



# Registered Apprenticeships

IN THE NEW NEVADA





Dear Prospective Apprentice,

Nevada is committed to your success. The Governor, legislators, and various leaders in Nevada’s state agencies want to see you succeed in high-paying careers.

One strategy we are leveraging to ensure your success is scaling work-based learning opportunities such as Registered Apprenticeship. Registered Apprenticeship is a proven strategy to help career-seekers develop the skills, experiences, and disposition needed to be successful in the work place. It is the premier “earn as you learn” model across the country and even across the world. Registered Apprenticeship combines paid on-the-job training with a mentor and related instruction that leads to a nationally recognized credential, resulting in skilled careers without student loan debt.

Job security in the 21st century will require individuals to acquire relevant skills and engaging in work-based learning will be your path to developing those skills. We hope you will consider work-based learning opportunities such as Registered Apprenticeship as you pursue opportunities in high-demand, high-growth industries across the State of Nevada.

The Governor’s Office of Workforce Innovation (OWINN), which has the mission of creating a skilled, diverse, and aligned workforce, is committed to your success. You can start by visiting [LifeWorksNV.org](http://LifeWorksNV.org) to explore Registered Apprenticeship and other work-based learning opportunities across the great State of Nevada.

Best wishes on your career journey.

Sincerely,

*Manny Lamarre*

EXECUTIVE DIRECTOR | GOVERNOR’S OFFICE OF WORKFORCE INNOVATION (OWINN)

# What is a Registered Apprenticeship?

A Registered Apprenticeship is a way for an employee to receive hands-on training, education, pay-raises, a career, and a nationally-recognized credential and for employers to develop a qualified and highly-skilled workforce.

Apprentices are instructed and mentored by employers while collecting a paycheck. In fact, the average starting salary for a Registered Apprentice is \$60,000 per year and an apprentice earns \$300,000 more over a career than their peers who do not complete a registered apprenticeship.

Registered Apprenticeship is a model that allows workers to earn while they learn, finish their apprenticeship without debt, obtain a national recognized credential and get a job promotion by becoming a fully-qualified worker. Apprenticeship options are available in over 1,000 occupations in diverse fields such as healthcare, information technology, transportation and logistics, and energy.



# How does a Registered Apprenticeship program benefit workers?



From their first day of work, apprentices receive a **paycheck that is guaranteed to increase as their training progresses**. Apprentices also complete a combination of job-related instruction and hands-on training at the job site leading to a nationally-recognized, portable credential.



## AN EDUCATION

Apprentices receive instruction and the opportunity to apply what they learn on the job, making learning relevant to their career. Apprentices receive an education resulting in improved skills as well as the potential to earn college credit toward an associate's or bachelor's degree.



## HANDS-ON CAREER TRAINING

Apprentices receive practical, on-the-job training from their employer in a wide variety of occupations and industries, such as health care, construction, information technology, transportation, energy, and advanced manufacturing.



## A CAREER

Apprentices have a job from Day 1. Once an apprentice enters and completes a program, they are on their way to a successful long-term career with a competitive salary and little or no education debt.



## NATIONAL CREDENTIAL

An apprentice receives a portable, nationally recognized credential that is recognized and accepted by industries and employers across the U.S. when their apprenticeship is complete.

## How much money can an apprentice earn?

Apprentices earn competitive wages, a paycheck from the first day of employment and incremental raises as skill levels increase. The average wage for a fully-proficient worker who completes an apprenticeship is **\$60,000 annually**. Apprentices who complete their program earn approximately **\$300,000 more** during their career than non-apprenticeship workers.

# 5 core components of Registered Apprenticeship programs.



## BUSINESS INVOLVEMENT

Employers are the foundation of every Registered Apprenticeship program. They play an active role in building the program and remain involved every step of the way. Employers frequently work together through apprenticeship councils, industry associations, or other partnerships to share the administrative tasks involved in maintaining Registered Apprenticeship programs.



