



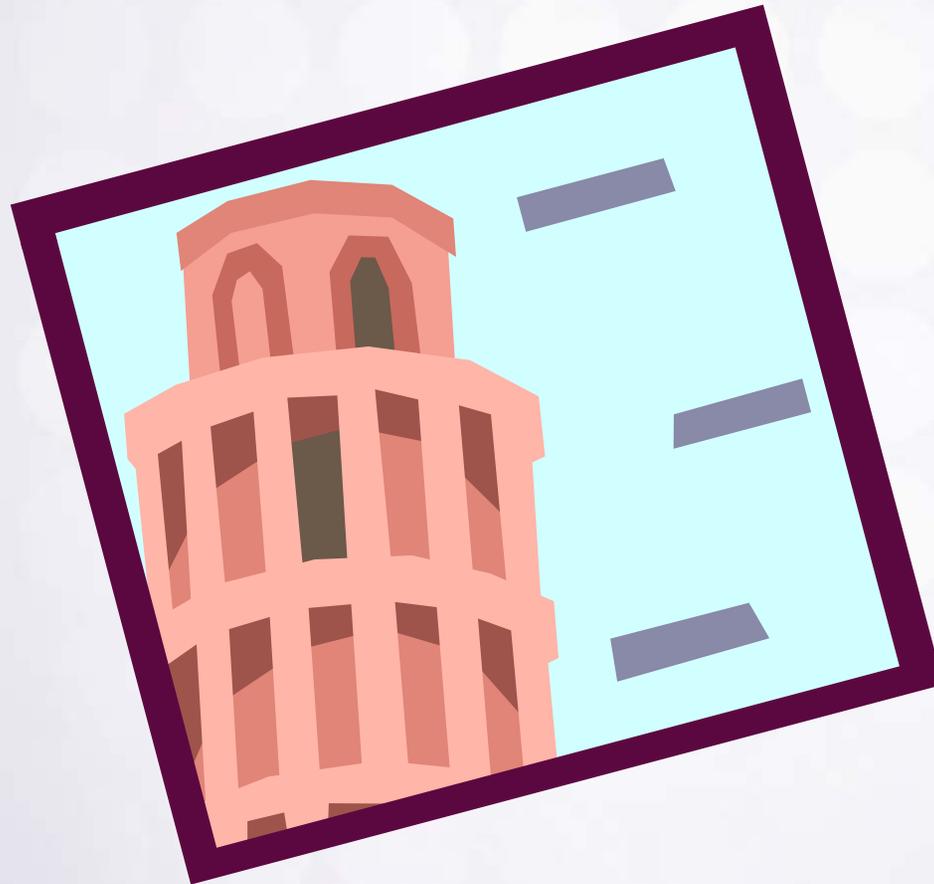
REGISTERED
APPRENTICESHIP

Earn. Learn. Succeed.

