

Employers across Pennsylvania struggle to find workers with the right skills due to the growing skills gap in the workforce. Automation or technical innovation alone can't overcome these challenges. Pennsylvania workers need to upgrade their skills and PA's businesses must become producers of the talent they need to thrive.

### Apprenticeship and pre-apprenticeship programs can help!

## WHAT IS APPRENTICESHIP?

Registered apprenticeships (RA) are innovative work-based training programs that allow employers to develop and prepare their future workforce, while providing individuals with an earn-while-you-learn approach to career development. There are **five key components** of an apprenticeship that differentiates the approach from other types of workplace training programs, and business involvement is central to each.

### 1. PAID JOB



Apprenticeships are jobs! Apprentices earn a competitive wage from their employers that increases during training, providing a reward for skill gain.

### 2. ON-THE-JOB TRAINING



Programs provide structured on-the-job learning to prepare apprentices for a successful career.

### 3. RELATED TECHNICAL INSTRUCTION



Apprentices are provided related technical instruction that supports their on-the-job training.

### 4. MENTORSHIP



Apprentices receive on-the-job learning under the instruction of an experienced mentor.

### 5. CREDENTIALS



Apprentices earn a portable nationally-recognized credential within their industry.

## BENEFITS FOR EMPLOYERS

### ➤ Demonstrated ROI

On average, employers realize an average return on investment of \$1.47 for every \$1 invested.<sup>1</sup>

### ➤ Improved Recruitment

Apprenticeship programs attract a broader range of candidates, allowing employers to fill vacancies that otherwise couldn't be filled due to skills gaps among available workers.

### ➤ Lower Turnover

Investing in workers improves employee morale and loyalty, and 92% of apprentices stay at the job where they received training.<sup>2</sup>

### ➤ Increased Productivity

Apprenticeship creates highly skilled employees trained to the employer's standards using the employer's equipment and protocols, shortening the amount of time before new employees are productive.

### ➤ Retaining Your Company's Expertise

Structured mentorship ensures that the knowledge and experience of aging and retiring employees is transferred to the next generation of workers.

<sup>1</sup> [www.nationalapprenticeship.org/roi](http://www.nationalapprenticeship.org/roi)

<sup>2</sup> [www.apprenticeship.gov/career-seekers](http://www.apprenticeship.gov/career-seekers)

## WHAT IS PRE-APPRENTICESHIP?

Pre-apprenticeship (Pre-RA) programs provide the instruction, preparation, and supports to help individuals gain the skills they need to succeed in a full apprenticeship program. Pre-RA programs are linked with existing apprenticeship programs, creating a pipeline of qualified workers to fill open positions. They can be delivered by a range of entities including community-based organizations, high schools, labor organizations, workforce agencies, or community colleges. Employers and other RA sponsors are often involved in creating and facilitating the programs, ensuring that the training is applicable to existing apprenticeship programs.

## ELEMENTS OF PRE-APPRENTICESHIP

High quality pre-apprenticeship programs include:

- **Connection to existing apprenticeship programs** into which successful pre-apprentices will advance and potentially gain advanced standing in.
- **Approved training and curriculum**
- **Hands-on learning** with a career focus
- Opportunity to earn an **industry-recognized credential**.
- Access to **support services** and **career counseling**.

## BENEFITS OF PRE-APPRENTICESHIP

Pre-apprenticeship programs expand participants' career pathway opportunities with industry-based training and classroom instruction, preparing individuals to enter and succeed in registered apprenticeships and other career pathways. Pre-apprenticeship training is a great way for participants to build the literacy, math, English, and work-readiness skills employers desire, and potentially gain advanced standing in partnered registered apprenticeship programs.

For registered apprenticeship program sponsors, pre-apprenticeship training is a great way to recruit and pre-screen qualified, job-ready apprentices likely to complete their apprenticeship program. They are also a great way to connect with individuals with diverse backgrounds.

## GET STARTED

More than a thousand occupations have already been apprenticed in industries including manufacturing, healthcare, transportation & logistics, information technology, and the building trades. And as a proven model for workforce training, an increasing amount of State and Federal support is available to help you launch and maintain your apprenticeship program.

The **Apprenticeship and Training Office (ATO)** within the PA Department of Labor & Industry is responsible for guiding and promoting the expansion of apprenticeship programs across the state. Our staff of experts can help you build and register your new program and connect you with resources to help it succeed. All services are provided free of charge. Visit [www.pacareerlink.pa.gov/jponline/Common/Apprenticeships](http://www.pacareerlink.pa.gov/jponline/Common/Apprenticeships) to learn more, or contact [Apprenticeship@pa.gov](mailto:Apprenticeship@pa.gov) anytime to get questions answered or to first express your interest in apprenticeship. We look forward to working with you!



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