled employees
- Apprentices are more committed to the employer
- Increased productivity
- Reduced training costs
- Lower recruitment costs
- Increased workplace safety

### **Apprentice:**

- Paid to learn a trade/occupation
- Guaranteed wage increases
- Portable credentials that are nationally recognized
- Opportunity for college credit

## **Who oversees or “runs” the Registered Apprenticeship system?**

- The U.S Department of Labor’s Office of Apprenticeship, works in conjunction with the Kentucky Labor Cabinet to administer the program within the Commonwealth. The agency is responsible for registering apprenticeship programs that meet federal and state standards; protecting the safety and welfare of apprentices; issuing nationally recognized and portable Certificates of Completion of Apprenticeship to apprentices; promoting the development of new programs through marketing and technical assistance; assuring that all programs provide high quality training; and assuring that all programs produce skilled and competent workers. In addition, a wide variety of stakeholders exist, including state organizations, industry associations, educational organizations (both secondary and post-secondary), workforce development organizations, economic development organizations, community-based organizations, and others. These stakeholders have a substantial interest in its success of Registered Apprenticeship.

## **Where can I find technical assistance resources to help me develop and registered my apprenticeship program with US DOL?**

- The U.S. Department of Labor maintains a number of web-based resources available at <http://www.dol.gov/apprenticeship>. Here you can find our newest technical assistance products including our Quick Start Toolkit, which provides helpful steps and resources to start and register an apprenticeship program as well as our Federal Resources Playbook, which provides information on using the other Federal funds and resources to support your registered apprenticeship program.
- [www.kentuckyapprenticeship.com](http://www.kentuckyapprenticeship.com)