

REGISTERED APPRENTICESHIP TALKING POINTS

WHAT IS A REGISTERED APPRENTICESHIP PROGRAM:

Registered Apprenticeship is a proven **training model** that enables employers to develop and prepare their future workforce. Key elements of a registered apprenticeship program include:

- Employer driven & industry aligned design: programs are employer designed and in alignment with industry standards for a specific occupation
- Structured on-the-job learning and mentorship: programs provide structured hands-on learning, which includes instruction from a skilled mentor
- Related Instruction: programs provide apprentices with related classroom instruction based on employer and occupation specific needs
- Paid Job: registered apprenticeships are paid jobs and provide wage increases as apprentices increase their skills
- Credential: registered apprenticeships result in a portable, nationally-recognized credential within the occupation; other credentials or certificates can be included

WHY SHOULD I CONSIDER REGISTERED APPRENTICESHIP:

- Registered Apprenticeship offers a valuable approach for businesses encountering common workforce challenges, including:
 - Having positions with high turnover
 - Difficulty attracting workers with the right skills up front
 - Retirement of skilled workers
 - Need to attract new and more diverse talent pool
 - Need to upskill workers to keep pace with continuing industry advances
- The median ROI of an apprentice's productivity is **\$1.44 for every \$1.00** an employer invests in a registered apprenticeship program
- Other reported indirect benefits for employers include:
 - Reduced downtime
 - Improved pipeline of skilled workers
 - More on-time delivery
 - Improvement of co-worker productivity
 - Product or process innovation
- **93%** of apprentices retain employment after completing an apprenticeship program

REGISTERED APPRENTICESHIP SUPPORTS MORE THAN THE SKILLED TRADES:

- With over 1,300 apprenticeable occupations, registered apprenticeships are now filling key talent needs in industries like:
 - Education (K-12 teachers, principals, early child educators, special education)
 - Healthcare (Nurse Assistants, LPNs, RNs, EMTs, Phlebotomists, Coding)
 - Advanced Manufacturing (CNC Operators, Industrial Maintenance, Machinists)
 - Transportation & Logistics (Heavy Equipment Operators, CDL Drivers)
 - Construction (Carpentry, Electrical, Plumbing)

REGISTERED APPRENTICESHIP IS A FLEXIBLE TRAINING MODEL THAT ALL BUSINESS CAN USE:

- Adopted by union and non-union employers
- Used in big businesses, small businesses, including government or public sector and non-profit organizations

REGISTERED APPRENTICESHIP DATA AND RESOURCES

<https://www.apprenticeship.gov/>

<https://www.apprenticeship.gov/sites/default/files/aai-infographic-employers-11-11-22.pdf>

<https://www.apprenticeship.gov/sites/default/files/ApprenticeshipUSA-20260501.pdf>

