

What is

REGISTERED APPRENTICESHIP?

Registered apprenticeships are formalized career training programs that offer a combination of structured on-the-job training and related technical instruction to employees to train them in occupations that demand a high level of skill. Apprenticeship training standards are industry-driven; an industry or program sponsor determines the skill requirements needed to build and sustain a quality workforce.

Apprenticeships can last from one to six years (occupation-dependent). During this time, apprentices work and learn under the direction of experienced journey workers. Over time, apprentices are provided the diversity and complexity of training that leads to becoming highly skilled in their chosen occupations. As they gain skill, they are compensated through an increase in wages.



CRITERIA FOR APPRENTICEABLE OCCUPATIONS:

Customarily learned in a practical way through a structured, systematic program of on-the-job supervised training.

Clearly identified and commonly recognized throughout an industry.

Involves manual, mechanical or technical skills and knowledge which requires a minimum of 2000 hours of on-the-job work experience.

Requires related instruction to supplement the on-the-job-training.



FOR MORE INFORMATION, INCLUDING A LIST OF THE OVER 850 APPRENTICEABLE OCCUPATIONS AND CONTACT INFORMATION (BY REGION AND STATE)

VISIT

www.doleta.gov/atels_bat



U.S. Department of Labor
Employment and Training Administration
Office of Apprenticeship Training,
Employer and Labor Services
Bureau of Apprenticeship and Training
200 Constitution Avenue, NW
Washington, D.C. 20210

REGISTERED APPRENTICESHIP

Building a Skilled Workforce in the 21st Century

Sponsored by
U.S. Department of Labor
Employment and Training Administration
Office of Apprenticeship Training, Employer and Labor Services (ATELS)
Bureau of Apprenticeship and Training (BAT)

An Introduction to

REGISTERED APPRENTICESHIP

Registered apprenticeship is an effective and time-honored way to...

help sponsors build a skilled workforce to compete in the 21st century;



cultivate loyal, motivated, and knowledgeable employees;

equip workers with problem-solving expertise;

Apprenticeship is an effective combination of structured on-the-job training and related technical instruction.

and raise the responsibility and accountability level of their workforce.

Apprenticeships have continually addressed industry training needs and technological changes that occur rapidly. They have produced

many of America's skilled workers over the centuries in many apprenticeable occupations. Evolving work-force requirements and continual technological advancements have presented opportunities to expand apprenticeship programs into a vast range of new and challenging occupations...

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opportunities to expand apprenticeship programs into a vast range of new and challenging occupations, such as Communications Technician, Production Technologist, Internetworking Technician, and Dental Laboratory Technician.

What are the BENEFITS TO THE SPONSOR?

Decreases employee turnover

Enhances problem-solving capabilities and versatility of workforce

Increases productivity by cultivating a highly-skilled and knowledgeable workforce

Enhances employee relations by developing a collaborative commitment to achievement

Attracts high-quality applicants who are motivated to succeed

Provides National and State recognition

Profiles: APPRENTICESHIP SPONSORS & APPRENTICES

Swisslog Translogic Corporation
Denver, CO

MANUFACTURING INDUSTRY



Ramon Villanueva
Warehouse Apprentice

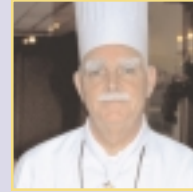
"Right off I am getting new levels of responsibility and contributing as I train."

"Our apprentices take on more responsibility and accountability as their skills, knowledge, and expertise increase."

Also... "a better trained worker is a safer worker."



David Lawson
VP Human Resources



Chef Denis F. Ellis
Executive Chef

Notre Dame University
South Bend, IN

FOOD SERVICE INDUSTRY

"Apprenticeship is the best form of craft/trade education and training." And, the people attracted to apprenticeship

"are very strongly committed because they really like what it is they are doing."

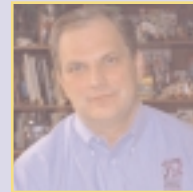
"...it's the best way to learn anything." However, "it's not easy, you have to be a dedicated person and really want to do it."



April Lower
Culinary Arts Apprentice

Omaha Community Playhouse
Omaha, NE

THEATER INDUSTRY



Duwain Hunt
Program Director

"We were unable to find qualified theater technicians (for sound, lighting, stage construction, etc.) so we decided to home grow them using apprenticeship."

"We've found that the time you take to teach an apprentice will come back to you many times over."

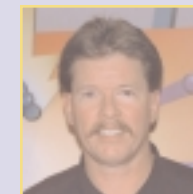
"...you're learning in-depth, from someone who is very experienced at what they do... there is no other place that would give me anywhere near this opportunity."



Jon Sands
Theater Technician Apprentice

Arizona Public Service Company
Palo Verde, AZ

UTILITIES INDUSTRY



Michael Shea
Director, Nuclear Training

"Apprenticeship is a win-win situation. Employees see that APS wants to invest in them (which enhances loyalty) and the company has a structured program to train and develop productive and highly-skilled employees in a way that fits their needs."

"...after getting out of the military, I was looking for an opportunity. (Now) I can see my career really taking off...it gives me a feeling of ownership."



Jim Wortham
Instrumentation & Control Apprentice

Dispelling MYTHS AND MISCONCEPTIONS

MYTH/MISCONCEPTION:
A sponsor's training standards will be dictated by a government agency.

FACT:
The Office of Apprenticeship Training, Employer and Labor Services (ATELS), Bureau of Apprenticeship and Training (BAT), and State Apprenticeship Councils/Agencies (SAC/As) are service agencies. They provide technical assistance to industry in addressing their skilled workforce needs. They also play an important role as a business consultant and liaison with various organizations, providing linkages which help employers address additional workforce concerns.

MYTH/MISCONCEPTION:
Apprenticeship is only time-based, hands on training.

FACT:
Registered apprenticeship is an effective combination of on-the-job-training (OJT) and related instruction for participating apprentices. Depending on the needs of the apprenticeship program sponsor, apprenticeship programs can either be developed as time-based or competency-based training.

MYTH/MISCONCEPTION:
Only large organizations can establish registered apprenticeship programs.

FACT:
The ATELS/BAT and SAC/As offer the same level of service regardless of the size of the sponsoring organization.

REGISTERED APPRENTICESHIP

COMPETENCY-BASED AND/OR TIME-BASED, INDUSTRY-DRIVEN TRAINING FOR A VAST RANGE OF OCCUPATIONS

Currently, there are over 850 occupations in a multitude of industries that are recognized as apprenticeable, and more are being added all of the time. They include a diverse and virtually unlimited range of vocations.

Having skilled workers is critical to the success of any enterprise. Implementing registered apprenticeship programs can ensure that workforce talent is continually replenished and is educated and skilled in accordance with the needs of an enterprise.

United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry
Atlanta, GA

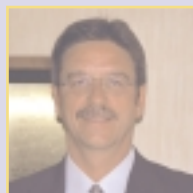
CONSTRUCTION INDUSTRY



Savannah Hill
Plumbing Apprentice

"I give employers stability and dependability in their workforce...they know I'll work as hard for them as they would for themselves."

"The benefits and advantages are astounding. Yes, you learn an occupation, but you also learn craftsmanship and the importance of doing things right the first time."



Richard Oliver
Business Manager
UA - Local 72



