

Apprenticeships for Individuals

Earn. Learn. Succeed.

What is apprenticeship?



- ◆ A training program where you earn wages while you learn a skilled profession in a specific field.
- ◆ Combines classroom studies with on-the-job training supervised by a skilled professional.
- ◆ Apprentices must: be at least 16 years of age and complete 1-6 years of paid/supervised work-based training & technical instruction.

Why choose apprenticeship?

Apprenticeship means real skills and real careers...

- ◆ There are currently over 1000 apprentice occupations with new ones added all the time.
- ◆ You are taught on-the-job by experienced professionals.
- ◆ Certified skilled workers have more earning potential than unskilled workers.
- ◆ Apprenticeship graduates usually advance more rapidly than other workers.
- ◆ Apprenticeships are recognized anywhere in the United States.
- ◆ It demonstrates that you have the knowledge and skills needed for successful performance as a professional in that field.
- ◆ Many participants obtain credit from participating community colleges toward an Associate Degree.
- ◆ Apprenticeship programs must provide equal opportunity to all who are interested. They are eager for qualified women and minority applicants.



For a list of Iowa Registered Apprenticeship Sponsored Careers visit:

www.iowaworkforce.org/apprenticeship/individuals.htm

Apprenticeships for Veterans

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Information for veterans

For eligible veterans, apprenticeship offers special opportunities. The Iowa State Approving Agency (SAA) has been contracted by the U.S. Department of Veterans Affairs to approve GI Bill programs in the State of Iowa for veterans and other eligible persons. Each state has a SAA whose function is to inspect, approve, and supervise qualified educational programs as well as on-the-job training and apprenticeship programs for GI Bill purposes. Eligible individuals under the GI Bill may choose to learn by working on the job. The State's approval is necessary before veterans and other eligible persons can receive their GI Bill benefits. Work experience in the occupation can be counted toward the credits required for skilled worker status.

Helmets to Hardhats

Helmets to Hardhats is a national program that connects transitioning active-duty and reserve-component members with training and employment opportunities with the construction industry. The statewide direct-entry program provides a common agreement between Building and Construction Trades, Joint Apprenticeship Training Councils, locals (at their discretion) and Helmets to Hardhat leaders (www.iowaworkforce.org/htoc.htm) to support candidates in that state. The program allows candidates to start construction careers soon after they apply, and also gives them credit for military training and experience.

The intent of the program is to help those with military experience get hired in civilian construction trades that the program's organizers claim are facing a critical labor shortage.

Military personnel interested in a construction career should visit www.helmetstohardhats.org, or call (866) 741-6210 or Robert E. Loter, your One-Stop Veterans Representative.

Military personnel interested apprenticeship opportunities visit:

www.iowaworkforce.org/apprenticeship/veterans.htm

Apprenticeships for Sponsors & Employers

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Apprenticeship programs are operated by both the public and private sectors. A sponsor of a registered apprenticeship program may be employers, employer associations, and labor-management organizations. Recently community colleges, workforce development centers, faith based organizations, and community based organizations have collaborated with business and industry to develop registered apprenticeship programs through sponsoring employer-participation agreements.



What are the benefits of sponsoring an apprenticeship program?

Apprenticeship means real skills and real careers...

- ◆ Apprenticeship equals trained employees.
 - ◆ *On-the-job training combined with classroom instruction provides an employer with employees who are fully trained to both industry and company standards.*
- ◆ Apprenticeship means reduced turnover.
 - ◆ *Training apprentices in your business creates skilled and experienced employees, many of whom will stay with you for the long term*
- ◆ Apprenticeship saves your company/business/organization money.
 - ◆ *Economic benefits are derived from your eligibility to pay apprentice wage.*
 - ◆ *Registered apprenticeship sponsors are exempted from paying overtime to apprentices for the related instruction.*
- ◆ Apprenticeship improves productivity.
 - ◆ *Apprentices become skilled workers, that are flexible and productive who are dedicated.*
- ◆ Apprenticeship helps you provide career opportunities.
- ◆ Apprenticeship helps you plan for the future.
 - ◆ *Apprentices average better attendance; possess the latest technological skills; and fill critical needs.*

For more information visit:

www.iowaworkforce.org/apprenticeship/employers.htm

Iowa Registered Apprenticeships

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The 21st century economy demands a workforce with postsecondary education credentials and the adaptability to respond immediately to changing economic and business needs. The public workforce system is playing a leadership role in meeting these demands by catalyzing the implementation of innovative talent development and lifelong learning strategies that will enable American workers to advance their skills and remain competitive in the global economy.



Registered Apprenticeship is a critical postsecondary education, training and employment option available in every state in the country. It is an important component of talent development strategies. Registered Apprenticeship is business and industry-driven, with more than 29,000 programs impacting 250,000 employers and almost

450,000 apprentices in such industries as: construction, manufacturing, transportation, telecommunications, information technology, biotechnology, retail, health care, the military, utilities, security and the public sector.

Full collaboration between the publicly funded workforce investment system and Registered Apprenticeship leverages each system's strengths to maximize the benefits in the context of regional talent development strategies.

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Website

www.iowaworkforce.org/apprenticeship

<http://21stcenturyapprenticeship.workforce3one.org/>



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