

# Components of a Registered Apprenticeship



## 1. Business Involvement

Employers are the foundation of every Registered Apprenticeship (RA) program.

- Employer-driven
- Employers may choose to train new employees or upskill current staff

## 2. Structured On-the-Job Training

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

- Includes hands-on learning component;
- Mentors are paired with apprentices to help support and teach the technical and work-readiness skills related to the job

## 3. Related Instruction

Apprentices combine on-the-job learning with technical education from community colleges, technical schools, apprenticeship training schools, online courses, or classes held at the job site.

- Classroom learning component
- Can be delivered via the Internet, in a classroom, by vendors, or on-site using in-house (employer) experts

## 4. Rewards for Skill Gains

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

- Apprenticeship is an “earn and learn” model where apprentices are paid while they learn the skills required to perform the job duties
- At least one wage increase must be built into an RA program; employers can include more than one wage increase in the RA program

## 5. National Occupational Credential

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

- Apprentices receive a certificate from the United States Department of Labor at the conclusion of the program
- The USDOL certification is a national credential and is transferrable between states