High Points in Apprenticeship



Low Point in Apprenticeship



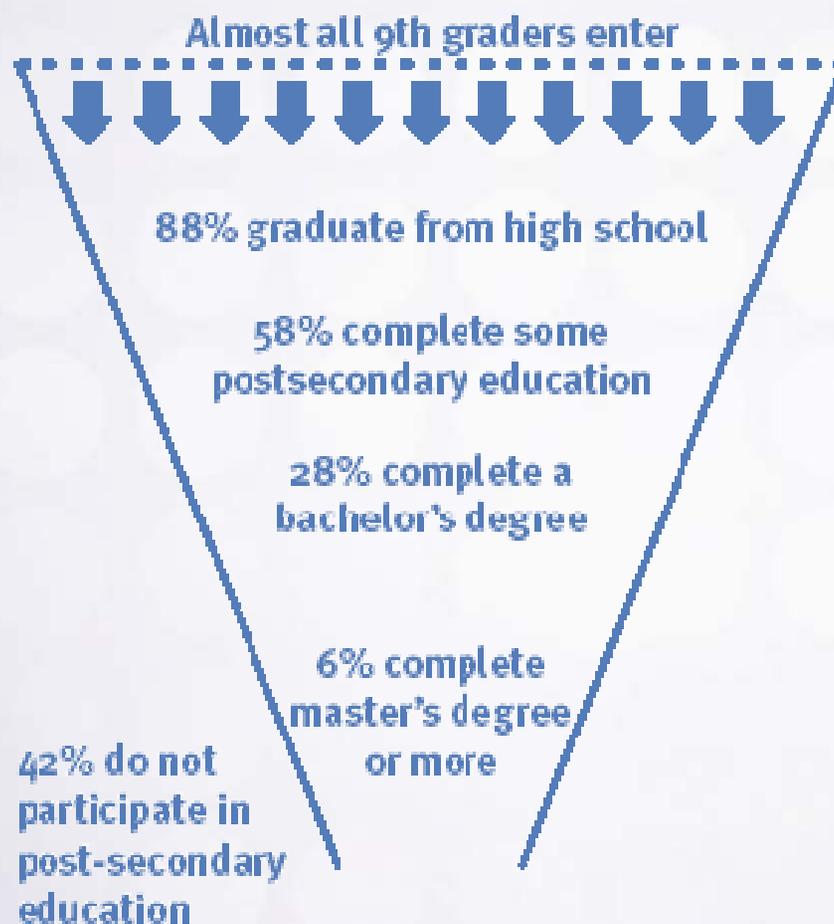
Apprenticeship in

A M E R I C A

Apprenticeship has deep roots. Among the early American apprentices who went on to national distinction were:

- **George Washington**, surveyor,
- **Benjamin Franklin**, printer,
- **Paul Revere**, silversmith,
- **Henry Ford**, machinist, and
- **Milton Hershey**, candy maker.

Too Much Leakage in the Career Training Sieve



Completion rates of 25-29 year-olds
Source: National Center for Education Statistics

What is Registered Apprenticeship?

“...**structured, on-the-job learning** in traditional industries such as construction and manufacturing, as well as new emerging industries such as health care, information technology, energy, telecommunications and more. Registered Apprenticeship connects job seekers looking to learn new skills with employers looking for qualified workers, resulting in a workforce with **industry-driven training** and employers with a competitive edge.”

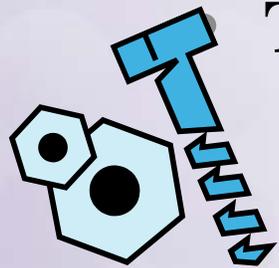
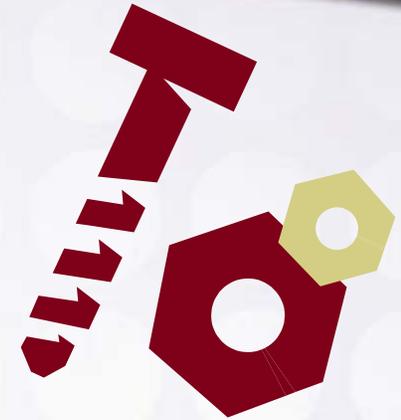


- Advanced (High Tech) Manufacturing
- Aerospace
- Automotive
- Biotechnology
- Construction
- Energy
- Financial Services
- Geospatial
- Health Care
- Homeland Security
- Hospitality
- Information Technology
- Nanotechnology
- Retail Trade
- Transportation

Industries

Standards

of Registered Apprenticeship



Twenty Two Basic Standards including:

- Defined OJT / OJL
- Related instruction
- Progressive wage schedule
- Supervision / Mentoring
- Regular evaluation and records
- No Discrimination