## RELATED INSTRUCTION

One of the unique aspects of Registered Apprenticeship is that they combine on-the-job learning with related instruction on the technical and academic competencies that apply to the job. Education partners collaborate with business to develop the curriculum, which often incorporates established national-level skill standards. The related instruction may be provided by community colleges, technical schools, apprenticeship training schools, or by the business itself.



## STRUCTURED ON-THE-JOB TRAINING

Registered Apprenticeships always include an on-the-job training (OJT) component. Apprentices receive hands-on training from an experienced mentor at the job site. OJT focuses on the skills and knowledge an apprentice must learn to be fully proficient on the job. This training is based on national industry standards, customized to the needs of the particular employer.



## REWARDS FOR SKILL GAINS

Apprentices receive wages when they begin work, and receive pay increases as they meet benchmarks for skill attainment. This helps reward and motivate apprentices as they advance through their training.



## NATIONALLY-RECOGNIZED CREDENTIAL

Every graduate of a Registered Apprenticeship program receives a nationally-recognized credential. This is a portable credential that signifies to employers that apprentices are fully qualified for the job.

For more information on Registered Apprenticeship program components, please visit the Learn section of the **ApprenticeshipUSA Toolkit** at <https://www.dol.gov/apprenticeship/toolkit/>

A man and a woman, both wearing green hard hats and white shirts, are looking at a tablet together. They are standing in front of a large white wind turbine against a clear blue sky. The man is pointing at the tablet while the woman looks on attentively.

**21<sup>st</sup>**  
CENTURY

**REGISTERED  
APPRENTICESHIP  
MODEL**

**Earn While You Learn**

**STRUCTURED | SUSTAINABLE | COMBINING LEARNING WITH DOING**

If you are looking to further your education and start a successful new career without racking up debt, Registered Apprenticeship is the right solution for you. You will earn a paycheck from day one while receiving hands-on career training, ultimately resulting in a nationally recognized certificate that will launch your successful long-term career with competitive wages.



# Registered Apprenticeship Statistics & Facts



**1,000 +**

Occupations available for apprenticeship programs, including jobs in health care, energy, information technology, advanced-manufacturing, construction and many more.



**9/10**

Apprentices are still employed 9 months after completing their registered apprenticeship.



**\$300,000 +**

Individuals who complete Registered Apprenticeship programs earn \$300,000 more over a career than their peers who don't.



**545,000+**

Apprentices nationwide



**LESS DEBT**

Apprentices earn while they learn, reducing their need to take on debt.



# Who's involved?



## THE EMPLOYER

The first component of any Registered Apprenticeship is a job. At its essence, RA is high-quality in that it allows employers to invest in their workers. Employers can begin an apprentice below the average starting wage for a fully-qualified person in the same position, while investing that savings in the apprentice's instruction and mentoring. Employers create work processes of on-the-job learning and related instruction bringing the apprentice to a fully-qualified worker.

Partnerships are formed to assist in this endeavor as needed and can entail the K-12 system (recruiting newly graduated or soon to graduate students), systems of higher-education (if needed to deliver related instruction), workforce intermediaries to sponsor programs, and public workforce systems to provide funding for mentoring and training.



## THE PARTNERS

Through a proven system of public-private partnerships, Registered Apprenticeship involves a wide range of organizations, including but not limited to:

- Businesses, consortia of employers, and industry associations.
- Labor and joint labor-management organizations.
- State and local public workforce systems.
- Two- and four-year colleges that offer associate and bachelor's degrees.
- Community-based organizations.
- Economic development organizations.

An employer, all of the above or a combination of those above can serve as the Registered Program Sponsor. The sponsor is responsible for the overall operation of the program.



## THE APPROVING AGENCY

The Governor's Office of Workforce Innovation is the State Apprenticeship Agency (SAA) for Nevada. The registration agency is responsible for:

- Registering apprenticeship programs that meet federal and state standards.
- Protecting the safety and welfare of apprentices.
- Issuing nationally-recognized and portable credentials to apprentices.
- Promoting the development of new programs through marketing and technical assistance.
- Assuring that all programs provide high quality training.
- Assuring that all programs produce skilled, competent workers.



