

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 a learn-while-you-earn approach to career development. There are **five key components** of an apprenticeship that differentiates the approach from other types of workplace training programs.

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 JOB SEEKERS

➤ Employment

Apprentices start working on day one, earning a paycheck while they advance their skills. RA programs open up new career pathways for those who can't afford the time or cost of an advanced degree.

➤ Increased Skills

Apprentices learn both conceptual knowledge in the classroom and practical skills while learning on-the-job. Many apprenticeship programs offer college credit for those wishing to pursue further training.

➤ Wage Progression

As apprentices advance through their training and their productivity increases, their wages increase as well.

➤ Industry-Recognized Credential

Successful apprentices receive a national industry-recognized credential that certifies them as an expert journeyman in the apprenticed occupation.

WHAT IS PRE-APPRENTICESHIP?

If you need to learn some additional skills before qualifying for a Registered Apprenticeship program, a pre-apprenticeship program might be for you! 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 expands 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:

- Explore and learn about exciting careers.
- Qualify to meet the minimum standards for selection to a registered apprenticeship program.
- Benefit from classroom and technology-based training.
- Build the literacy, math, English, and work-readiness skills employers desire.
- Gain advanced standing in partnered registered apprenticeship programs.

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 support apprentices.

Your local PA CareerLink® office will be able to connect you to apprenticeship and pre-apprenticeship opportunities, and may be able to provide additional funding and other resources to support your training. Visit www.pacareerlink.pa.gov/jponline/Common/Apprenticeships to learn more.



Contact Apprenticeship@pa.gov

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