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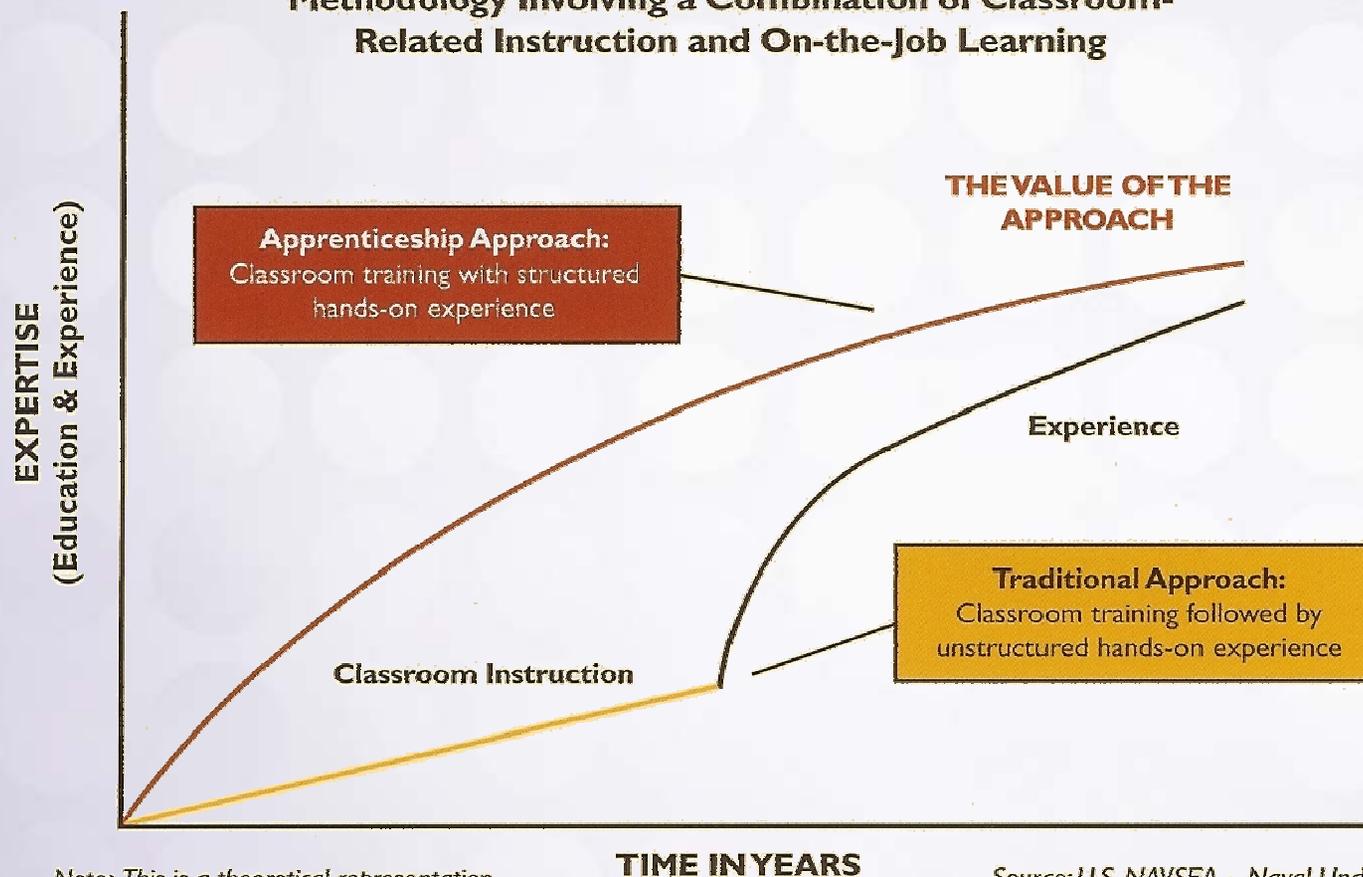
Related Technical Instruction Sources

- Vocational – Technical Schools
- Community Colleges
- Colleges
- Other training options may exist as well

Articulation agreements may be developed

Proven Benefits of the Apprenticeship System

Apprenticeship is a Structured Training Methodology Involving a Combination of Classroom-Related Instruction and On-the-Job Learning



Note: This is a theoretical representation and is not drawn from actual data.

