

# Are You an Employer Interested in Registered Apprenticeship?



## Are you new to Registered Apprenticeship?

Registered Apprenticeship is a highly flexible employer-driven workforce development solution that combines on-the-job learning with related instruction and paid work experience that increases as the employee's skill increases.

Registered apprenticeship is a proven solution for businesses to recruit, train and retain highly skilled workers while developing their workforce for the 21st century. Registered apprenticeship allows employers to establish the standards of proficiency, while developing a local and loyal workforce.

With few exceptions, any employer that requires highly skilled workforce, from a small two-person office to the largest hospitals can benefit from apprenticeship. Apprenticeship sometimes is often a bridge between education and work. Because many technical occupations must have some post-secondary training, registered apprenticeship is a model of earn while you learn, allowing a person to work in their chosen industry or career.

Building a registered apprenticeship workforce development system for your business has many advantages for you and for your employees. By investing in registered apprenticeship, you have a commitment to the future success of your organization and community.

## How does a Registered Apprenticeship program benefit employers?

Registered Apprenticeship programs aid in recruiting new personnel and often support the activities of your human resources department. Investing in the future of your employees can strengthen their loyalty to your company. Teaching employees advanced skills and providing incremental raises increases productivity, decreases turnover, and saves your company money spent on re-training. Additionally, registered apprenticeship helps your employees become nationally certified, which will ensure a quality, cost effective product and local, knowledgeable employees. Registered apprenticeship is a natural development system of your next supervisors and leaders.

## Business-driven, customizable program

Registered apprenticeship programs range in size from one apprentice to hundreds depending on the employer. As your workforce needs change, you may adjust your training or design a new program, if necessary, to keep pace with technology and productivity. Apprentices are "on the job learners" who are mentored by your employees, which ensures the transfer of your industry knowledge to the next generation of workers at little cost. Related instruction may be delivered by you or by a training provider through classroom or on line learning.

## Financial incentives

Registered apprenticeship employers may qualify for financial support through state or federal workforce programs.

## Why Registered Apprenticeship?

- Decreased turnover by strengthening and developing your workforce.

- Increased productivity and knowledge transfer through on-the-job learning and mentoring.
- Apprentices may be new hires or incumbent workers who choose to gain additional skills and responsibilities in your organization. This is a good way to reward high achieving entry-level employees.
- High return on investment since apprentices produce while they are learning at a reduced wage.
- Improved safety, as related instruction and on-the-job training ensures apprentices learn while using industry recognized technology, materials, and standards.
- Tailored workforce trained to meet the needs, changes, and demands of your business and industry.
- Skilled workers trained to industry/employer specifications to produce quality results.
- Established pipeline of new skilled workers that complete the program while also providing access to the next generation of employees.
- Mentoring develops a team culture while assisting new employees in mastering the skills needed to perform the job.
- Allows you to increase your workforce diversity.

### Registered Apprenticeship provides . . .

- **Customized training** that meets industry standards, tailored to the specific needs of your business, resulting in highly-skilled employees.
- **Increased knowledge** transfer through on-the-job learning from an experienced mentor, combined with education courses to support work-based learning.
- **Enhanced employee retention:** 91% of apprentices that complete an apprenticeship are still employed nine months later.
- **A safer workplace** that may reduce worker compensation costs, due to the program's emphasis on safety training.
- **A stable and reliable pipeline** of qualified workers.
- **A systematic approach to training** that ensures employees are trained and certified to produce at the highest skill levels required for the occupation.
- **Community:** Many employers partner with their local high school and college to develop employment and career pathway opportunities for local residents.

### What Are My Responsibilities?

As a Registered Apprenticeship employer partner, you are responsible for recruiting and mentoring apprentices as they learn and complete their apprenticeship and test for industry certifications. They are members of your workforce from day one. As a Registered Apprenticeship employer, you will need to:

- Provide a safe workplace.
- Provide on-the-job training and supervised work experience.
- Establish a progressive pay schedule.
- Document the training progress.
- Support the related instruction.

### How do I start a Registered Apprenticeship program?

For more information and for help in developing your Registered Apprenticeship program, contact:

- Anne Velardi, Alaska DOLWD Apprenticeship Coordinator - [anne.velardi@alaska.gov](mailto:anne.velardi@alaska.gov) or (907) 269-3562
- USDOL Alaska Office of Apprenticeship - (907) 271-5035
- Your local [Job Center](#)