

Registered Apprenticeship & Pre-Apprenticeship

Fact Sheet for Employers & Sponsors

2021

Employers across Pennsylvania struggle to find workers with the right skills due to the growing skills gap in the workforce. Automation or technical innovation alone can't overcome these challenges. Pennsylvania workers need to upgrade their skills and PA's businesses must become producers of the talent they need to thrive.

Apprenticeship and pre-apprenticeship programs can help!

WHAT IS APPRENTICESHIP?

Registered apprenticeships (RA) are innovative training programs that allow employers to develop and prepare their future workforce, while providing individuals with an learn-while-you-earn approach to career development. There are **five key components** of an apprenticeship that differentiates the approach from other types of workplace training programs, and business involvement is central to each.



1. PAID JOB

Apprenticeships are jobs! Apprentices earn a competitive wage from their employers that increases during training, providing a reward for skill gain.



2. WORK-BASED LEARNING

Programs provide structured on-the-job learning to prepare apprentices for a successful career.



3. CLASSROOM LEARNING

Apprentices are provided classroom instruction that supports their on-the-job training.



4. MENTORSHIP

Apprentices receive on-the-job learning under the instruction of an experience mentor.



5. CREDENTIALS

Apprentices earn a portable nationally-recognized credential within their industry.

BENEFITS FOR EMPLOYERS

➤ Improved Recruitment

Apprenticeship programs attract a broader range of candidates, allowing employers to fill vacancies that otherwise couldn't be filled due to skills gaps among available workers.

➤ Lower Turnover

Investing in workers improves employee morale and loyalty, and 94% of apprentices stay at the job where they received training.

➤ Increased Productivity

Apprenticeship creates highly skilled employees trained to the employer's standards using the employer's equipment and protocols, shortening the amount of time before new employees are productive.

➤ Retaining Your Company's Knowledge & Expertise

Structured mentorship ensures that the knowledge and experience of aging and retiring employees is transferred to the next generation of workers.

WHAT IS PRE-APPRENTICESHIP?

Pre-apprenticeship (Pre-RA) programs provide the instruction, preparation, and supports to help individuals gain the skills they need to succeed in a full apprenticeship program. Pre-RA programs are linked with existing apprenticeship programs, creating a pipeline of qualified workers to fill open positions. They can be delivered by a range of entities including community-based organizations, high schools, labor organizations, workforce agencies, or community colleges. Employers and other RA sponsors are often involved in creating and facilitating the programs, ensuring that the training is applicable to existing apprenticeship programs.

BENEFITS OF PRE-RA

Pre-apprenticeship programs expands participants' career pathway opportunities with industry-based training and classroom instruction, preparing individuals to enter and succeed in registered apprenticeships and other career pathways.

Pre-apprenticeship training is a great way for participants to:

- Explore and learn about exciting careers.
- Qualify to meet the minimum standards for selection to a registered apprenticeship program.
- Benefit from classroom and technology-based training.
- Build the literacy, math, English, and work-readiness skills employers desire.
- Gain advanced standing in partnered registered apprenticeship programs.

For registered apprenticeship program sponsors, pre-apprenticeship training is a great way to recruit and pre-screen qualified, job-ready apprentices likely to complete their apprenticeship program. They are also a great way to connect with individuals with diverse backgrounds.

GET STARTED

More than a thousand occupations have already been apprenticed in industries including manufacturing, healthcare, transportation & logistics, information technology, and the building trades. And as a proven model for workforce training, an increasing amount of State and Federal support is available to help you launch and maintain your apprenticeship program.

The **Apprenticeship and Training Office (ATO)** within the PA Department of Labor & Industry is responsible for guiding and promoting the expansion of apprenticeship programs across the state. Our staff of experts can help you register your new program and connect you with resources to help it succeed. Visit www.pacareerlink.pa.gov/jponline/Common/Apprenticeships to learn more, or contact Apprenticeship@pa.gov anytime to get questions answered or to first express your interest in apprenticeship. We look forward to working with you!



*Auxiliary aids and services are available upon request to individuals with disabilities.
Equal Opportunity Employer/Program*