

Registered Apprenticeship

Good for Your Business

Registered Apprenticeship Programs are a proven solution for recruiting, training and retaining world-class talent.

Why Consider a Registered Apprenticeship?

Iowa is experiencing a talent gap. Challenges faced by businesses include:

- An aging workforce of highly-skilled and experienced workers; 16 percent of working Iowans are 55-65 years old
- The ability to attract a new and more diverse talent pool
- Gaps in workers' skills and credentials
- More than one-half of jobs in Iowa are skilled jobs and there are not enough workers with the right skills to fill all of the openings

High-performance organizations are two-times more likely to be maintaining, starting or growing a Registered Apprenticeship Program.

Registered Apprenticeship is an employer-driven model, combining on-the-job learning with related classroom instruction and allows the apprentice to earn a paycheck from day one.

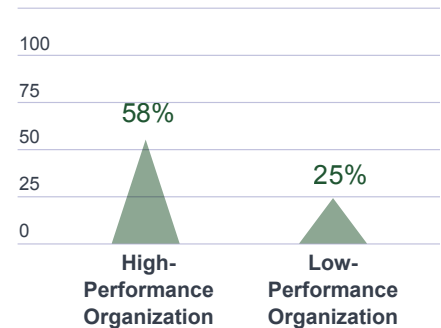
Registered Apprenticeship Programs will help Iowa reach its Future Ready Iowa goal of having 70 percent of its workforce have education or training beyond high school by 2025.

Five Components of Registered Apprenticeship

1. **Business Involvement:** Employers are the foundation of every Registered Apprenticeship Program.
2. **Structured On-the-Job Training:** A Registered Apprentice receives on-the-job training from an experienced mentor for one to five years.
3. **Related Instruction:** A Registered Apprenticeship combines on-the-job learning with technical education at community colleges, technical schools, apprenticeship training schools, on-line or at the job site.
4. **Reward for Skill Gains:** A Registered Apprentice receives increases in wages as they gain higher level skills.
5. **National Occupational Credential:** Registered Apprenticeship Programs result in a nationally-recognized credential – a 100 percent guarantee to employers that Registered Apprentices are fully qualified for the job.



ApprenticeshipUSA



Investing in a Registered Apprenticeship is Good for Iowa Businesses

- Helps recruit and develop a highly skilled workforce
- Improves productivity and the bottom line
- Creates a succession plan for retirements
- Reduces turnover costs and increases employee retention
- Creates industry-driven and flexible training solutions to meet your needs

Flexible Program Design

Registered Apprenticeship Programs can be customized to meet the needs of business and the skills of Registered Apprentices. There are three program design options: time-based, competency-based or a hybrid of the two.

1. **Time-Based Programs.** Registered Apprentices complete a required number of hours in on-the-job training and related instruction.
2. **Competency-Based Programs.** Registered Apprentices progress at their own pace – they demonstrate competency in skills and knowledge through proficiency tests, but are not required to complete a specific number of hours.
3. **Hybrid-Based Approach.** A blend of the time-based and competency-based programs. The hybrid approach uses minimum and maximum range of hours and the successful demonstration of identified and measured competencies.

Earn and Learn Training Model

Registered Apprentices earn a paycheck from day one, allowing them to earn wages while they learn on the job. Pay increases as the Registered Apprentice's skills and knowledge increase. This progressive model helps to reward and motivate Registered Apprentices as they advance through their training.

Register Your Apprenticeship Program

After you build your apprenticeship, it is important to register your program to become part of the ApprenticeshipUSA network. Benefits to registering your apprenticeship include:

Technical Assistance and Support. The program joins the ApprenticeshipUSA network, which provides access to a nationwide network of expertise, customer service and support at no charge.

National Credential. Graduates of Registered Apprenticeship Programs receive a national, industry-recognized credential.

Quality Standards. Registration means the program has met national and independent standards for quality and rigor. Registration tells prospective employees, customers and suppliers that you invest in your workforce and that you believe your employees are your most important asset.

Tuition Support. The Iowa Apprenticeship Act funds \$3 million a year to support Registered Apprenticeship through the Iowa Jobs Training Program. Businesses can work with their local Iowa community college, which will assess training needs, determine the availability of funds and provide training. Funds go to businesses, not Registered Apprentices. The program is administered by the Iowa Economic Development Authority in coordination with the DOL Office of Apprenticeship. Learn more at: www.iowaeconomicdevelopment.com/workforcetraining/employeetraining.

Federal Resources. Business and Registered Apprentices can access funding and other resources from many federal programs to help support their Registered Apprenticeship Programs.

Support is Available

Business service representatives from your local IowaWORKS office can help you design your Registered Apprenticeship.

Visit iowaworkforcedevelopment.gov or call 800-562-4692 to find to find an IowaWORKS center near you.