

Registered Apprenticeship

Frequently Asked Questions for Employers

Learn more about Registered Apprenticeship through these frequently asked questions.

Iowa **WORKS**



Apprenticeship**USA**

What is a Registered Apprenticeship?

A Registered Apprenticeship is an innovative work-based learning and post-secondary earn-and-learn models that meet national standards for registration with the U.S. Department of Labor (U.S. DOL).

Is a Registered Apprenticeship a job?

Yes, Registered Apprentices start working from day one with incremental wage increases as they become more proficient. The average starting wage for a Registered Apprentice is more than \$14 per hour.

How is Registered Apprenticeship different from other work-based training?

Registered Apprenticeship training is distinguished from other types of workplace training by several factors:

1. Participants who are newly hired (or already employed) earn wages from employers during training
2. Programs must meet national standards for registration with the U.S. DOL
3. Programs provide on-the-job learning and job-related technical instruction
4. On-the-job learning is conducted in the work setting under the direction of one or more of the employer's personnel
5. Training results in an industry-recognized credential

How much can a Registered Apprentice earn?

Registered Apprentices earn competitive wages, a paycheck from day one and incremental raises as skill levels increase. The average wage for a fully proficient worker who completes a Registered Apprenticeship in Iowa is about \$60,820 annually.

Are all Registered Apprenticeship Programs union-based?

No. Registered Apprenticeship is used widely across all industries and includes union and non-union programs. In Iowa, 48 percent of Registered Apprentices were non-union in Federal FY 2016.

Do Registered Apprentices earn college credit while participating in a Registered Apprenticeship?

Today, most Registered Apprenticeship opportunities include on-the-job training and classroom instruction provided by apprenticeship training centers, technical schools, community colleges, and even distance learning. The Registered Apprenticeship College Consortium (RACC) is a network of colleges and Registered Apprenticeship Programs, working together to provide college-to-career opportunities. Learn more at: www.doleta.gov/oa/racc.cfm.



What do Registered Apprentices receive upon completion of a Registered Apprenticeship Program?

After completion of a Registered Apprenticeship Program, the Registered Apprentice earns a nationally recognized credential from the U.S. DOL that is portable and stackable. In addition, after completing the program, a Registered Apprentice could receive additional credentials that may lead to increased pay and upward career opportunities.

How does a Registered Apprenticeship Program benefit the sponsor (employer, labor management organization, or industry association)?

First and foremost, Registered Apprenticeship sponsors develop highly skilled employees. Once established, Registered Apprenticeship Programs also reduce turnover rates, increase productivity, lower the cost of recruitment, and increase safety in the workplace/job site. Businesses find a Registered Apprenticeship strategy helps in succession planning – especially for organizations where retirements are on the horizon.

Who qualifies for a Registered Apprenticeship Program?

Registered Apprenticeship sponsors identify the minimum qualifications to apply for a program. The eligible starting age can be no less than 16 years of age; however, individuals must usually be 18 to be a Registered Apprentice in hazardous occupations. Registered Apprenticeship sponsors also identify additional minimum qualifications to apply, (e.g., education, ability to physically perform the essential functions of the occupation, proof of age.) All applicants are required to meet the minimum qualifications.

What occupations are available through Registered Apprenticeship?

Registered Apprenticeship Programs in Iowa include more than 1,000 occupations, such as jobs in energy, information technology, health care, transportation, advanced manufacturing, food and beverage preparation, and the building trades.

How long are Registered Apprenticeship Programs?

The length of a Registered Apprenticeship Program depends on the complexity of the occupation and the type of program (time-based, competency-based, or hybrid). Registered Apprenticeship Programs range from one to five years, but the majority of programs are four years in length. During the program, the Registered Apprentice receives both structured, on-the-job training and job-related education. For each year of the Registered Apprenticeship, the Registered Apprentice will receive normally 2,000 hours of on-the-job training and a minimum of 144 hours of related classroom instruction.

Is there funding available to help me with Registered Apprenticeship expenses?

The Iowa Apprenticeship Act funds \$3 million a year to support Registered Apprenticeship through the Iowa Jobs Training Program. These training grants can be used by businesses to conduct and maintain an apprenticeship training program. The program is administered by the Iowa Economic Development Authority in coordination with the U.S. DOL Office of Apprenticeship. For more information visit: www.iowaeconomicdevelopment.com/workforcetraing/employeeetraining.

What is a Quality Pre-Apprenticeship?

A Quality Pre-Apprenticeship is designed to prepare individuals to enter and succeed in a Registered Apprenticeship Program. These programs promote a diverse and skilled workforce and prepare participants to meet the basic qualifications to participate in a Registered Apprenticeship through:

- An approved training curriculum based on industry standards
- Educational and pre-vocational services
- Hands-on training in a simulated lab experience or through volunteer opportunities
- Assistance in applying to Registered Apprenticeship Programs

In Iowa, Central Campus and Lincoln High School in Des Moines, and Meskwaki Nation all have Quality Pre-Apprenticeship Programs.

What resources are available to help develop and register an apprenticeship program with U.S. DOL?

U.S. DOL maintains a number of web-based resources including a Quick Start Toolkit, which provides helpful steps and resources to start and register an apprenticeship program. These resources are available at: www.dol.gov/apprenticeship.

In addition, business services representatives from your local IowaWORKS center are available to help you with the process. Learn more about Registered Apprenticeship at: www.iowaworkforcedevelopment.gov or www.futurereadyiowa.gov.



Learn More:

Contact business service representatives from your local IowaWORKS Center for more information. Visit iowaworkforcedevelopment.gov or call 800-562-4692 to find an IowaWORKS center near you.