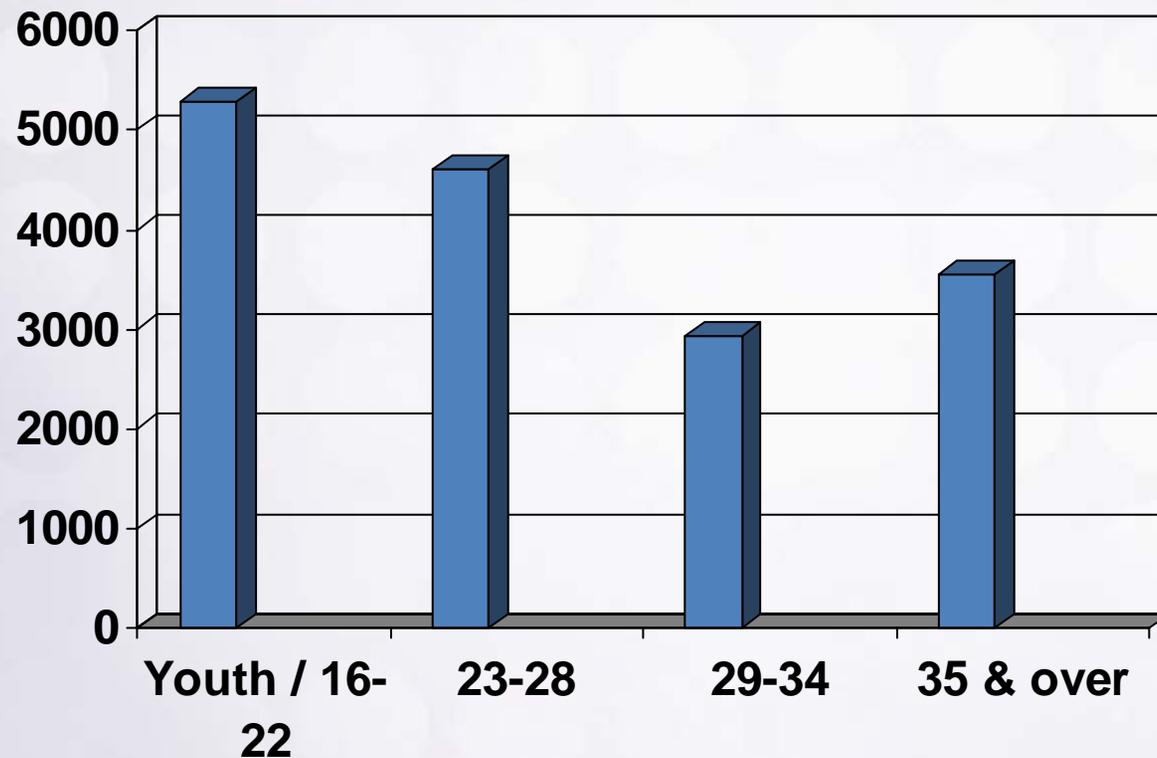
Source: U.S. NAVSEA – Naval Undersea Warfare Center – Division Keyport, NA

