

What is the Rhode Island Apprenticeship Program?

Formal Registered Apprenticeship is not Job Placement!

Apprenticeship is the world's oldest formal system of learning. It is a combination of on-the-job training and related classroom instruction in which workers learn the practical and theoretical aspects of a highly skilled occupation. Apprenticeship programs are sponsored by joint employer and labor groups, individual employers, and/or employer associations. Placement into an apprenticeship is through a sponsor. A sponsor may be:

- ✓ A company
- ✓ A group of companies
- ✓ A public agency
- ✓ A union

Often employers and unions form joint apprenticeship committees which determine industry needs for particular skills and the kind of training required, and set the standards for acceptance into the program.

The purpose of this program is to stimulate and assist industry in developing and improving apprenticeship and other training programs that will provide workers with the skills they need to compete in a global economy.

The Bureau of Apprenticeship and Training (BAT) registers apprenticeship programs and apprentices in 23 States and assists and oversees State Apprenticeship Councils (SAC's) which perform these functions in 27 States, the District of Columbia, Puerto Rico and the Virgin Islands. Rhode Island is an SAC state. Government's role is to safeguard the welfare of apprentices, ensure the quality and equality of access of apprenticeship programs and provide integrated employment and training information to sponsors and the local community.



Interested in Learning More about Rhode Island Registered Apprenticeship?

You can learn more about the Rhode Island Apprenticeship Program by visiting the Rhode Island Department of Labor and Training Apprenticeship web site at:



www.dlt.ri.gov/apprenticeship



For questions and inquiries, call or write to the
State Apprenticeship Council
Richard Palmieri
Supervisor of Apprenticeship Training Programs
(401) 462-8536
Professional Regulation Division
Rhode Island Department of Labor and Training
PO Box 20247, Cranston RI 02920

DLT is an Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. TDD 401-462-8006
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Rhode Island Apprenticeship Program



The Key to Unlocking your Work Potential!

Who is Eligible for Apprenticeship Programs?

Employer applicants include employers or an association of employers with or without the participation of labor unions.

Individual applicants for apprenticeship programs must be at least 16 years old (18 years old for Construction Industry apprenticeships) and meet the program sponsor's qualifications. Generally, applicants must satisfy the sponsor that they have the ability, aptitude, and education to master the rudiments of the occupation and complete the related required program.

The Division of Professional Regulation makes it mandatory that apprentices that fall under its regulation must be in the formal/registered apprenticeship system as well as being registered by the individual board.

How is an Apprenticeship Program Established?

Prospective employers work with the Bureau of Apprenticeship and Training (BAT) or State Apprenticeship Council (SAC) field representatives to develop a set of apprenticeship training standards which include the on-the-job training outline, related classroom instruction curriculum and the apprenticeship program operating procedures. The program will be registered if it meets Federal Requirements.

How Can you Apply?



Visit, write or call the local netWORKri Office, the nearest BAT (401-528-5198) or SAC (401-462-8050) office, or employer or union engaged in the trade you want to enter.

What Occupations can be Apprenticed?

Federal and state agencies now recognize more than **800 apprenticeable occupations** listed in the Directory of Occupational Titles. The list is growing at a phenomenal rate.

Occupations include:

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| Automotive Technicians | Operating Engineers |
| Bricklayers | Opticians |
| Carpenters | Paramedics |
| Cement Masons | Pharmacy Assistants |
| Electricians | Pipefitters |
| Fire Protection | Plumbers |
| Glaziers | Refrigeration Technicians |
| HVAC | Roofers |
| Industrial Electricians | Sheet Metal Workers |
| Locksmiths | Tool and Die Makers |
| Meteorologists | Veterinary Assistants |



Equal Employment Opportunity

All programs that have five or more apprentices sponsored must have a written Affirmative Action plan and selection procedure. This plan should consist of activities to equalize opportunity in apprenticeship so as to permit full use of the work potential of minorities and women. It involves special efforts to identify, recruit, motivate and train potential apprentices from these groups, along with goals and timetables for increasing their participation.

What are Registered School-to-Apprenticeship Programs?

Registered School-to-Apprenticeship Programs assist youth in Grades 11-12 who plan to enter the workforce directly after high school. The registered School-to-Apprenticeship program is designed to provide the flexibility the high school apprentice needs to continue with the school-based related instruction component and the part-time structured on-the-job training component. After graduating from high school, the apprentice is employed full-time and continues with the occupational on-the-job training and related instruction.

The apprentice and the sponsor sign an apprenticeship agreement. The apprentice agrees to perform the work and complete the related study, and the sponsor agrees to make every effort to keep the apprentice employed and to comply with standards established for the program. If this agreement meets all the standards of registered apprenticeship, it is then registered with the State Apprenticeship Council/Agency.

Apprenticeships can last from one to five years (occupation-dependent). During this time, apprentices work and learn under the direction of experienced journey persons. Over time, apprentices are provided the diversity and complexity of training that leads to becoming highly skilled in their chosen occupations.

As they gain skills, they are compensated through increased wages. After successful completion of hours, on-the-job training, and classroom-related training, apprentices receive a **Certificate of Completion** issued by the State Apprenticeship Council.

