# Understanding the Apprenticeship Model

The Registered Apprenticeship model combines on-the-job training with job-related classroom instruction and progressively increases the skill levels and wages of apprentices as they advance thru the program. Apprentices train on your equipment, with your processes, building on the strengths and experience of your most experienced workers.

Apprenticeship is a proven employment and training strategy of the public workforce system for many years and a leader among the broader category of “work-based” learning. Work-based learning focuses on the way learners develop skills through hands-on training and applied education.

Apprenticeship is a flexible training strategy customized to meet the needs of any business and integrated into an employer’s existing training and human resource development strategies. Labor & Industries Apprenticeship Consultants will help to identify which type of apprenticeship model and structured learning best suits the employer’s needs.

Regardless of industry or model of apprenticeship, the basic components of an apprenticeship program are the same.

# Business Involvement

Employers are the foundation of every apprenticeship program. They play an active role in building the program and remain involved every step of the way. Employers work together through industry associations, apprenticeship councils, labor-management union, or other consortia to develop and maintain an apprenticeship programs. There is no union requirement to be in a registered apprenticeship.

# Structured On-the-Job Training (OJT)

An employer’s apprenticeship standards outline the on-the-job training plan for apprentices using the identified skill sets for the occupation as a guide. An experienced mentor or journey-level worker provides the on-the-job training. Apprentices earn competitive wages- a paycheck from day one and increment raises as skill levels increase. *Work hours range from 2,000 to 10,000 hours (1-5 years) with at least one pay increase*. Cannot pay below minimum wage.

# Related Supplemental Instruction (RSI)

Apprentices Related Supplemental Instruction is the formal education where apprentices learn the theory behind what they are doing on the job. Unlike college, all classroom hours for apprenticeship relate directly to the occupation. For each year of the apprenticeship, there is a minimum requirement of *144 hours of classroom instruction per year*.

National Occupational Credential  
Apprenticeship trains to industry. Every graduate of a Registered Apprenticeship program receives a *nationally recognized credential* that certifies the worker is fully qualified for that occupation.