



WORKFORCE SYSTEM AND APPRENTICESHIP PARTNERSHIPS

The Apprenticeship Advantage

Connecting apprenticeship with your state and local workforce system is a win-win partnership.

It helps businesses thrive by creating highly skilled, highly productive employees – and it helps workers start new careers that offer higher wages.

The Workforce Innovation and Opportunity Act (WIOA) strengthens connections to the apprenticeship system, and promotes apprenticeship as a proven work-based training strategy. Partnerships with apprenticeship help the workforce system increase worker skills, meet employer needs, and raise performance outcomes.

What is Apprenticeship?

Apprenticeship is an industry-driven model that combines on-the-job learning with job-related instruction leading to increasing levels of measurable skill attainment and wages.

Is apprenticeship a job?

Yes! Apprenticeship is an “earn and learn” model – apprentices start working and earning wages from the first day on the job.

Are there apprenticeship programs in high-growth industries?

Yes! Apprenticeship is not just for construction or other skilled trades – there are over 1,000 occupations that include careers in Healthcare, Information Technology, Transportation, and Energy.

Are apprenticeship programs flexible and adaptable?

Yes! The length of apprenticeships vary, with many programs as short as one year. The apprenticeship model is adaptable based on the skills required by industry.

Can apprenticeship contribute to performance outcomes for the workforce system?

Yes! All apprentices are employed and apprenticeship programs have high retention and wages. There are also multiple opportunities to achieve a measurable skill gain, and a recognized post-secondary credential is awarded at program completion.

What are the Components of Apprenticeship?



Employer Involvement

Employers are the foundation of every apprenticeship program.



Structured On-the-Job Training

Apprentices receive on-the-job training from an experienced mentor for typically not less than one year.



Related Training and Instruction

Apprenticeships combine on-the-job learning with technical education at community colleges, technical schools, or apprenticeship training schools – or provided on-line or at the job site.



Rewards for Skill Gains

Apprentices receive increases in wages as they gain higher level skills.



National Occupational Credential

Apprenticeship programs result in a nationally-recognized credential – a 100% guarantee to employers that apprentices are fully qualified for the job.

What are the Advantages of Apprenticeship?

Benefits to job seekers...

- Wages earned while training
- Improved skills and competencies
- Higher wages as skills increase
- National, portable credentials
- Career advancement

Benefits to employers...

- Highly skilled employees
- Reduced turnover costs
- Lower investment in recruitment
- Higher productivity
- More diverse workforce

Apprenticeship is Job-Driven Training

Key job-driven elements – employer engagement and work-based learning – are central to the apprenticeship model. In *What Works in Job Training: A Synthesis of the Evidence* (<http://www.dol.gov/asp/evaluation/jdt/jdt.pdf>), released by the U.S. Department of Labor and partner federal agencies, apprenticeship is featured and highlighted as a successful model.

Why should the Workforce System Partner with Apprenticeship?

- Apprenticeship is a proven model to help job seekers immediately start working and increase their skills and earnings.
- Apprenticeship is an effective strategy for connecting with businesses in diverse fields and meeting their workforce needs.
- Apprenticeship can help improve outcomes on the performance measures for the workforce system.

How can Apprenticeship Improve Performance Outcomes?

- Employment – Apprenticeship is a job, so job seekers enter employment when they begin an apprenticeship program.
- Retention – Apprenticeship programs have high retention rates. 91% of apprentices retain employment after the program ends.
- Earnings – Average starting apprentice wage is \$16.50 per hour. Graduates earn an average of \$60,000 per year.
- Credential Attainment – All apprentices earn a national, industry-recognized credential.
- Measurable Skill Gains – This interim progress measure supports multiple opportunities for a positive outcome (e.g., completion of 1st year of OJT).

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WIOA Strengthens Connections to Apprenticeship

- Focus on improving services to employers and promoting work-based training
- Apprenticeship representatives serve on state and local workforce boards
- Apprenticeship programs are automatically eligible for inclusion on the Eligible Training Provider List
- Pre-apprenticeship and apprenticeship are promoted as career pathways for youth

Connecting with Apprenticeship

More than 550,000 apprentices participate every year in over 20,000 apprenticeship programs across the country. Get started by visiting www.dol.gov/apprenticeship and find apprentice contacts in your state and local area!

- **Apprenticeship Programs**
Search the “Apprenticeship Sponsors Database” to find existing programs in your area: <http://oa.doleta.gov/bat.cfm>
- **State Apprenticeship Contacts**
Contact your State Apprenticeship Agency or the U.S. Department of Labor/Office of Apprenticeship state office: <https://www.doleta.gov/oa/contactlist.cfm>