

Commonly Asked Questions About Apprenticeships

Q1. *What is apprenticeship?*

A1. Apprenticeship is a combination of on-the-job learning (OJL) and related technical instruction (RTI), or classroom hours. Apprentices are under the supervision and mentorship of a journeyperson while learning the practical and theoretical aspects of a highly skilled occupation.

Q2. *What is a Registered Apprenticeship Program (RAP)?*

A2. A RAP is a customizable training program registered with the U.S. Department of Labor. It is sponsored by an employer, a group of employers, an intermediary, or a union. It consists of a set of standards for training apprentices to be skilled in an occupation.

Q3. *What is OJL (On-the-Job-Learning)?*

A3. Sometimes called On-the-Job-Training (OJT), this portion of the apprenticeship program is where the apprentice is working for wages under the mentorship of a journeyperson. An apprentice spends a minimum of 2000 hours working for an employer.

Q4. *What is RTI (Related Technical Instruction)?*

A4. Related Technical Instruction is classroom or instructional time. Each Registered Apprenticeship Program (RAP) is required to give or outsource 144 hours of academic knowledge related to that apprenticeable occupation.

Q5. *Who can become an apprentice?*

A5. Anyone who is at least 16 years of age and is eligible to work in The United States. Priority of service is always given to veterans.

Q6. *How long does an apprenticeship program last?*

A6. Apprenticeship programs typically last 1-4 years.

Q7. *What is a pre-apprenticeship program?*

A7. A pre-apprenticeship is a short training program typically lasting a few weeks to several months. Pre-apprenticeships are an “on-ramp” into apprenticeship. These programs ensure an individual is given the necessary training and instruction to become a successful apprentice.

Q8. *Which occupations are apprenticeable?*

A8. Apprenticeships exist across all industries. The industries newly associated with apprenticeship programming include healthcare, education, and public safety.

Q9. *How does apprenticeship benefit employers?*

A9. Employers benefit from these programs by being able to developing a highly skilled “home-grown” workforce, improved profitability with their hiring process, and increased retention of workers during and after apprenticeship completion.

Q10. *What benefits do apprentices receive?*

A10. Apprentices have a lot to gain from registered apprenticeship programs. Apprentices typically earn higher wages than regular jobseekers their age, and they can earn college credit for their work experience. Apprenticeship programs are typically free or almost free. Upon completion, each apprentice receives a portable, nationally recognized certificate from the Department of Labor as recognition of skills mastery.

Q11. *Do apprentices make wages?*

A11. Yes, all apprentices are paid for their work experience. Typically, apprentices earn more than minimum wage and are eligible for wage increases as new skills are mastered. Once the program is completed, apprentices are hired and make journeyworker wages.

Q12. *What does the Apprenticeship Building America (ABA) grant provide to the community?*

A12. The Apprenticeship Building America grant provides no cost training to eligible apprentices living within these 10 counties: Barry, Dade, Dallas, Christian, Greene, Lawrence, Polk, Stone, Taney, and Webster. Employers partnered with the City of Springfield benefit from grant funding which is utilized for training, uniforms, and work materials. Apprentices involved with the grant are eligible for supportive services such as transportation and childcare.

Q13. *Where can I go to learn more about apprenticeship programs?*

A13. For more information about apprenticeship in general you may visit: <https://www.apprenticeship.gov/career-seekers>.