

*"The apprenticeship program has definitely improved the quality of my center. Parents notice the increased professionalism. The children get better care and they do well when they leave here."*

**Marsha Dawson**

Director  
Children's Place Day Care Center  
Huntington, WV

*"Our organization is dedicated to 'Making A Difference' in the lives of people with developmental disabilities. We benefit from a collectively well-trained and competent workforce. In turn, the quality of care we provide to the people we serve is improved."*

**Jacquelyn Walker**

ARK Regional Services  
Associate, Staff Development & Training  
Laramie, WY

## Creating Brighter Futures With Highly Skilled Professionals



**Dedicated to the well-being of individuals, children, and families,** the Social Services industry provides a wide range of programs that help people reach their potential or restore their self-sufficiency: residential care, rehabilitation, substance abuse counseling, child day care, and job training. Social Services professionals are often entrusted with the welfare of individuals who are in the most vulnerable stages of their lives. It is critical that they meet the highest standards of proficiency and professionalism.

**What is required to build and preserve a workforce that is dedicated to helping others?** What steps must you take to ensure that your workforce possesses the skills, knowledge, and professionalism needed to meet the needs of those seeking assistance?

**Registered Apprenticeship** is a strategy that has proven its worth time and again. It combines the concepts of on-the-job learning, mentoring, and related instruction. It offers the flexibility to train your workforce to meet your standards and needs. Competency levels increase rapidly; employees very quickly put their newly acquired knowledge and expertise to productive use.

Apprenticeship programs are designed to respond to real-world business goals, such as increased productivity/performance, greater efficiency, and improved attentiveness to safety concerns. Social Services providers often partner with credentialing and licensing agencies to ensure that apprentices get the training and related instruction needed to meet applicable requirements.



## Advantages That Drive Success

### Apprenticeship:

- Provides a catalyst for high performance and productivity
- Imparts the knowledge and skills of experienced workers to new employees
- Offers an excellent return on your training investment
- Develops processes for building partnerships with certification and licensing agencies
- Increases employee attentiveness to policies, procedures, safety issues, and security programs
- Adds a valuable inducement for recruiting and retaining a highly qualified workforce

## Registered Apprenticeship

Registered Apprenticeship is a highly flexible training model combining on-the-job learning and related instruction in which paid employees receive technical and practical training in highly-skilled occupations. It offers a proven methodology that allows employers to establish the standards of proficiency required of its professionals.

The time requirements and substance of an apprenticeship training program depend on the occupation. Apprentices work and learn under the direction of qualified personnel who are experienced in their professional field. Over time, apprentices are provided diverse and complex training that helps them become highly skilled in their chosen occupations.

## Apprenticeable Social Services Occupation Include:

### Registered Programs:

- Child Development Specialists
- Direct Support Specialists
- Youth Development Practitioner
- Counselors (Prison/Inmate)

Programs are being considered for many other Social Services occupations, such as:

- Adult and Vocational Education Teachers
- Preschool Teachers
- Career Development Technician
- Home Health and Personal Care Aides
- Human Service Workers and Assistants
- Recreation Workers

To find out more about how to maximize your workforce potential, contact your state or regional apprenticeship representative.

For a list of contacts, visit:

[www.doleta.gov/atels\\_bat/contacts.asp](http://www.doleta.gov/atels_bat/contacts.asp)

We can provide you with expert support in program development and on-going technical assistance

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