**Introduction to Registered Apprenticeships**

Through apprenticeship programs, employers can develop the skilled talent they need to grow. Many have reported higher levels of employee morale and engagement, an improved bottom line, and increased retention.



**Components of a Registered Apprenticeship**

**On the Job Learning (OJL)** - Training in the public or private sector that is given to paid employees while they are engaged in productive work that provides the skills and knowledge essential to be fully proficient at a job

* Minimum of 2000 hours of structured and supervised OJL

**Related Instruction (RI)** - The classroom (or online) learning component of a registered apprenticeship which may be obtained through a college, union, online, private training provider, or internally at a company

* Recommended 144 hours of RI per year



**Wage Progression** - The minimum wage rates for apprentices at various points in their apprenticeship program

* Apprentices receive a minimum of one wage progression during the apprenticeship in addition to their starting wage and completion wage



**National Occupational Credential -** After finishing the program, apprentices earn a nationally-recognized credential that ensures that they are qualified for a job

**Benefits of Registered Apprenticeships**

* *Fill skills gap*
* *Develop the talent you need to grow*
* *Improve workforce diversity*
* *Prepare for a retiring workforce*
* *Keep up with advancing technology*
* *Deepen your talent pool*



**Services to Support the Development of Your Registered Apprenticeship**

The Apprenticeship Team provides no-cost services to Colorado businesses interested in the registered apprenticeship model. They support businesses by:

* Identifying unique organizational needs and determining if a registered apprenticeship is a good fit for their organization
* Walking organizations through the registered apprenticeship process, from program development through registration with the US Department of Labor
* Connecting organizations to state and local resources that will help their registered apprenticeship program recruit diverse talent and sustain their program