



WHAT IS REGISTERED APPRENTICESHIP?

REGISTERED APPRENTICESHIP FACTSHEET

Registered apprenticeship is a proven “earn and learn” workforce development strategy that combines paid on-the-job training (OJT) with related technical instruction (RTI) or classroom training to progressively increase workers’ skill levels and wages. Registered Apprenticeship prioritizes the workforce needs of employers by providing an effective way for employers to recruit, train, and retain highly skilled workers. It allows employers to develop and apply industry standards to training programs, thereby increasing productivity and the quality of the workforce. The U.S. Department of Labor (USDOL) requires that Registered Apprenticeship Programs (RAP’s) at a minimum, include approximately 2,000 hours of on-the-job learning and 144 hours of related

instruction that applies to a specific occupation. Participants in registered apprenticeship programs receive on-the-job supervision and mentorship, are paid increasingly higher wages as they progress through their training and have an opportunity to earn industry-recognized credentials and a certificate from the U.S. Department of Labor (USDOL) upon successful completion of the program. The Arkansas Department of Commerce, Office of Skills Development (OSD) assists in the development and establishment of registered apprenticeship programs by offering training, funding assistance, and staff expertise in coordination with USDOL Office of Apprenticeship. A USDOL approved registered apprenticeship program for a given occupation culminates in a Standards of Apprenticeship document that specifies the OJT and RTI activities within the work processes schedule.



FUNDING ASSISTANCE FOR REGISTERED APPRENTICESHIP

The Office of Skills Development (OSD) is the State agency most responsible for educating, facilitating, and supporting the expansion of the registered apprenticeship model as a workforce development strategy for employers. OSD offers funding support to offset training costs associated with starting a registered apprenticeship program.

KEY COMPONENTS OF RA

- #1 Business Involvement
- #2 Structured On-The-Job Training
- #3 Related Instruction
- #4 Rewards for Skill Gains
- #5 National Occupational Credential

REGISTERED APPRENTICESHIP ROLES AND RESPONSIBILITIES

EMPLOYER

The employer is the essential partner for employing the apprentice upon enrollment into the registered apprenticeship program (RAP). The employer sets the vision for the workforce development training strategy leading to a successful RAP. A partnering RAP employer signs an Employer Acceptance Agreement (Appendix E) as part of the Standards of Apprenticeship for the USDOL approved occupation. The employer is responsible for fulfilling the OJT guidelines as specified in the Standards of Apprenticeship Work Process Schedule (Appendix A). The employer is responsible for mentoring and monitoring the progress of the apprentice during the RAP. The employer is responsible for communicating and reporting participating apprentice information to the RAP sponsor.

SPONSOR

A RAP sponsor can be any employer, association, training provider, industry intermediary, Local Workforce Board, or other program stakeholder that assumes the responsibility for administration and operation of the program. The RAP sponsor serves as the lead administrative entity for implementing, monitoring, and reporting information (via USDOL RAPIDS system) on a RAP. The RAP Standards of Apprenticeship for a given occupation are "approved" by USDOL under the sponsoring entity's name.

TRAINING PROVIDER

A RAP training provider for the RTI (i.e., classroom training) component is responsible for the provision related to training and instruction as specified in the Standards of Apprenticeship Work Process Schedule (Appendix A). The training provider can be the employer, community college, university, third-party entity, etc. This training provider role is responsible for fulfilling the RTI guidelines as specified in the Standards of Apprenticeship Work Process Schedule (Appendix A).

APPRENTICE

An individually enrolled apprentice signs an Apprenticeship Agreement (Appendix B) as part of the Standards of Apprenticeship for the USDOL approved occupation. The Apprenticeship Agreement contains details regarding employment arrangements and the apprenticeship program. Both the apprentice and employer keep signed copies of the Apprenticeship Agreement.

For more information, please reference the following OSD website links:

<https://simplebooklet.com/apprenticeshipforbusinesses>

<https://arkansasosd.com/apprenticeship/>

