Components of a Registered Apprenticeship

1. **Business Involvement**
   Employers are the foundation of every Registered Apprenticeship (RA) program.
   - Employer-driven
   - Employers may choose to train new employees or upskill current staff

2. **Structured On-the-Job Training**
   Apprentices receive on-the-job training from an experienced mentor for typically not less than one year.
   - Includes hands-on learning component;
   - Mentors are paired with apprentices to help support and teach the technical and work-readiness skills related to the job

3. **Related Instruction**
   Apprentices combine on-the-job learning with technical education from community colleges, technical schools, apprenticeship training schools, online courses, or classes held at the job site.
   - Classroom learning component
   - Can be delivered via the Internet, in a classroom, by vendors, or on-site using in-house (employer) experts

4. **Rewards for Skill Gains**
   Apprentices receive increases in wages as they gain higher level skills.
   - Apprenticeship is an “earn and learn” model where apprentices are paid while they learn the skills required to perform the job duties
   - At least one wage increase must be built into an RA program; employers can include more than one wage increase in the RA program

5. **National Occupational Credential**
   Registered Apprenticeship programs result in a nationally-recognized credential—a 100% guarantee to employers that apprentices are fully qualified for the job.
   - Apprentices receive a certificate from the United States Department of Labor at the conclusion of the program
   - The USDOL certification is a national credential and is transferrable between states