



## Benefits of Registered Apprenticeship

**R**egistered Apprenticeship is a voluntary, industry-driven system for occupations that require a broad range of high-level skills. Registered apprenticeship programs are full-time, paid employment and training with built-in career placement.

Registered apprenticeship programs have two vital components: on-the-job training and approved technical instruction. Apprentices learn how a task is completed by performing it on the job, with a skilled mentor/journeyman providing oversight and training. Apprentices learn why a task is performed in a particular manner through technical instruction, which can be obtained through community colleges, technical schools and approved instruction providers. In Rhode Island, a registered apprentice must complete a minimum of 2,000 hours of on-the-job training and a minimum of 144 hours of related technical instruction.



There are many benefits of Registered Apprenticeship to both employers and apprentices.

### Benefits to Employers

- > Highly skilled employees
- > Reduced turnover rates
- > Higher productivity
- > Lower investment in recruitment
- > Diverse workforce
- > New pool of workers
- > Creation of career pathways
- > Attracting highly qualified applicants
- > Providing systematic training to develop better employees
- > Employee commitment
- > Increasing company loyalty; reducing turnover
- > Increasing productivity due to increased knowledge
- > Reducing training costs
- > Assuring well-trained employees, trained to industry/company standards

### Benefits to Apprentices

- > Nationally recognized and portable credentials
- > Earning wages while becoming skilled
- > Improving skills and competencies
- > Earning higher wages as skills increase
- > Career advancement
- > Full-time employment with built-in career placement
- > Employer commitment
- > Completion of Apprenticeship Certificate
- > Improved job security and standard of living
- > College Credits