Registered Apprenticeship By the Numbers

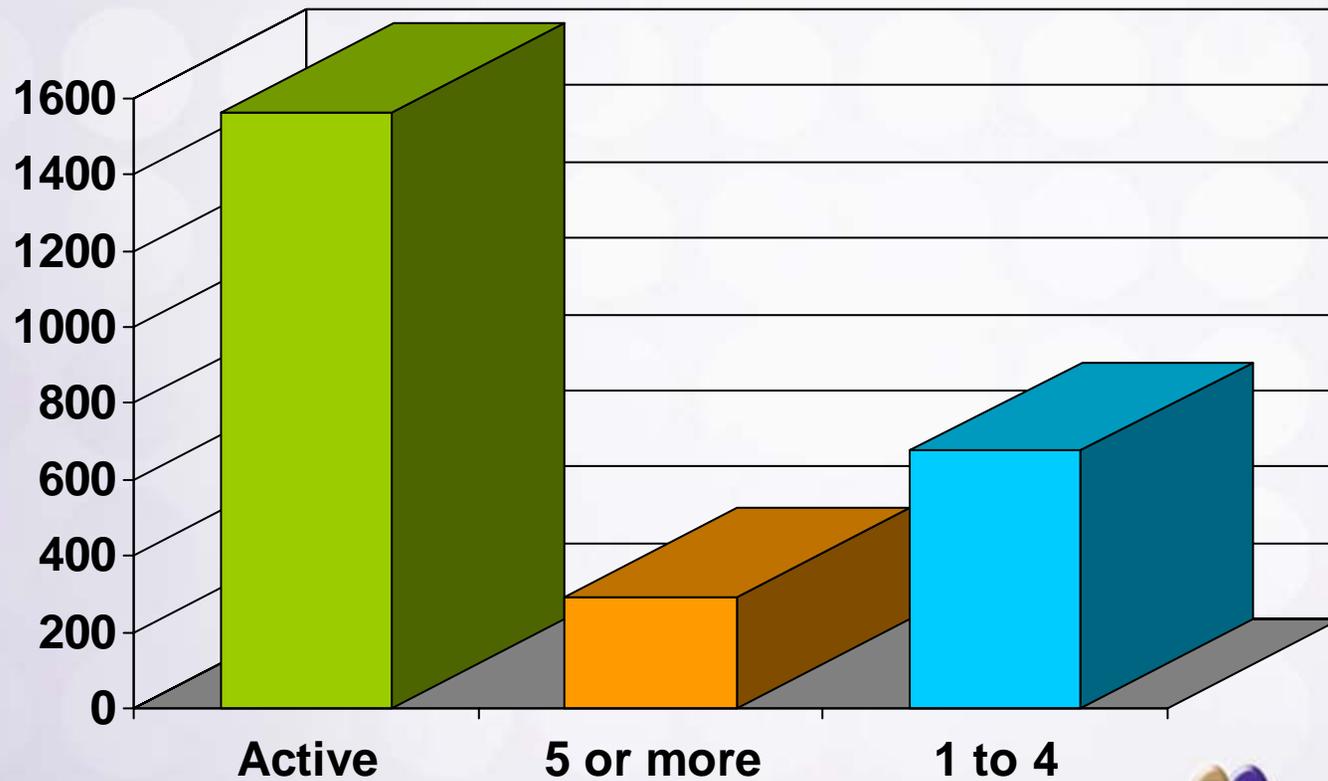
- ...more than **400,000** apprentices nationwide
- ...more than **1,000** apprenticeable occupations
- ...more than **30,000** sponsors



PA Typical Year Active Apprentices by Age



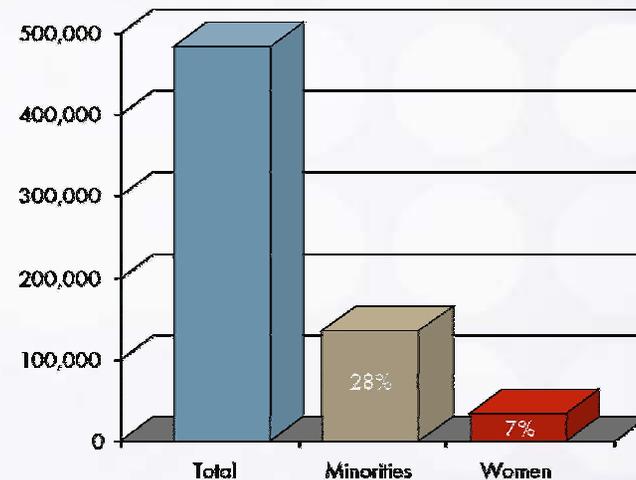
PA Typical Year Active Program Summary



Apprenticeship Today

- **Totals**

- 480,000 Apprentices
- 250,000 employers
- 32,000 program sponsors
- 28 percent minorities
- 7 percent women



*Source: Registered Apprenticeship Information System

Registered Apprenticeship Area Partnerships:

- SEPTA
- AKER Philadelphia Shipyard Inc
- Home Care Associates of Philadelphia



Registered Apprenticeship Benefits Business and Employees

- Benefits the bottom line...
- Business-driven, customizable program...
- Financial incentives...
- Industry networking...



Benefits the Bottom Line

- Aids in recruiting new personnel
- Leads to higher retention rates and increased productivity
- Provides a return on investment

Business-driven, Customizable Program

- Adapts to employers' needs
- May be eligible for tax credits
- Experience strong returns

Industry Networking

- Opens doors to networking
- Access to best practices
- Raises employees' skill levels to industry standards

Registered Apprenticeship Resources

- Help from local apprenticeship staff throughout the certification process
- Ongoing support

Contact Information

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Registered Apprenticeship Website

<http://www.doleta.gov/oa>

