

## Apprenticeship: A PROVEN Solution for Workforce Training

Companies in all sectors of Arkansas' economy are facing complex workforce challenges in increasingly competitive markets. Arkansas Apprenticeship programs have proven to be a viable and successful solution for recruiting, training, and retaining a skilled workforce.

Industries of all types are the foundation of Arkansas' economic competitiveness and prosperity. Utilizing workforce training models that effectively and efficiently develop and upgrade the existing and future workforce needs is vital to the continued growth of Arkansas' businesses. Significant talent shortages and skill gaps are slowing companies' efforts to expand and thrive to their full potential.

Apprenticeship is an industry driven program that offers employers a method to improve the competencies of their existing workers and replicable systems to use in training new employees.

## Arkansas Apprenticeship Programs

Arkansas Apprenticeship Programs have the experience and expertise to successfully provide training for new employees, apprentices, journeyman, and contractors/employers and to provide pre-employment training for unemployed workers, dislocated workers, and youth as required by industry specified needs.

Arkansas has been recognized on both the federal and state level for being a model for apprenticeship. ALL apprenticeship programs have one goal — train a qualified workforce based on industry needs. There are over 1,000 different occupations that can utilize the apprenticeship model.

Arkansas Apprenticeship programs have served the training needs of a variety of businesses and industries for decades.

Engaging the capacity of the Arkansas Apprenticeship Programs will improve the current and future workforce of Arkansas. The apprenticeship Programs embrace the concept of developing a positive partnership effort for training Arkansas' workforce.

## Research Links and For More Information

[www.collegecalc.org/lists/arkansas/mostaffordable-in-state-tuition](http://www.collegecalc.org/lists/arkansas/mostaffordable-in-state-tuition)

<http://ace.arkansas.gov/cte/specialPrograms/apprenticeshipAppliedSciences/Pages/apprenticeshipForEmployers.aspx>

[www.doleta.gov/oa/](http://www.doleta.gov/oa/)

[http://www.doleta.gov/oa/pdf/funding\\_fact\\_sheet.pdf](http://www.doleta.gov/oa/pdf/funding_fact_sheet.pdf)



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*Helping You Get a Firm Grip on Your Future and Your World*

# Uncertain About Your Future?



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## What Is Apprenticeship?

An apprenticeship is two different things:

***It's a job.  
But it's also school.***

Mostly, though,

***it's a great opportunity!***

An apprenticeship is a good way to prepare yourself for the future with on the job training in a highly skilled career.

***An apprenticeship is a paid job.***

Someone who is new to the field (the apprentice) learns the skills needed for the job. Apprentices are trained by master craftsmen, who are experts in their field. They share their skills and knowledge to help the apprentice become an expert too.

***An apprenticeship is also a school.***

Apprenticeships include classroom lessons to make sure the apprentice masters all aspects of the job.

## What Does It Mean To Be An Apprentice?

Apprenticeship is one of the oldest methods of career preparation. It means **“you earn while you learn”!**

Apprenticeship comes in all shapes and sizes. There are over 1,000 different occupations that can utilize the apprenticeship model, such as **plumbing**. A plumbing apprentice spends some of the time in the field being paid to learn the trade and some of the time in a classroom for related training. It takes a minimum of four years to acquire the necessary hours and skills needed to complete the plumbing apprenticeship program. Upon completion, the plumb-

ing apprentice will ALREADY have a job and a career, hold a nationally recognized credential, may be on track to a university degree, or have become a leader in the plumbing industry and **normally free of student loan debt.**

## Average Wages Construction Trades\*

<u>National</u>	<u>State</u>
Plumber/Pipe Fitter	
\$52,950.00	\$41,900.00
Electrician	
\$53,030.00	\$41,440.00
HVAC Tech	
\$45,830.00	\$37,090.00
Carpenter	
\$44,520.00	\$33,450.00
Structural Iron	
\$50,740.00	\$35,370.00
Sheet Metal Worker	
\$46,870.00	\$32,630.00

*\*U.S. Dept. of Labor, May 2012*

## What Are the Benefits of Apprenticeship?

**Affordable**

**No student loans to pay off upon completion**

**Already employed while learning your career – “Earn while Learn”**

**Classroom learning relevant to the trade**

**\$\$ Substantially higher earnings for registered apprenticeship participants**

## Why Are Apprenticeship Programs So Successful?

Statistics have proven that apprentices are more motivated, learn their jobs faster, have lower attrition, are more loyal to the employer who provided training, and are more likely to become supervisors than workers trained in other ways. In addition, apprenticeship provides:

**PAID on-the-job training** – Apprentices benefit from real-world application while receiving training based on industry standards. Apprentices “earn while they learn.” There is no better person to train the apprentice than the employer. They have the equipment and knowledge to train the apprentice based on their specific needs.

**Mentoring** – Apprentices are under the direct supervision of a journeyman or master. The mentor is a highly qualified person who is proficient in their field.

**Incremental Wage Increases** – The wages of the apprentice increase as their skills increase. Guaranteed pay raises for learning a skill!