## THE APPRENTICES

Apprenticeships are a way for workers to access strong middle-class careers in high-demand and high-growth industries. Apprentices are hired by employers and receive pay from Day 1.

Apprentices also receive classroom education, on-the-job training, incremental wage progression, and a nationally recognized credential from the Governor's Office of Workforce Innovation.

Apprentices begin a job below the wage of a fully-qualified worker, but receive mentoring and instruction while becoming fully-qualified. An apprentice will earn and learn without accumulating student loan debt.

Learning objectives or competencies are set by the employer or sponsoring organization.

# Frequently Asked Questions

From the U.S. Department of Labor

## Is an apprenticeship a job?

Yes. Apprentices start working when they enter an apprenticeship, with steady wage increases as they become more proficient. The average starting wage for an apprentice is \$15.00 per hour.

## How is apprenticeship different from other types of work-based training?

First, apprentices are hired by employers and receive a paycheck from the first day of work. Wages increase over time as apprentices advance in their knowledge, skills, and abilities.

Registered Apprenticeships last from one to six years – depending on the occupation and model – and connect education and work simultaneously. Apprentices take classes while they are working, combining theoretical and hands-on learning. At the end of the apprenticeship, apprentices earn industry-recognized credentials and in many cases can receive college credits that may lead to an associate or bachelor's degree.

## What is Pre-Apprenticeship?

Pre-apprenticeship is designed to prepare individuals to enter and succeed in a Registered Apprenticeship program. These programs promote a diverse and skilled workforce and prepare participants to meet the basic qualifications for entry into apprenticeship, through:

- An approved training curriculum based on industry standards
- Educational and pre-vocational services
- Hands-on training in a simulated lab experience or through volunteer opportunities
- Assistance in applying to Registered Apprenticeship programs

Pre-apprenticeship programs involve formal partnerships with at least one Registered Apprenticeship program sponsor. For more information on pre-apprenticeship programs, please refer to Training and Employment Notice 13-12.

## Can Registered Apprenticeship programs be used in both non-union and union workplaces?

Yes. Registered Apprenticeship is used widely across all industries. Sponsors of apprenticeship programs can include employers, labor organizations, and joint labor-management organizations.

## Do apprentices earn college credit while participating in a Registered Apprenticeship program?

Registered Apprenticeship opportunities combine on-the-job training and job-related instruction, provided by apprenticeship training centers, technical schools, community colleges, and other educational institutions. Registered Apprenticeship sponsors often work directly with two- and four-year colleges to structure the program so apprentices earn college credits.

## How long are Registered Apprenticeship programs?

The length of a Registered Apprenticeship program depends on the complexity of the occupation and the type of program model the sponsor chooses. Apprenticeship programs range in length from one to six years. Many occupations have one- and two-year apprenticeships, such as Home Health Aide, Biller Coder, and Emergency Medical Technician.

## Ready to start your career ?

If you're eager for a high-skilled, high-paying career, we can match you with employers seeking to build and train a qualified workforce. Find the Registered Apprenticeship that's right for you.

1| Go to: [LifeworksNV.org](http://LifeworksNV.org)  
or [apprenticeship.gov](http://apprenticeship.gov)

2| Search by Keywords, Location  
(city, state, or ZIP code)

3| Explore

4| Start your new career

For more information go to: **OWINN** | [gov.nv.gov/OWINN](http://gov.nv.gov/OWINN)  
**EmployNV** | [employnv.gov](http://employnv.gov)

**Apprenticeship Toolkit** | [dol.gov/apprenticeship/toolkit/](http://dol.gov/apprenticeship/toolkit/)  
**State Work-Based Learning Hub** | [LifeworksNV.org](http://LifeworksNV.org)





[Gov.nv.gov/OWINN](http://Gov.nv.gov/OWINN)

[NVApprenticeship@gov.nv.gov](mailto:NVApprenticeship@gov.nv.gov)

[www.LifeworksNV.org](http://www.LifeworksNV.org)

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